



Australian Government
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**Study of
Knowledge Needs and Supply Constraints for
Gender Research
in Indonesia's Knowledge Sector**

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Graduate Program in Gender Studies
Post Graduate Program, Universitas Indonesia
Gedung Rektorat Lama, Lt.4
Kampus UI Salemba, Jakarta
Telp/Fax. +6221 3907407



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ACRONYM

APBD	Regional Budget
APBN	State Budget
Bappeda	Regional Development Planning Board
Bappenas	National Development Planning Board
BP3A	Women Empowerment and Children Protection Body
BPMKB	Community Empowerment and Family Planning Body
BPPKB	Woman Empowerment and Family Planning Body
BPS	Statistics Indonesia
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
Dikti	Directorate General of High Education - Ministry of National Education
DPR	House of Representatives
DPRA	Aceh Legislative Council
DPRD	Regional Legislative Council
DPD	House of Regional Representatives
FGD	Focus Group Discussion
Inpres	President Instruction

LBHP2I	Legal Aid for Indonesian Woman Empowerment
LIPI	National Institute of Sciences
LPKP	Institute for Community Study and Development
LPPM	Research and Community Services Institutes
K/L	Ministries/Institutions
KDRT	Domestic Violence
KKTGA	Working Group for the Transformation of Gender in Aceh
Komnas Perempuan	National Commission on Violence Against Women
Kopwan	Women Cooperative
KPI	Indonesian Women Coalition
KPPI	Caucus of Indonesian Parliament Women
KPPPA	Ministry of Women Empowerment and Child Protection
KP3A	Women's Empowerment and Child Protection Office
LSM	Non Governmental Organization
Musrenbang	Development and Planning Consultation
NAD	Nanggroe Aceh Darussalam
NSPK	Norms, Standard, Procedure and Criteria
NTT	East Nusa Tenggara
NU	Nahdlatul Ulama
Ormas	Mass Organization
Perda	Regional Regulation
P2TP2A	Comprehensive Service Center for Women and Children
PERGUB	Governor Regulation
PKK	Family Welfare Empowerment
FPMP	Women's Issues Monitoring Forum
P3KG	Center for Demographic and Gender Research and Development
P3W	Research Center on Women's Participation
PKBIS	Social Institution Based Crisis Center
PP	Government Regulation
PPHG	Center for Law and Gender Development
PPRG	Gender Responsive Planning and Budgeting
PSKW	Graduate Program in Women's Studies
PSKG	Graduate Program in Gender Studies
PSG	Gender Studies Center
PSW	Woman Studies Center

PSW LPPM IPB	Women's Studies Centers - Institute for Research and Community Service – Bogor Agricultural University
PUG	Gender Mainstreaming
Pusdatin	Data and Information Center
Puska Genseks	Center for Gender and Sexuality Studies
PUU DPR	Draft of Law of the House of Representatives
RPJMN	National Medium Term Development Plan
RPJMD	Regional Medium Term Development Plan
RKP	Government Work Plan
RI	Republic of Indonesia
SKPD	Regional Working Unit
TP-PKK	Motivating Team of Family Welfare Empowerment
UI	Universitas Indonesia
UIN	State Islamic University
WHO	World Health Organization

FOREWORD

This Study of "Knowledge Needs and Supply Constraints for Gender Research in Indonesia's Knowledge Sector" was initiated by AusAid to follow up the Gender Action Plan in relation to Revitalization of the Indonesian Knowledge Sector for Development. This research was conducted by a research team under Program

Study of Gender Studies of the Post Graduate Program of the University of Indonesia.

The very purpose of this research is to conduct a critical assessment to circumstances and interaction between the supply and the demand for knowledge, researches, data and analyses on gender in various regions in Indonesia including the Special Province of Jakarta (representing national situation), the West Java Province (Depok Municipality, Bogor Municipality, Bandung Regency), the East Java Province (Malang Municipality), South Sulawesi (Makassar Municipality), the Aceh Province, the Bengkulu Province, the East Nusa Tenggara Province (Kupang and Soe Municipalities), and the Papua Province.

The research has successfully identified interesting and important findings, coupled with obstacles in providing and using knowledge on gender which have allow the research team to recognize the revitalization needed. This research has also identified strategic and practical recommendations to improve the needs to prepare policies, to translate the need for knowledge from the Government, and to strengthen knowledge production which will ultimately match the demand for knowledge and supply of knowledge.

The research team highly appreciates Ausaid and all resource persons and parties involved in this research. Hopefully, this research will be beneficial and provide a lot of inspiration to revitalize the knowledge sector with the perspective of gender equality and justice.

Research Team¹
Graduate Program in Gender Studies
Universitas Indonesia

¹ The Research Team comprises of Dr. Kristi Poerwandari (Substance Supervisor); Ruth Eveline, M.Si (Research Coordinator); Imelda Bachtiar, M.Si, (Researcher); Kartini Tilawati, M.Hum (Researcher); and Niken Lestari, M.Si (Researcher). We also would like also express our gratitude to Yanti Teurupun M.Si, Debora Nurseli Manurung M.Si, and Alistair Steven Simbolon who have helped the team in processing the data.

EXECUTIVE SUMMARY

The very purpose of this research is to conduct a critical assessment to circumstances and interaction between the supply and the demand for knowledge, researches, data and analyses on gender. The research was conducted in the Special Province of Jakarta (representing the national circumstance), Banda Aceh Municipality (the Aceh Province), Bengkulu Municipality (the Bengkulu Province), Depok Municipality, Bogor Municipality and Bandung Regency (the West Java Province), Malang Regency (the East Java Province), Makasar Municipality (the South Sulawesi Province), and Kupang and Soe Municipality (NTT). This research applied a critical qualitative approach with 158 resource persons (42 males and 116 females) from the Government, the parliament, NGOs, People Organization, PSW/PSW in universities and gender experts.

AusAid has clearly distinguished among the sides of supply, demand, intermediary and enabling environment. In fact, it is hard to make a rigorous categorization in the field because only few knowledge suppliers, in this case institutions under universities, carrying out researches and other research institutes, have seriously conducted their roles to the maximum levels. It is actually due to the very fundamental obstacles, namely, lack of the environment supporting the institutional strengthening, lack of fund, lack of quality resources, and internal bureaucracy and external relation of such institutions that have obstructed the reaction capacity. Besides, it is also important to note that the absence of effective information sharing between institutions, both between the same side (such as suppliers) and between different sides (supplier, the needy, and bridging institutions). As a result, their low understanding about their roles and responsibilities has yet to get reflected in their work visions and mission. Besides, the supplies of and demand for knowledge of general have not sufficiently developed.

The main statistic provider is BPS-Statistics Indonesia which has compiled base and sectoral statistic data in cooperation with statistic agencies at the central and regional levels. Gender segregated data and in-depth analyses are still hard to find in general. It is only the education and health sectors which have quite complete data. In addition to the data released by BPS-Statistics Indonesia, the supply side abounds with data compiled by the Government Ministries/Institutions. Some of them are gender sorted, but there are many more

which have not been analyzed in depth. Universities, in particular Gender/Women's Studies Centers (PSW/PSG) and Graduate Program in Gender Studies providing education to produce "gender studies expert" are potential to perform as suppliers. But, they have yet to perform such roles properly due to the above mentioned reasons. They have neither played active roles the networks specialized in supplying knowledge for policy formulation. A huge potential is in a special statistic, in-depth study on social situation, and critical qualitative researches to explain "the why" and "the how" in relation to theoretical development and policy recommendation. Actually, the National Commission on Violence Against Women has conducted field researches and cooperation which have been published as gender knowledge which have been referred to by the public in relation to violence against women.

Various case illustrations prove that real gender knowledge plays significant role in developing just gender policies having positive implication to all development in Indonesia. However, the real direct 'demand' side, in this case policy preparation (legislation) at the national and regional levels, is lack of showing the real demand for gender knowledge. It also reflects the absence of sufficient knowledge and care about the importance of gender justice perspective in the development. Concern and the need for sex-segregated data and gender knowledge appear at several Governmental Ministries/Institutions (such as the Ministry of Health and the Ministry of National Education) and regional governments which need data to develop their own policies and programs. Some others have yet to realize its importance, but they try to fulfill the demand for sex-segregated data under the gender mainstreaming program (PUG) coordinated/facilitated by KPPPA. The need for knowledge is shown more by NGOs and/or several institutions and individuals under universities actively involved in advocating and guarding assurance for gender justice policies.

Recommendations based on field findings are as follows:

1. Although a clear distinction among supply, demand, and intermediary sides is required, due to low production of gender knowledge in Indonesia, it is essential **to develop consciousness that all institutions are also 'knowledge institutions'**, knowledge supplying institutions, or, at least, data supplying institutions. All institutions are responsible to compile and to inform gender segregated data under their responsibilities transparently as well as to upgrade and to complete them for both internal and external purposes. It is necessary to develop a mechanism and supporting system allowing all institutions to strive to develop data and knowledge through documentation

of activities and achievements, data collections, study and publication. Education and trainings modules as well as guidance for collecting gender segregated data are also required. Gender mainstreaming which varies but are specific and practical in consistent with the demands of each sector and subsector, coupled real case examples and trainings are also essential.

2. From the supply side, it is necessary **to strengthen universities, especially Graduate Program in Gender Studies (Prodi) producing gender study experts, and PSW/PSG carrying out special researches on gender issues.** It is actually due to the presence of PSW/PSG which is strategic at all areas and the importance of Graduate Program in Gender Studies currently available in only 3 (three) universities to ensure the availability of gender studies experts in education and research as well as program development and policy advocacy. PSW/PSG and Graduate Program in Gender Studies should be ensured to develop mutually strengthening cooperation and to strengthen K/L, SKPD and policy makers at the central and regional levels by providing gender knowledge.

Concrete supports can be given in relation to (a) institutional strengthening by ensuring the 'enabling environment'. What is important is to ensure education system policy which considers the importance of multi/interdisciplinary studies and gender studies through official acknowledgement in a study program codification lists, special strengthening policies through scholarships, and the omission of policies emphasizing linearity/mono-discipline to allow career improvement including the possibility of appointment of a professor in multi/interdisciplinary. Gender knowledge needs to be integrated in general lecture in all faculties in addition to special subjects focusing on that issue. (b) Organization and resources capacity improvement such as institutional strategic planning support, sustainable training (and TOT) to develop strategic planning, policy researches, legal drafting training, and clearly monitored and evaluated programs to carry out researches with new approaches allowing breakthroughs on women's and gender issues as well as policy researches are also required. (c) Developing network forum among PSW/PSG and Graduate Program in Gender Studies across Indonesia with clear targets to speed up revitalization in this sector. It is necessary to develop a forum program/network with mechanism which makes all parties aware of their lacking performance, compared to the demands which have been supposedly fulfilled. All parties also need to understand that involvement and active role in

networks are the most important way to strengthen the institutions. (d) Giving support to joint enterprises (forum/network) of university and community and the Governments with long-term vision to take serious action to widely strengthen the community.

3. Still in supplying side, it is important **to strengthen institutional commitment and capacity of the Central Government and regional governments to carry out PUG through gender segregated data and gender responsive budgeting.** (a) Integrated database is required so that people can easily access the data, including information on budget, without any complicated red tape, through, for instance, e-gov website, for transparency and public accountability. The above matters can be performed if there is good understanding about gender statistics and high skill to produce it with critical analyses from the Government. Therefore, it is necessary to carry out capacity building programs (technical training and assistance) at the central and regional levels, at K/L and SKPD.

(b) In unity with the previous recommendation, to strengthen the forum and coordination mechanisms and cooperation which have been actually carried out among Bappenas, BPS, KPPPA, and K/L at the Central level, and SPKD at regional levels, in order to provide gender segregation in basic and sectoral statistics which are complete and continually upgraded. Systems which have been already running in other sectors (such as health and education sectors) can be adopted, adjusted and perfected by facilitating K/Ls which are still weak to provide gender segregated data properly, including de-bureaucracy in sex-segregated data coordination, ensuring correct standard systems and forms for the Central and regional, and to make work tracks considered appropriate in real situation effective and perfect.

(d) Ensuring factors of enabling environments through supporting work policies and cultures at the central and regional levels. The most effective factor is mainstreaming of gender sensitive materials and basics of PUG in various education required for civil servants to develop their careers such as pre-service education, Sepama courses, etc. Therefore, it is also necessary to develop gender sensitive modules and PUG which are gradual so that they are more comprehensive for higher education levels.

(e) Legislative and judicative institutions are shown to be the weakest in knowledge, concern, and the need for gender knowledge. In fact, they play the pivotal roles in making policies. Therefore, recommendation number 1 (all institutions become 'knowledge institutions') should ensure involvement of legislative and judicative institutions, at least, to provide gender segregated data under responsibility of each institution. It is also important to require gender studies in all policy designs being prepared by the legislatures at the central and regional levels.

4. To encourage civil society and NGOs. Communities groups and NGOs have been frequently having the least financial and infrastructure supports, but they have been the most determined in fighting for gender equality. **Empowerment in community movements and NGOs** can be performed through (a) integrated institutional empowerment programs including technical advocacy and assistance for institutional strategic plan by inserting component of knowledge sector empowerment to ensure that the institutions grow and sustainable; and trainings for writing, documenting and studying all processes and results of field works which have been carried out altogether with its reflections; (b) advocacy capacity building such as training programs and capacity building to carry out advocacy, lobby, negotiation, and mediation to play more active roles in communicating with other parties; (c) supporting field work programs of NGOs which have been educative (spreading knowledge to) for communities, while giving significant research components for the sake of gender knowledge production.
5. (d) Community movements, especially NGOs engaged in struggling for gender justice, are severely in need for sufficient knowledge about 'themselves'. This is due to their successes and failures, the weakness of their movements, as well as the need of stronger strategies and solidarities for the future. Based on this analyses, it is needed to develop programs such as 'self-analysis' of own institutions, leadership capacity building and cadre preparation, supports for networking forum among NGOs, universities and other groups in communities. All are directed to the strengthening roles and functions of community to monitor gender justice policies. Cooperation in the forms of forums or network with clear agenda to empower all parties needs to get support priority. Since community movements and NGOs vary in terms of financial power and infrastructure supports, it is necessary to map work potentials and realities up to the grassroots level so that funds, particularly

from international donor institutions, can also be accessed and can really empower NGOs in carrying out empowerment at the grassroots levels.

I. RESEARCH BACKGROUND AND OBJECTIVES

1. The international world has positioned Indonesia as a developing country with medium income and more stable macro-economy. International development agencies will gradually withdraw their supports for policy assistances. Meanwhile, the political situation in Indonesia have changed over the last 10 years thanks to the reform, the transitional phase to democracy, and the increase of public participations in producing policies. Under the autonomy system, regional governments have more chances to get self-reliant in developing themselves. On the other hand, the State needs to harmonize policies of the Central Government and that of the regional governments. Indonesia needs to develop its policies wisely by paying attention to a large number of groups of people, including the minority groups, and different geographic, social, economic, cultural, and political conditions in different regions. With such background, Indonesia needs to revitalize the knowledge sector to support the policy making and development programs.
2. Half of the Indonesian people are women who are affected by policies made and applied by the Government. Although the State has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by virtue of Law No. 7 of 1984, policies continue using neutral perspective, paying lack attention to justice for women. It is necessary to ensure that gender equality and justice are integrated in designing policies. Therefore, the availability and the need for gender knowledge should also be improved in knowledge sector revitalization. In the end, various problems and hurdles as well as lessons taken from good practices already existing have been as reflections to develop practical and strategic recommendations to strengthen the gender knowledge sector.
3. The purposes of this research (see Terms of References in Appendix F):
 - i. To examine the '**supply**' side, namely gender knowledge production and quality and to find out practical and strategic obstacles hampering the achievement of complete and quality knowledge production.
 - ii. To examine the '**demand**' side, namely a) the need for policy makers in Indonesia related to the research, knowledge and gender analyses, b) capacities and obstacles in accessing the knowledge; and c) capacity to affect gender knowledge production.

- iii. To deliver **recommendation** to improve knowledge production and quality, to enlarge the needs of users, and to ensure the impacts or significances of knowledge production to public policies and to match the supply side of knowledge and the availability of knowledge.

II. RESEARCH METHOD

Qualitative Approach and Methods

4. This research applied critical qualitative approach with field data collection, interviews, literature study, and group discussion. Literature study was conducted to obtain description of quality of the existing knowledge. The team conducted focused interviews with representatives from governmental institutions, data center, parliament members, NGOs, Community Organizations, PSWs in universities and gender experts. For Papua, in particular, the team did not conduct face-to-face interviews, but conducted literature study and interviews via phone.

Research Area and Data Sources

5. Data collection was conducted in Banda Aceh Municipality, Bengkulu Municipality, DKI Jakarta (representing national circumstances), the West Java Province (Bogor Municipality, Depok Municipality, Bandung Municipality), Malang Municipality (East Java), Makasar Municipality (South Sulawesi), Kupang and Soe Municipality (NTT). Library research was conducted for Papua.
6. The team interviewed 151 people, representing 122 units/institutions. Based on institutional category, the resource persons comprise of 61 people from Governmental institutions (including the data center and from the Government institutions), 19 people from the Parliament, 34 people from NGOs/Mass Organizations, 35 people from PSW/PSG of universities, and 2 people from Komnas Perempuan. Additional resource persons are 7 gender experts, who all are women and based in Jakarta and Bogor. Thus, the total number of resource persons is 158 people comprising of 116 females and 42 males. The details of the resource persons and their institutions are listed in the Appendix A.

Table 1. Number of Resource Persons per Area (Excluding Gender Experts)

Region	Unit/ Institu tions	TOTAL Resource Persons	Male	Female	Government		Parliament		NGO/Mass Organizati on		PSW/ PSG		National Commission on Violence against Women	
					M	F	M	F	M	F	M	F	M	F
ACEH	18	22	9	13	5	2	2	1	0	5	2	5	0	0

Region	Unit/ Institu tions	TOTAL Resource Persons	Male	Female	Government		Parliament		NGO/Mass Organizati on		PSW/ PSG		National Commission on Violence against Women	
					M	F	M	F	M	F	M	F	M	F
BENGKULU	15	19	5	14	2	4	2	5	0	3	1	2	0	0
DKI JKT (Representin g Central)	23	27	5	22	4	4	0	3	1	10	0	3	0	2
DEPOK	4	5	2	3	1	1	0	0	0	1	1	1	0	0
BOGOR	5	10	1	9	0	6	0	0	0	1	1	2	0	0
BANDUNG	11	15	2	13	2	4	0	1	0	2	0	6	0	0
MALANG	13	13	2	11	2	4	0	1	0	2	0	4	0	0
MAKASAR	16	16	4	12	4	5	0	1	0	3	0	3	0	0
KUPANG/ SOE	14	21	12	9	9	2	2	1	1	3	0	3	0	0
PAPUA	3	3	0	3	0	0	0	0	0	2	0	1	0	0
TOTAL	122	151	42	109	29	32	6	13	2	32	5	30	0	2

Time, Obstacles and Facilities in Collecting Data

- The time to conduct the research was very limited. For the entire preparation, data collection and final report delivery, the team had only 3 months, from early April to late June 2011. Thus, the team had a short time to collect data, to analyze data, and to write report. Most of the information sources are open. Due to the limited time for data collection, the Team could not interview some potential information sources. Data collection in East Nusa Tenggara was harder due to natural condition of the region.

III. DESCRIPTIVE FINDINGS OF FIELD CONDITION

- This part will discuss descriptive findings of the field situation in relation to supply of and demand for gender knowledge, supplying institutions, and demanding institutions as well as various problems and obstacles encountered in matching the demand for gender knowledge to the supply of gender knowledge.

Scope of 'Gender Knowledge' and 'Policies'

- It is important to discuss first two definitions of gender knowledge meant in this research. 'Gender knowledge' refers to comprehensive information on

issues on women and gender required as a base to make a decision on development policies and programs. Gender knowledge can be in the forms of research results, quantitative and qualitative data (including sex-segregated data), analyses of and reflection to researches/studies related to women's situation/gender inequality, development of gender mainstreaming, and various relevant policies. 'Policies' are policies made by Governmental institutions and other State Management at national and regional level, from the highest level to the lowest level.

Parties Needing Gender Knowledge

10. The key stakeholders needing data or gender knowledge are parties directly preparing policies, namely (a) the Central Government: Ministries/Institutions and Independent Institutions (National Commission); (b) Regional Governments: from village governments and regency/municipal government (along with Work Unit, Regional Apparatus, or their SKPD) to the provincial government; (c) Legislative Institution at national and regional levels: the House of Representatives (DPR), House of Regions (DPD), Regional Legislative Council (DPRD), Experts, Researcher in DPR. These parties need data and analyses which shall be based in the process to prepare policy instrument such as Drafts of Laws, Government Regulation, Technical and Operational Instruction, Bylaws, National/Regional Medium Term Development Plans (RPJMN/RPJMD), Government Work Plan (RKP) and development policies/programs and other community empowerment.
11. There are also indirect stakeholders who do not prepare policies, but they can affect policy making. They are mass organization NGOs at national and regional levels, universities, or individuals such as experts and profession representatives. They need data and analyses for advocacy in affecting policy making and in carrying out public control over policy implementations.
12. In general, the abovementioned parties need gender knowledge in the forms of: basic statistics², sectoral gender segregated statistics, specific qualitative

² In Law No.17/1997 on Statistics and PP No. 55/1999 on Statistic Implementation, Basic statistics is defined as statistics which are utilized for a broad range for both the government and society, which has the characteristics of cross-sectoral, national, macro, and which is operated by the Central Bureau of Statistics. Sectoral statistics are statistics which is utilized to meet the needs of specific agencies to carry out governmental duties and development as the main duties of the agency. Specific statistics are statistics which are utilized to meet the specific needs in business, educational, social, cultural, and other interests in society, the implementation of which is performed by institutions, organizations, individuals, and or other elements of society.

and quantitative researches/analyses on woman and gender issues, information about regulations and policies at the central and regional levels, and information about development program and budget. Policies and program in regions need statistic and sex-segregated data at relevant levels and other information which have been always upgraded and which can represent all regions in Indonesia and different groups.

The need for gender knowledge varies, depending on understanding levels and commitment of the parties which will use it. Those having good gender perspective and commitment will need more specific gender information and data. If gender perspective among users is still weak, the need for gender knowledge will not develop.

Parties Supplying Gender Knowledge

13. In fact, the Team cannot rigidly separate between institutions supplying data/knowledge and institution demanding or using data/knowledge. Many parties in need are also supplier of gender knowledge. They need at least data about internal works or issues under responsibility of the Institutions. Every Ministries/Institution (K/L), for example, has Balitbang and each unit (Directorate) has Pusdatin. Likewise, governmental institutions in regional with different institutional structures have divisions for information and data collection. Every K/L in the Central Government and SKPD are expected to make gender analyses to develop policies and program in each sector.
14. BPS-Statistics Indonesia (at Central and Regional levels) is the main statistic data supplier in Indonesia. Basic statistic products such as 'Regions in Figure' are used in many documents on policies and programs by governmental institutions at the central and regional levels. Meanwhile, sectoral data are mostly provided by SKPD, but it can be made available in cooperation with BPS in accordance with Government Regulation No. 51 of 1999 on Statistic Administration.
15. The Ministry for the Empowerment of Women and Child Protection (KPPPA) has been facilitating and communicating institutions among K/L and with regional governments and the provincial/regental levels. In addition to collecting data (compiling national gender statistic, for example), KPPPA plays active roles publicizing and advocating the importance of sex-segregated

data to governmental institutions. Along with the Ministry of Finance and Bappenas, KPPPA encourages compilation of sorted data at every region for the sake of Gender Responsive Planning & Budgeting (PPRG). Some regional governments have produced Gender profiles or Gender Statistic, but only few provincial governments which continue upgrading these data.

16. The National Commission on Violence against Women (Komnas Perempuan) is an independent state institution playing important role in advocacy to eradicate and handle violence against women. The Commission has conducted many sociological researches on violence against women in different contexts, condition of migrant labors, and legal studies. The National Institute of Science (LIPI) is another knowledge supplier. Although LIPI's library provides many books and researches about women and gender, gender knowledge produced by LIPI is still few with limited topics and it has not been referred for policy advocacy.
17. Other gender knowledge suppliers are research institutions under universities, usually Women's/Gender Studies Centers (or other institutions), mass organization and Non Governmental Organizations (NGOs). Knowledge production of these institutions varies. Some produce very important researches, while some other can be said not producing. Their research topics also vary. They can be gender inequality, women's special needs, and policy analyses, to name but few. NGOs tend to collect data from field situation taken directly from the grassroots. PSW/PSG collects data from field and/or makes conceptual and theoretical studies.

Knowledge Suppliers and Access to Gender Knowledge

18. Knowledge users in need of complete information usually search information from website. Governmental institutions have used online information technology to provide work information of the institutions though they have different provisions and accessibilities. Among easily accessible websites which are continually upgraded are those operated by BPS, KPPPA, Bappenas, and Komnas Perempuan. Almost all regional governments at the provincial and regency/municipal levels within this research area have also websites. But not all of those websites are quickly accessible and updated.
19. Resource persons find themselves in difficulty to obtain sex-segregated data for basic and sectoral statistics, at the central and regional levels. Publication

provides only few sex-segregated data. Some regions have complete data while some others do not. Sectorally, sex-segregated data have not been sufficiently available. In the agricultural sector, for instance, no data on male and female farmers (at different levels; beginners, intermediates, advanced) have been available. In politics, it is difficult to obtain data about the number of representativeness of women and men in the parliaments in each region. In economy, it is also difficult to obtain segregated data on the number of male and female non formal workers.

20. Many resource persons mentioned their evaluation that BPS data insufficiently reflect the real situation in the society. The time of data collection is sometimes far different from the time of data publication. Estimation method from data of the previous years is also questioned. Does it represent the real situations which are constantly changing depending on the contexts? With such background, several SKPDs try to collect data by itself to obtain data reflecting more about the field reality as bases to develop programs in their sectors.
21. Currently, more complete sectoral sex-segregated data belong to the education sector and the health sector. The completeness of education data varies at national level (Kemendiknas) and regional (SKPD). It seems that the education activities is more real, making it easy to identify sex-segregated data needed and compiled such as the number of students, headmasters and teachers and level of illiteracy, etc. Several SKPDs find them in difficulty to compile sex-segregated data. They don't know yet types of relevant data, technical procedures to compile data, and standard forms and instruments.
22. There is a strong basic demand for using quantitative data in wide range to support policy making and program development. But, many resource persons find difficulty to find the latest statistic data. Therefore, in preparing work paper or policy recommendation they used the available data. Different institutions/sources can have different data about the same issue. The same situation happens when we refer to national sources (BPS, for instance) and international sources (WHO, for instance). In case of differences, users tend to take the latest data and/or data considered more rational (not too extreme). Meanwhile, qualitative researches have not been used properly to complete situation analyses in deeper sense.

23. Researches from universities are relatively more accessible by policy makers when there is special cooperation. But, in general, PSW/universities are still limited in publicizing their researches. Actually, many quality and in-depth researches conducted by universities can explain complexity of causes and impacts of gender inequality issues conceptually. But, they often fail to touch strategic measures in relation to parties engaged with policies and programs in the fields. There are also researches which tend to fail to provide new data, conceptually and strategically, particularly when they provide only descriptive data which are limited and general or when they provide only statistic data compilation which can be actually obtained from BPS without in-depth analyses. What is certain is that policy research providing practical and strategic recommendations issued by universities are still required.
24. There are big potentials which are still forgotten by all, namely researches of graduate thesis (S1), post-graduate thesis (S2), and dissertation (S3) from different faculties, which have frequently revealed important data and thoughts related to new concepts or strategies in gender responsive policy. Only few universities process and resume researches, make meta-analyses of the existing researches, distribute the knowledge to the public and policy makers. Universities are the main knowledge producers, but few of them utilize online information facilities to spread out their researches results.
25. Field studies of NGOs can be easily accessed when there is cooperation between NGOs or a NGO network with policy makers, especially when there is a process to design a policy. NGOs sometimes find themselves in difficulty in compiling data and carrying out a study due to limited quantitative and qualitative data which can be obtained to explain problems on women and gender which are relevant to the policies being recommended. Because of different work focuses, documentations and researches are not NGO's main jobs and, therefore, writing capacity of most of the NGOs is still limited. Amid these difficulties, some NGOs produce gender knowledge to affect policies at national and regional levels such as data on survivor's or community's testimony, petition (signature collection to express a position), training modules, short films, fact sheet distributions, press releases, and position papers. Such gender knowledge is quite simple, but it can be effectively accepted by knowledge users.

Amid the limitations in producing and accessing data, actually there has been a lot of gender knowledge spreading out. Unfortunately, publication and coordination culture among different parties have not been effective. Many institutions fail to recognize which data have been already produced, how to access such data, and how to have effective cooperation.

Data and Information System

26. Despite the lack of strong policy which can require sex-segregated data collection, there are several regions which have tried to do so. Some regions have developed sorted data collection forms, trained offices, compiled data at the provincial/regency/municipal levels, and submitted such data to BPS or Bappeda to be bases to develop RPMJD. But in several regions, the sex-segregated data which have been compiled cannot be inserted into the regional information system because their computerization forms cannot accommodate the entry of sorted data by male and female. Finally, the sex-segregated data were reunited in a sense that they are neither segregated in RPJMD documents nor utilized to measure development achievement and budgeting.
27. The research team concludes that data and information system at the national and regional level have yet to accommodate the need for compilation and publication of sex-segregated data. In several regions, information system and data computerization at regions (regional BPS, SKPD, and Bappeda) still depend on the existing system previously obtained from the central (Central BPS, K/L and Bappenas). In order to change an information system and to produce new computerization which accommodate sorted data and gender mainstreaming, huge capital is required. Yet, compared to the entire State Budget, this cost is relatively small. Therefore, several resource persons from women's empowerment institutions in regions expect that the Central Government has commitment to providing budget to change the existing information system to encourage gender justice development.
28. In addition to the problems of data system and information, inter-sector data and information distributions are also important. Data compilation and distribution system and mechanism are different in every governmental organization (K/L, SKPD, and other institutions). Thus, we need to recognize an

appropriate system and mechanism as well as cooperation which shall be the initial step to compile data.

Success and Difficulty in Processing Sex-Segregated Data (Case Study)

Since gender mainstreaming (PUG) was introduced by Inpres No. 9 of 2000 on PUG in National Development, promotion about the importance of sex-segregated data have been sluggish. In addition to the absence of specific and clear derivative regulations, many parties have yet to feel that compilation and utilization of sex-segregated data are important.

The Ministry of National Education (Kemendiknas) has led other sector in efforts to compile and utilize these segregated data. These efforts were started in 2002 with the efforts of Head of Female Education Sub Division which carried out continuous internal advocacy to Kemendiknas at all levels and consultations with gender experts, and applied external approaches to other institutions such as KPPPA, BPS, Bappenas, and Universities. The discussions and policies fought for are PUG in the education sector at the central and regional levels including efforts to provide gender responsive budget, sorted data in education, and gender sensitive curriculum and teaching methods.

Gender perspective has been quite helpful in significantly changing the direction of national education. In 2004, compilation of sex-segregated data in the education sector was conducted with significantly clear budget. Sex-segregated illiteracy data are now used to obtain regional Gender Development Index which finally affects government's policies at regional levels on development budget allocation to fix gender inequality by, for instance, providing a special budget for illiteracy eradication program for women. In certain cases, sometimes it is necessary to pay special attention to backwardness of men. In several regions in Sulawesi, for instance, boys lag in basic education because they have to go to the sea to work to support their family's economy. The illiteracy eradication program is finally performed by adjusting learning hours of boys.

Other sex-segregated data such as the number of headmasters and officials have also brought changes in decision making such as the appointment of female officials in the education sector and training for female teachers to be headmasters. Thus, data are helpful in showing field situation and in making decision with the principle of male and female equality. Sex-segregated data are also influential in determining budget, for example in calculating the number of female teachers and the budget needed for building their capacities to become headmasters.

Until now, the Ministry of National Education has been the Governmental Institution having the most complete and detailed sex-segregated data at national level. In addition to the commitment, compilation of data in education is relatively easy to do because the issue is real and the structure of schools under Kemendiknas across the Archipelago allows such complete data. In the health sector, management of data segregation has been quite advanced, though it has not been

complete yet, because the health sector has health service units and health cadres to the lowest level who can supply health data.

Actually, other sectors have commitment to compile sex-segregated data, but they have faced many obstacles. Systems and mechanism in K/L and SKPD are different, resulting in failure to compile segregated data in the existing formal tracks. The efforts to compile and utilize sex-segregated data also depend on responsiveness and consciousness of governmental officials at each unit/directorate. Some are still in need of assistance to determine the needed data and in determining technical mechanism to compile field data and data processing system.

Other difficulties concern with information system and statistic computerization from the Central and Regional BPS which have not allowed the presence of addition of data on male and female at different variables. This system has been standardized, determined by the Central Government and adopted by regions. To develop a new information system, a large amount of fund is required and, therefore, it needs strong commitment of the Central Government to allocate its budget.

Amid the difficulties to compile sex-segregated data, several regions have actually produced Gender Profile or Statistic the preparation of which was conducted in cooperation with Woman Empowerment Agency in regions, regional BPS and PSW of Universities. Yet, the availability of sex-segregated data has not been always coupled with utilization to analyze situations in development documents. Take for example, sex-segregated data submitted by BPMKB of the Bogor Municipality to Bappeda of the Bogor Municipality as input materials do not appear in the RPJMD documents, or data are combined again (not segregated), and, therefore, the situation of gender inequality is not seen and not utilized as database to measure indicators of development achievements. It is due to the RPJMD form adopting standardized RPJMN form from Bappenas which does not segregate data by sex in situation analyses.

Therefore, the systems and mechanism related to sex-segregated data have not been actually clear and organized formally in written regulations or policies. It needs strong commitment of the Central Government to issue binding regulations and to make data and information system and mechanism effective to be used in gender responsive development programs.

'Recurring' Problems

29. Before we discuss the next parts, it is necessary to discuss first the field findings, providing description of problems which have been actually recurring and hampering successfulness of women's empowerment works and gender mainstreaming in Indonesia. The initial concept of 'women's role advancement' has been introduced since more than 30 years ago. The women's empowerment concept has been continuously developing since then, and the concept of 'women's rights' have been accepted in Indonesia as of the ratification of the Convention on the Elimination of All Forms of

Discrimination Against Women (CEDAW Convention) by the State in 1984. In fact, people and government's knowledge and acceptance on the gender justice perspective are still low in general.

A resource person who has been newly appointed to be head of a research center told about the fact that the rejection to gender issue is still very strong. *"I have been an object of joke of friends in the institution. When I am appointed to be head of this center, I said: 'You haven't seen my office,' He said: 'Don't expect so. It is still good that I still smile to you.' People still have the irritation to the so-called gender. 'Why gender. Why should it be women?'"*

30. The application and acceptance of the term 'gender' and 'women' are still problematic in the field. Governmental institutions, particularly at the central level, have been accustomed to using the term 'gender' by stipulating gender mainstreaming policies and gender responsive budgeting. However, many still understand the term 'gender' in narrow and incorrect ways. They understand it merely as 'women matters' or 'program for women's interests'. They do not understand it in the context of construction of social relation between women and men.
31. NGOs use the term in different ways. Some mass organization or NGOs avoid using the term gender because they consider it counterproductive. They tend to use the term 'women's needs', 'women's empowerment', 'women's participation', or, in more general ways, 'equality', and 'empowerment' without the term 'women'. Some other avoid using the term 'women's rights', 'women's program' or 'policies for women' and prefer to use the term 'gender' in a sense of 'concerning with women and men'. It is actually due to the fact that the term of gender causes antipathy. Moreover, the term of 'women's rights' is deemed as exclusion of men or desire to defeat men.
32. It seems that people can hardly understand the gender problem in a sense of 'social construction of sex difference', let alone its implications up to the context of macro policies. For tens of years there have not been basic and wide changes in understanding about the differences between 'predestined' (biology) and 'gender construction'. Women's specific problems not experienced by men in relation to women's reproduction characteristics (characteristics of sexual-reproduction organs, sexual experience, period,

pregnancy, delivery, breast-feeding) and results of discrimination and gender bias suffered by women demand a perspective of 'substantive equality'. But, in general, decision makers consider such women's specific characteristics with a view limiting women's freedom or, on the contrary, demanding women to prove their 'equality' to men. For example, when men are easily ready to work overtime or to be sent to regions, women should be ready so. Such understanding fails to have critical analyses on contexts and efforts to change stereotypical roles which are specifically burdensome to women.

33. There is also a view which concludes that theories or discourses developed in the field can be different in the fields. For examples, there are governmental officials considered successful in PUG works, but in their daily lives they fail to apply things clearly showing gender inequality such as by practicing polygamy or involved in committing domestic violence.
34. The abovementioned matters relate to the patriarchal culture which is hardly changed and fortified by some parties through religious justification. There is also an assumption that the concept of 'women's rights' and 'gender' come from the West and are not suitable with the Eastern culture which is paternalistic, communal and religious. Thus, it becomes important to find breakthroughs to ensure effective solution for the problem which has been recurring for years.

Knowledge Availability vs. Complexity of Gender Issue

35. There have been many qualitative and quantitative studies on various issues. There have been topics related to the problems of women in particular such as analyses on the number, intensity and causes of maternal mortality, violence against women, and migrant labor situations. However, data on such specific case remains an iceberg. It has yet to show the real special coverage because they are available only to certain regions which cannot represent Indonesian in general.
36. Gender statistics are available to several regions, but they have different qualities. Some are not renewed and are merely compilation of general data which do not provide new knowledge. Some others are detailed and renewed and have in-depth analyses. Gender statistics are in general limited to the education, health and workforce sectors. Several data in other mainstream

sectors are still waited. They are from big sectors such as formal and non formal economy, science and information technology, environment and biodiversity, and infrastructures and transportation. There are many challenges to provide such data because gender issues are frequently not considered related to these mainstream sectors. It needs strong perspective and prudence to prepare gender knowledge production guidance in these sectors.

37. Gender knowledge sector is still in need of many quantitative and qualitative studies on how far women can get benefits from development in equal way with men and how far women can take active participation in determining direction of the development. In relation to international umbrella and agreement for gender justice such as CEDAW Convention, Beijing Platform for Action from the Fourth World Conference on Women in Beijing in 1995, and Millennium Development Goals (MDGs), people need studies on how far poverty and impoverishment of women continue due to limited access to natural resources and economy (including lands, credit, etc.) and minimum social protection and living space. Also, the knowledge about how far empowerment of women and girl can improve their life quality mingles with other factors such as locality, ages, languages, ethnicity, cultures, religions, and special situations.

Gender data and analyses available in Indonesia remain limited and have not been representing the complexity of gender inequality problems in Indonesia. There are still the needs for policy and legal analyses to assist the process to prepare just policies for communities. It means that there are many chances for institutions to take part in providing gender knowledge under a condition of availability of inter-departmental coordination to match the supply side with the demand side.

Description on Findings in Regions

38. This session discusses in brief, the situation of research areas, particularly characteristics of regions and gender knowledge-related situation. Situations in Malang, Bogor, and West Java will be described in more detailed in case illustrations. Further, comparison of regional situations can be seen in tables in appendix B.

Aceh Province

39. The Aceh Province is a post-conflict and disaster region with strong sharia regulations. During the period of the Military Operation Region (DOM), many women fell as victims of violence and many of them took part in the peace agreement in Helsinki. After the tsunami and the Helsinki Memorandum of Understanding, many international donor institutions are present to carry out various projects, including gender issues.
40. Several Qanuns raise critics from women activist and academicians because they limit women's movements. Movements and cooperation among NGOs and academicians have been quite active and strong when, for example, they fought for 'Women Rights Treaty' and gave inputs to Law on Aceh Government. But, there are many others who support the Qanun because of different concept of 'women protection', and because of strong sharia regulations many inputs cannot be adopted. Women's empowerment programs and implementation of sectoral PUG from the Government have not been institutionalized, and the term 'gender' is often suspected or understood as women's affairs.

Bengkulu Province

41. Before 2009, gender socialization by academicians, activists and Women's Empowerment and Child Protection Bureau were quite active. But, from 2009 until this research is conducted, inter-sector coordination tends to weaken. There are two responsible institutions for gender issues causing problems to optimization of inter-sector and inter-departmental coordination. Gender perspective of officials who are responsible for gender issues have not been strongly identified, and gender sensitivity and the need for gender knowledge remain low among governmental officials. Leadership crises have been also identified in PSW. It seems that poor governmental red tape (because of the absence of regional leaders due to a legal case) affected the work situation including PUG movement in this region.

Depok Municipality

42. Depok municipality was chosen to be a research area because it has many academic institutions. In general, despite big academic institutions such as Universitas Indonesia, connection between the production side and the demand side of gender knowledge for policy making remains low. There has

yet to be coordination between the Government (SKPD), NGOs/Mass Organization and study center for gender issue in universities. Gender perspective among the governmental organization is still unevenly owned. BPPKB, NGOs/Mass Organization, and universities are less active in strengthening the gender perspective among regional government and in providing researches required to prepare regional policies.

43. Specifically, the challenge to institutionalize Women's Studies Center and the Graduate Program in Gender Studies and gender study institution under University of Indonesia is discussed in section Institutional Empowerment on page 51.

Bogor Municipality

44. Bogor Municipality's specialty is the agricultural, forestry and environmental sectors. PSW LPPM of IPB has been quite advanced in developing gender knowledge in relation to rural development, agriculture and environment. PSW LPPM of IPB has been also the coordinator of PSW network in West Java and the Western Part of Indonesia and often has cooperation with institutions of the Central and regional government for policy researches.
45. Bogor Municipality has undergone difficulties in compiling and using sex-segregated data because data compiling system and mechanism at the Central and Regional levels have not supported yet. Amid such difficulties, BPMKB, PSW LPPM IPB and BPS have tried to publish the 2010 Gender Profile.
46. Gender dissemination among Governmental official have been carried out along with BPMKB, NGOs, and PSW. Such cooperation is helpful in institutionalizing the gender perspectives in the Governmental institutions in Bogor Municipality. The Municipal Government of Bogor has succeeded in integrating inter-sector gender integration. However, there is polarization between the success of inter-sector PUG Programs and polygamy case of the Bogor Municipality's leader. The following is the case.

Success of Inter-Sector PUG Program and Polygamy Case (Case Study in Bogor Municipality)

The leading inter-sector gender mainstreaming program in Bogor Municipality is the P2WKSS Program (The Advancement of Women's Role toward Health and Prosperous Family), which has been awarded as the first winner in the competition of P2WKSS in West Java. Every year, 100 poor families in certain villages are targeted to have advocacy program for women and family situation, namely literacy program, urban agricultural program, economic empowerment, sanitation environment, and health, among others.

The success key of this PUG is the involvement of most of the SKPD including the Education Office, Health Office, Agricultural Office, Public Works Office, and People's Housing Office, among others. All SKPDs are required to contribute in the program and to allocate a budget as contemplated in the 2010-2014 RPJMD of Bogor Municipality. The inter-sector Team (Pokja PUG) cooperates in stipulating and carrying out verification in certain targeted area and groups, advocacy forms, and budget. The PUG Pokja also monitors and evaluates changes of attitudes, behaviors, and prosperity of communities under advocacy program.

Another key success is the effective roles of facilitators from BPMKB that have regularly conducted inter-sector coordination meeting. SKPDs which are lazy to involve will have direct warning from the Mayor of Bogor. The BPMKB Institutions enjoy full support from Bogor's Mayor and, therefore, they are respected by sectors. Another support form of Bogor's Municipal Government is an effort to connect BPMKBs with Corporate Social Responsibility (CSR) departments of several companies to cooperate in community advocacy program and in obtaining funds. BPMKB is also supported by Chairman of PKK (the Mayor's wife) being the work partner in the communities.

Despite strong support from the Mayor and the Governmental Official of Bogor to the PUG implementation, there is an ironic issue that is the Mayor's behavior to commit polygamy. He got married for the fourth time (after data collection of the research) clandestinely without his wife's notice. Many college student activists, individuals, and NGOs condemned the Mayor and demand him to resign for his discriminative attitude toward women and for failure to be a good leader. Activists demand the Mayor to pay his attention to people's welfare, instead of his personal interests.

Such polygamous attitude shows that the implementation of gender justice policies in the public domain has not been reflected in daily lives of the leaders. Politically, such attitude is considered understandable by the Islam-based Party supporting the Mayor, saying that such polygamous attitude is a personal domain and does not disturb his job as a Mayor. It is actually something to regret because such inconsistency between policies and personal attitude affect people's judgment to the Government's performance and credibility.

West Java Province

47. Over the last two years, the Provincial Government of West Java has speeded up PUG and women's empowerment through gender dissemination among the Governmental institutions, establishments of Trafficking Victim Handling and Body of Women's Empowerment and Family Planning (BPPKB), and the formation of Trafficking Prevention and Victim Handling Task Force. On the other hand, there are still many problems in the West Java Province related to religious plurality and tolerance. The following is the case which can describe situation in West Java in detail.

Dissemination of Islam-Based Gender Equality and the Problem of Plurality (Case Study in the West Java Province)

West Java is a province having complex problem related to migration, woman and child trafficking, low women's participation in the development cycles, and plurality, to name but few. Gender equality in the West Java Province has not been in balance as reflected from inequality between the Gender Development Index (61.82) and the Human Development Index (71.2) in 2008.

Over the last two years, there have been many progresses in efforts to expedite PUG as marked by the increase of IPG of 0.26 in 2009 thanks partly to contribution and commitment of the Governor and his wife. The Governor's wife is a graduate of the Graduate Program in Gender Studies of the Universitas Indonesia, using her important position to affect the governance of the Provincial Government in relation to the gender equality concept. The Governor and his wife have frequently gone to the field to disseminate PUG directly to the governmental officers at the provincial and regency/municipal levels.

The strategies that should be learnt from the PUG of the West Java Province include 1) proactive and acceleration principles, 2) simple explanation about the concept of gender, coupled with real examples which are easily understood, 3) immediate institutionalization of PUG infrastructures including the establishment of the West Java's Woman Empowerment and Family Planning Body as PUG facilitator and the formation of Human Trafficking Prevention and Victim Handling Task Force, and 4) efforts to compile sex-segregated data (Gender Statistic, 2010) to be used in making gender responsive development programs in cooperation with the PSW Forum in West Java.

What is typical in PUG dissemination by the Governor and his wife is the use of Islam-based gender perspective. It seems to be affected by strong religiosity of Moslems in the Province and the Islam-base Party which has been the main supporter of the Governor. It seems that gender dissemination coupled with the Quranic interpretation and the traditions has made such dissemination more acceptable to governmental officials. The gender concept is promoted through daily life in families. For example, gender inequality can be immediately recognized when priority and special rights are given to fathers and sons. Meanwhile, mothers and daughter have a burden to serve and to support the family. This inequality has finally created further inequalities including

the problems of women in migration and human trafficking. Therefore, the importance of happy family considering equal relation between men and women is promoted and imparted to children.

But, despite positive efforts related to PUG, response of the Provincial Government of West Java to problems related to plurality is less satisfying. Several tragedies have occurred such as assaults to Ahmadiyah communities, prohibition to certain church communities, and the bombing to the police office allegedly committed by radical groups, among others. The Governor's attitude tends to be normative and discriminating for failing to recognize minority groups. When criticized, the Regional Government refers to the Central Government's decision to recognize only 6 (six) religions/beliefs.

It shows that a good gender perspective has not been coupled with justice perspective and equality in general, namely justice for all, including minority groups. In other words, the gender equality concept is relatively more acceptable than the concept of religious tolerance and different understanding of religions.

Malang Regency

48. Malang Regency was chosen to be a research area because of its progress in gender knowledge and activities and universities having PSW/PSG which have long been active and even performed as information sources in meetings held by KPPPA at the Central level. In Indonesia, until this research was conducted, there are only three universities having magister programs of gender studies. They are the Universitas Indonesia in Jakarta, the Hasanuddin University in Makassar, and the Brawijaya University in Malang. Therefore, the research team needs to identify the best practices from gender equality activists in these regions.

Learning on PUG progress in Malang Regency (Case Study)

Malang Regency was chosen to be one of the research areas because of its progress in gender knowledge and activism which need to be identified. This regency has been awarded Anugerah Parahita Ekapraya-Prominent Level in 2010 by the President for its success in gender mainstreaming strategies (PUG). Gender integration is reflected from programs in the health sector (Mother Loving Movement), in the productive economy and cooperative sector (program of Loan for Women), the family planning (Income Improvement Business Group for Prosperous Families),

and the education sector (integration of gender in the teaching subjects and learning process at the elementary schools, junior high schools, and senior high schools), among others. The regental government of Malang has already had PUG Work Group (Pokja PUG) and Gender Focal Point (GFP) at every SKPD.

Inter-sector leadership of the Women's Empowerment and Child Protection Office (KP3A) of the Malang Regency has been a success factor of PUG. The incumbent head of KP3A has actively carried out dissemination, approaches, audiences, advocacies on gender issues to office leaders and the echelon officials. Such active action has been followed by offices giving assistances in the process of decision and policy making at the regency level. For successful PUG-related coordination, a Governor Regulation fortifies KP3A by establishing the Section of Inter-Institution Relationship & Participation whose function is to communicate gender data and knowledge to offices. With good gender perspectives, several parties are able to make different initiatives to cope with limitations in fund and human resources and to use sex-segregated raw data to prepare activities and to make policies.

Another interesting matter is the presence of gender focal point spreading out in every sub district. Some sub districts have even developed their cadres at village level. Such effort is made by the Regency Government of Malang in order to optimize the PUG and to speed up PUG institutionalization at the Sub District and village levels so that the fruits can be enjoyed by communities at the grassroots. Such effort is encouraged by Decree of the Minister of Home Affairs No. 132 on PUG Implementation Guidance for Development in Regions. The Work Group and Focal Point function as one of the information sources on the gender concept, gender mainstreaming, gender equality and justice, and women's empowerment programs which help the policy makers in preparing and reviewing policies, programs, projects, activities and budgets which are more of gender perfective. Therefore, the Work Group and Focal Point report to Heads of Sub Districts, Lurah, and Village Chief as people in charge of the PUG at Subdistrict, Kelurahan, and village levels.

Actually the progressive situation in Malang Regency does not stand alone. It is supported so much by strong activism of NGOs' activists and academicians. NGOs focus more on activities to develop gender consciousness, policy advocacy and dissemination, and qualitative data compilation from community advocacy and reorganization. The advocacy roles of NGOs and PSWs become more important because many SKPDs have yet to understand how to integrate gender perspectives in their activities and programs. Malang Regency is considered to have progress because some SKPDs are open to inputs and willing to involve non-governmental parties such as NGOs and PSWs. Such openness partly thanks to some staffs of SKPDs who have background as women issue activists or who have worked in NGOs as well as the willingness of those PSWs and NGOs to assist and cooperate with the Government, although such experiences are frequently not satisfying.

PSWs have frequently become the Government's partner and affected policy makers. For example, cooperation between the Malang State University and the Ministry of Home Affairs which has successfully produced curriculum and module of village community planning with gender

perspective at sub district and village levels currently used for trainings from village level to the provincial level. The PSW at Brawijaya University had also prepared gender statistic profile for KP3A of Malang Regency. Meanwhile the PSW Forum for Greater Malang was established in the first-semester of 2010 based on good interpersonal and inter-institutional relationship among PSWs.

In addition to progressive situation, Malang Regency sometimes faces obstacles which should be jointly addressed such as coordination obstacles among institutions to share and to use gender data. It is actually due to the data distribution mechanism which has not been established and effective yet. SKPD Website has not been utilized effectively to spread out information. It has just provided SKPD profile in general. Effective coordination among NGOs, PSW, and SKPD, facilitated by KP3A is still required.

In addition, critical attitudes of their leaders to the gender inequality situation are not always responded positively. Therefore, active leaders in Malang Regency need supporting communities so that they can move, be more enthusiastic and do not feel exhausted or decide to quit from their works/institutions.

Makasar Municipality

49. Makasar Municipality is one of the research areas because it has Hasanudin University which has Magister Program of Gender Studies, and PSW from three universities have obtained big program supports from international institutions. This program fails to produce sustainable results because of lack of strong leadership, monitoring and evaluation effort to measure its success, sustainable concepts, discussion/communication, and technical assistance post cooperation contract between the donor and PSWs.

50. Gender perspectives among the governmental officers has not been equally distributed and, therefore, gender mainstreaming (PUG), Gender Responsive Planning and Budgeting (PPRG) and utilization of sex-segregated data remain sluggish. In the South Sulawesi Province alone, there are several discriminative regional regulations. Bulukumba, for instance, has issued 4 discriminative regional regulations³. It is affected by the strong power of traditional laws and religious interpretation emphasizing women's obedience. Bugis's culture and tradition, for instance, still position women as inferior. With traditional beliefs

³ The discriminative regional regulations issued in Bukukumba are 1) Perda No. 6 of 2003 on Reading Al-Quran Proficiency for Students and Bridegroom and Bridal in Bulukumba Regency; 2) Perda No. 4 of 2003 on Moslem Wears (Obligation to wear headscarf); 3) Regional Regulation in Enrekang Regency (South Sulawesi) No. 6 of 2005 on Moslem Wears 4) Village Regulation (Perdes) No. 5 of 2006 in Desa Muslim Padang Gantarang Sub District, Bulukumba Regency on Whip Punishment for Adulterers, Gamblers, and Drinkers.

and religious interpretation, many public and religious figures involved in policy making fail to recognize that those Regional Regulations discriminate women.

51. Actually, NGOs have quite active in carrying out policy advocacy. But, human resources and funds are limited to support such advocacy movement in general. In addition, only few NGOs are engaged in women issues such as KPI, FPMP, LBH APIK, LBHP21, and Anging Mamiri Women Solidarity whose activities are full of community advocacies, researches, networking and fundraising. Eventually, activists' movements are less able to offset the strong and rapid Islamic movements in the province.
52. Unsmooth leaders regeneration has been a huge obstacle for the need and availability of gender knowledge, including data reporting and utilization. This regeneration problem includes position transfers of governmental officials and weak perspective transfer and capacity. The problem of regeneration has also occurs in the government, NGOs, and PSW. The Graduate Program in Gender Studies can hardly develop itself.

Kupang/Soe Municipality and General Reflection in East Nusa Tenggara Province

53. East Nusa Tenggara is a province with poor villages, hard environment for human's life, low literacy, limited human resources, and discriminative culture against women. Such situation causes poor health, education, and economic status, mainly affecting women. The province has many mining issues aggravating the environment and women's condition.
54. Amid such difficulties, cooperation among NGOs, Women's Research Center of Cendana University (PPW) and Women's Empowerment Bureau tries hard to disseminate PUG. A militant movement of women activist Aleta Baun who are supported by 3000 women from traditional communities in NTT, for example, has successfully kicked out marble companies from Mollo Mountain. The Regional Legislative Council and PP Bureau were quite open to inputs from NGOs and universities. But, NGOs has begun to mushroom in NTT, and they tend to work for the donor's interests, sometimes failing to reach the real interests of the communities. PPW of Cendana University has not been strong enough in leadership regeneration.

Papua Province

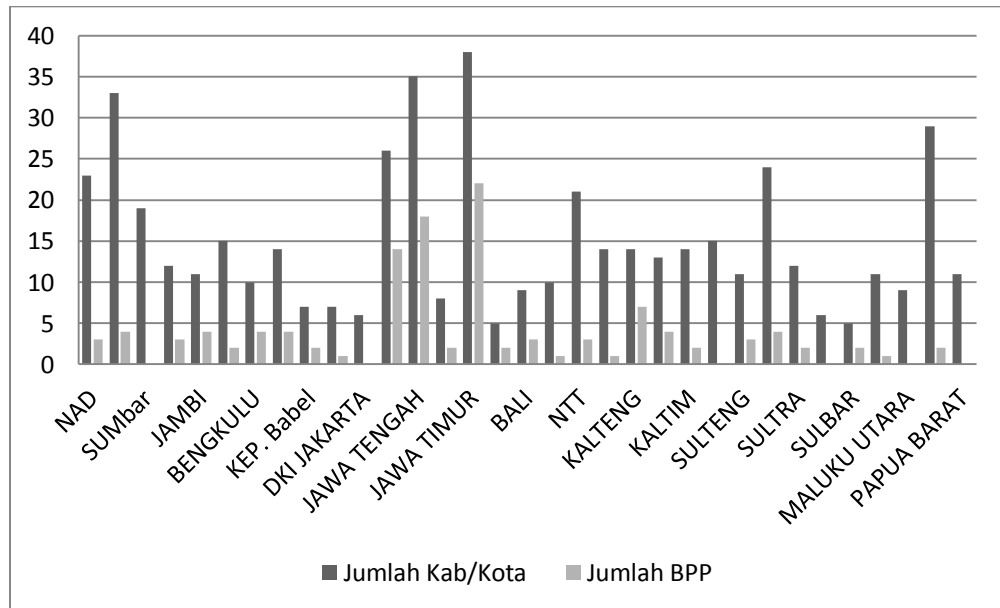
55. The Papua Province is the farthest area with marginal and poor natives who strongly hold patriarchal tradition. Women in Papua have suffered from domestic violence, Human Right abuses by state apparatus, violence in natural resource conflicts, vulnerability to HIV/AIDs and discrimination in many sectors including workforces, education, economy, and political and development participation, to name but few. Gender perspective among governmental officers and staffs is still limited and not evenly distributed. The number of female officers is far fewer than that of male officers (only 15% of the total officers). Under patriarchal culture, decisions and policies are dominated by men's thoughts and interests. Gender dissemination carried out by BPP of the Papua Province is still limited and is not strong enough to affect this domination situation. Therefore, the implementation of inter-sector PUG remains sluggish.
56. A positive aspect identified for Papua is the presence of church leaders who participate in disseminating gender equality and eradication of domestic violence, as well as prohibition for alcoholic drinking, which has been proven to be the main cause of violence against women. Activism of women at the regency level is strong enough in relation to the protection of violence victims, with the supports of Komnas Perempuan and the Papua People Assembly. Documentation and advocacy have encouraged the Regional Government and the Regional Legislative Council to issue draft of bylaw of the Papua Province on Human Rights Protection and Fulfillment upon Recovery of Women Survivors of Violence.

Summary of Current Problems in the Supply of and Demand for Gender Knowledge

57. In order to get a general conclusion about situation on gender knowledge supply and demand, the followings we present visual description of the current condition in Indonesia. The picture below describes comparison between the number of Regency/Municipality in Indonesia and the Presence of Women's Empowerment Agency/Bureau. The data are processed and taken from the Website of the Ministry of Home Affairs, Director General of Regional Autonomy (notes in January 2009), and the website of the Ministry of

Women's Empowerment and Child Protection on the presence of Women's Empowerment Bureau at the Regency/Municipal Level (note in 2008).

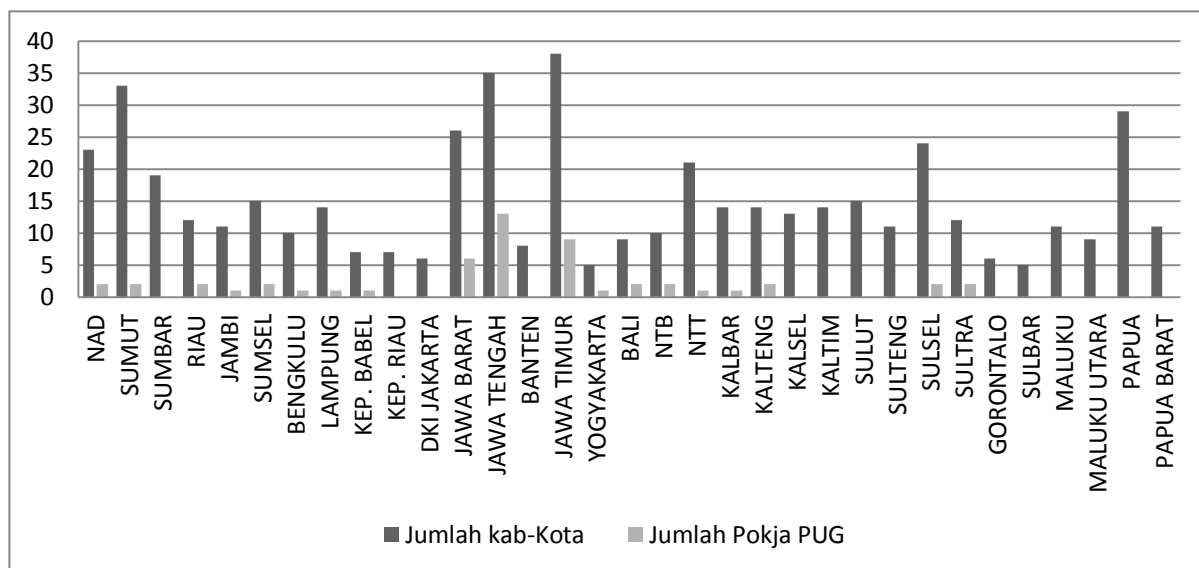
Diagram 1. Presence of Women's Empowerment Bodies at Regencies/Municipalities (2008)



Source: Processed from data obtained from website of the Ministry of Home Affairs, Director General of Regional Autonomy, January 2009; and website of the Ministry of Women's Empowerment and Child Protection, explaining the presence of Women's Empowerment Body/Bureau at Regency/Municipal Level in 2008.

58. The following diagram compares between the number of regencies/municipalities in Indonesia and the presence of Work Group (Pok-Ja) for Gender Mainstreaming at regental/municipal level. The data were compiled from the website of the Ministry of Home Affairs, Director General of Regional Autonomy (notes in January 2009), and the website of the Ministry of Women's Empowerment and Child Protection on the presence of Work Group (Pok-Ja) for Gender Mainstreaming at the Regental/Municipal Level (note in 2008). Sadly, the Special Province of Jakarta as the center of Governmental Institutions which has many figures having strong conceptual knowledge about gender has yet to have any Work Group for Gender Mainstreaming.

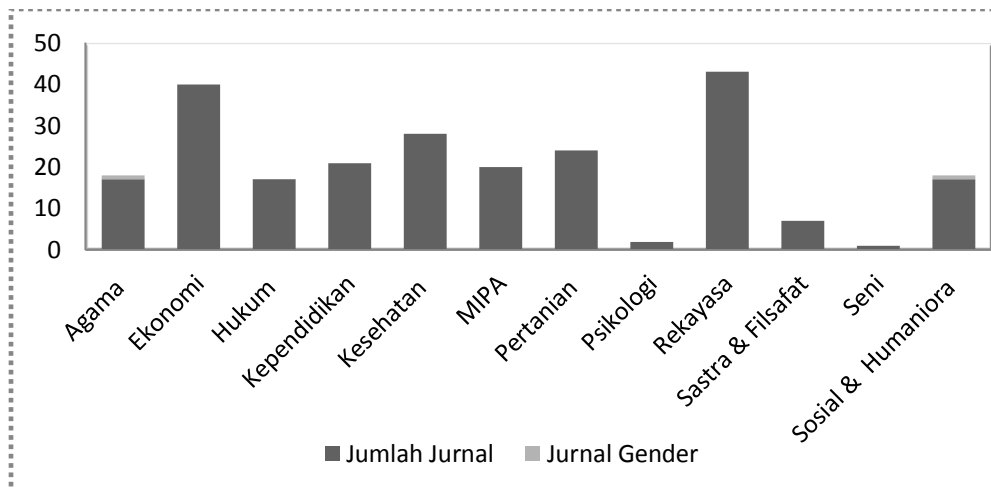
Diagram 2. Presence of Gender Mainstreaming Working Group in Regencies/ Municipalities (2008)



Source: Processed from data in the website of the Ministry of Home Affairs, Director General of Regional Autonomy, January 2009 and website of the Ministry of Women's Empowerment and Child Empowerment, explaining the presence of Working Group (Pok-Ja) for Gender Mainstreaming at Regency/Municipal Level in 2008.

59. In relation to the presence of scientific journal published by research institutions in universities, based on a survey on 30 July 2011, only two journals are still active to focus on gender studies, they are, 'Musawa', Gender Studies and Islam Journal, published by Women Studies Center of UIN Sunan Kalijaga (grouped into 'Jurnal Agama'), and 'Jurnal Pemberdayaan Perempuan' (grouped into 'Sosial-Humaniora'), published by the Ministry of Women's Empowerment and Child Protection. In the diagram/table, the presence of the journal is almost invisible due to its number which is very few.

Diagram 3. Presence of Accredited Journals until 2010



Source: Processed from List of Accredited Journal effective November 2007 to 2010, in the Website of the Ministry of National

Assessment to Quality of Gender Knowledge Production and/or Needs

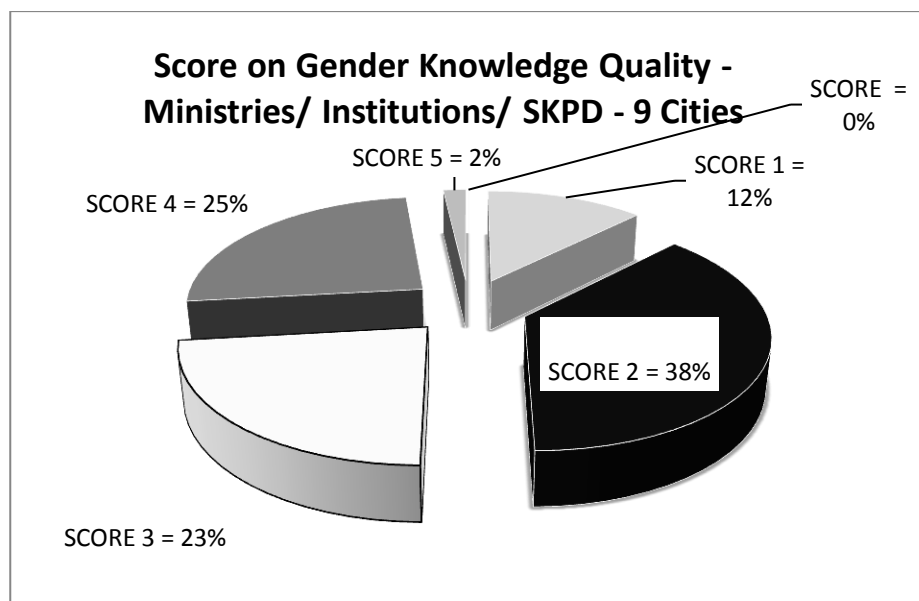
60. In order to obtain a general description on quality of gender knowledge production and/or needs from each investigated institution, based on the field visits and interviews with representatives of those institutions, the research team tried to prepare a category from 0 (for none or very bad) to 5 (for good or very good) for the assessment. The assessment/categorization continuum is as follow:

0	1	2	3	4	5
None or Very Bad	Bad	Near to Bad	Near to Good Enough	Good Enough	Good or Very Good

Detailed explanation about indicators of each category is presented in Appendix C.

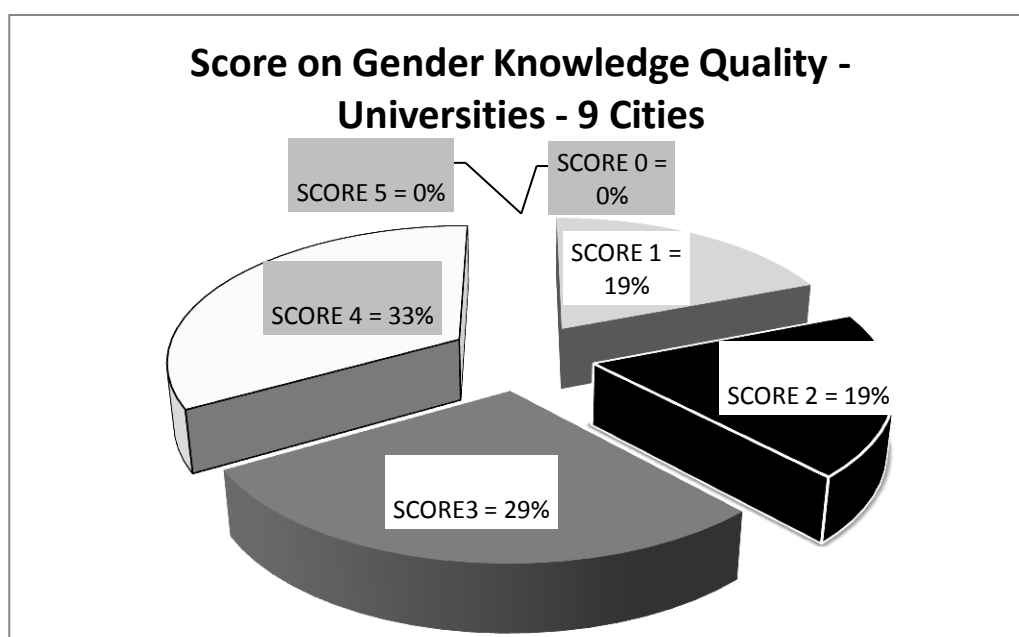
61. Complete information which can be processed in relation to quality of gender knowledge production and/or needs came from 110 institutions, comprising of 56 K/L (Central) and SKPD (regional), 21 universities (in this sense represented by PSW/PSG, and 33 NGOs, all of which are from the 9 cities being the research focuses. From the below description, it can be seen that for K/L and/or SKPD score 2 (near to bad) got the largest number, or 38%, followed by score 3 (near to good enough) and score 4 (good enough) each gaining 23% and 25%, respectively. Governmental Institution obtaining score 5 (good or very good) is only 2%.

Diagram 4. Quality of Gender Knowledge Production-Need – Ministries/Institution (Central) and SKPD (regional) – Processed from Field Visits and Interviews



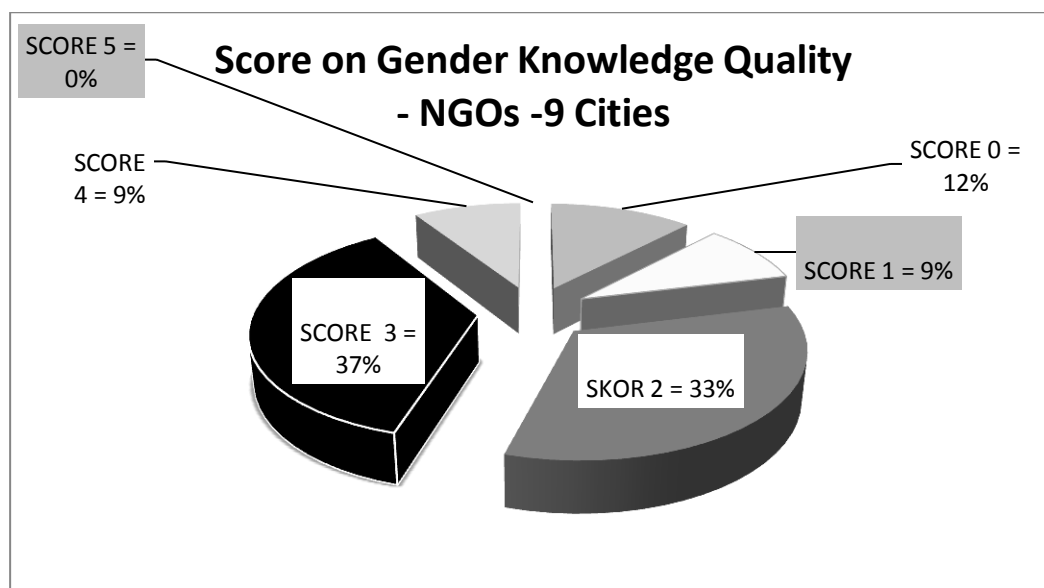
62. Since the main task of universities is to produce knowledge, the scores obtained by universities were better, namely score 4 (near to good) reaching 33%. The rests got score 3 (near to good enough) reaching 29%, score 2 (near to bad) 19% for PSW/PSG. The score 1 (bad) reached 19% for PSW/PSG. The big score 1 (bad) and 2 (near to bad) reflect that the quality of PSW/PSG are rather not good.

Diagram 5. Quality of Gender Knowledge Production-Needs – Universities (PSW/PSG) – Processed from Field Visits and Interviews



63. Meanwhile, NGOs focused themselves to field activities and, therefore, they do not focus themselves in producing gender data or knowledge. Thus, their score is not as high as that of universities. Nevertheless, the largest percentage is at score 3 (near to good) and 4 (good enough). It is a quite good description.

Diagram 6. Quality of Knowledge Production-Needs – NGOs – Processed from Field Visits and Interviews



64. At the end of this sub chapter, a summary of the latest problems on the supply side and the demand side for gender knowledge can be concluded in the table below. Table 2 discusses the problems at the supplier side with responsible parties, while Table 3 discusses problems at the demand side with responsible parties.

Table 2. Problems of Gender Knowledge at the Supplier Side

Problems at Supplier	Parties Responsible to Handle
Gender data and analyses available in Indonesia are still limited and have not represented complexity of gender inequality problems in Indonesia. Policy and legal studies need to be conducted in good coordination to match the supply side with the demand side.	Any institution providing gender knowledge
Quite detailed gender statistics are owned by the Education and Health Sectors. The sex-segregated data which are still weak are found in other mainstream sectors, namely formal and non-formal economy, politics, sciences and information technology, agriculture, environment, biodiversity, infrastructure and transportation.	KPPPA, all Ministries/Institutions and relevant SKPDs, BPS at Central and Regional Levels
There have been many qualitative and quantitative studies related to the problems of women in particular such as analyses on the number of maternal mortality, violence against women, and migrant labor situations. However, data on such specific case remains an iceberg. It has yet to show the real coverage because they are available only to certain regions which cannot represent Indonesia in general.	KPPPA, LSM, PSW, National Commission for Women.
Almost all regional governments at the provincial and regental/municipal levels within this research area have websites. But not all of those websites are quickly accessible and updated.	Regional Governments (Governor/Mayor), SKPD and BPS at regional level
The National Institute of Sciences (LIPI) as a state institution specially producing knowledge has not been optimally conducting researches on gender responsive policies. The	Officials of LIPI, KPPPA, K/L dan SKPD in need of policy studies

Problems at Supplier	Parties Responsible to Handle
institution still has in general weak gender perspective.	
Only few universities process and resume researches, make meta-analyses of the existing researches, distribute the knowledge to the public and policy makers. Universities are the main knowledge producers, but few of them utilize online information facilities to spread out their researches.	Officials of universities, Women's/Gender Studies Center (PSW/PSG), Graduate Program in Gender Studies, Directorate General of High Education-Ministry of Education (Dikti)

Table 3. Problems of Gender Knowledge at the Demand Side

Problems at the Demand Side of Gender Knowledge	Parties Responsible to Handle
The need for gender knowledge depends on understanding levels and commitment of the parties which will use it. The need for gender knowledge does not develop among policy makers, who have low gender perspective.	All parties supposed to promote gender equality: President of RI, KPPPA, Women Empowerment Agency at every region, <i>gender focal point</i> at every institution, PSW/universities, NGOs, donor institute, media institutions, etc.
The term 'gender' and 'women' are still problematic in the field. They are often understood in narrow sense as 'woman affairs' or 'woman interest program'. Gender is often considered not related to the mainstream sectors. Therefore, demand for gender knowledge among policy makers remains low.	All parties who should promote the concept of gender equality: President of RI, KPPPA, Women's Empowerment Agency at every region, <i>gender focal point</i> at every institution, PSW/universities, NGOs, donor agencies, media institutions, etc.
Policy and program makers can hardly obtain the latest statistic data, while in fact the demand for quantitative data in policy and program making is very big. The available statistic data may not always meet the need of users, as SKPDs realized that data fail to reflect the real condition of society, since it is obtained by estimation/ projection methods.	Central Bureau of Statistics at central and regional level, Bappenas/Bappeda, KPPPA/Empowerment Agency
Research results from PSW/Universities are still difficult to access by users because of limited printings and online publication.	Official of universities, PSW/Forum PSW, Dikti and KPPPA
The needs for policy research providing practical and strategic recommendation have not been optimally fulfilled by research institutions in universities	Official of universities, PSW/Forum PSW, Dikti dan KPPPA
NGOs/NGO networks sometimes find themselves in carrying	Management of NGOs / NGO

Problems at the Demand Side of Gender Knowledge	Parties Responsible to Handle
out a study due to limited quantitative and qualitative data which can be obtained to explain issues of women and gender relations which are relevant to the policies being recommended	Network and all institution providing gender knowledge

IV. LESSONS FROM THE FIELD: ENSURING EFFECTIVENESS OF GENDER KNOWLEDGE FOR POLICY MAKERS

65. This research detected that the needs for gender knowledge among stakeholders and policy makers remain low. Therefore, it is necessary to discuss factors affecting effectiveness of gender knowledge in affecting policies: success, hampering factors, case examples, and strategies to improve the needs for gender knowledge.

Benefits of Gender Knowledge for Policy Makers

66. Gender perspective provides different perspectives and horizons in the knowledge sector in general and in making policies. Advocacies on gender studies are very helpful to produce policies which are just for male and female. On the contrary, gender illiteracy will bring disadvantages for development because women cannot enjoy the policies, discriminated by the policies, or lag in development programs. And, finally, the disadvantages suffered by women will also be suffered by the nation in general. For example, obstacles for women to take active participation in economy and politics and a number of gender-based violence such as sexual harassment in workplaces will hamper women's potentials to develop optimally, and, in turn, the achievement of this nation will not improve.

67. It is proven that gender perspective has significantly changed the policies in education development. The number of illiteracy which is still high among women, compared to men, affect the calculation of regional Gender Development Index, and such low index will give bad impression to the provincial governments. The number of illiteracy affects the decisions of regional government in allocating their development budget. In certain cases, special attention is needed because men lag behind. In several regions, in Sulawesi, for instance, boys lag in basic education because they have to go to the sea to work to support their family's economy. The illiteracy eradication program is finally performed by adjusting learning hours of boys.

68. Study results on gender perspective which are used by Kemendiknas to develop school curriculum in cooperation with several universities have also brought significant changes to learning paradigms. Gender perspectives are integrated in teacher training curriculum, have changed the writing and illustration in lesson book, including change to teacher psychomotor in teaching. For example, that "Budi's father and mother can cook. Mothers are also busy to earn for living.'

69. Examples of gender knowledge in the making of other policies are identified in the Papua Province. Women in Papua have suffered from domestic violence, Human Rights abuses by state apparatus, natural resource/environment-based violence. Therefore, the National Commission on Violence against Women, the Papua People Assembly and NGOs in region level conducted documentation of women survivors of violence in 2009. This advocacy has encouraged the production of a draft of bylaw of the Papua Province on Human Right Protection and Fulfillment upon Recovery of Violence Victim Women

Studies on the decrease of tuberculosis patients with free DOT program have shown that the number of male patients decrease, but such improvement did not happen to female tuberculosis patients. Thus, different access between male patients and female patients was studied. The study found that the open hour of the community health centers does not support female patient to go to the health center due to their domestic jobs. Besides, women felt more comfortable to a midwife. It inspired the Ministry of Health to assign consultation on tuberculosis and the DOT program to midwife. And such strategies have brought significant changes and the data show that many female patients are recovered.

70. There is also an example when gender perspective is not applied in making policies. In Aceh, for example, many parties did not agree with article 3 paragraph 1 in Qanun No. 11/2002 on Implementation of Islamic Sharia in Islamic Aqidah, Worshipping, and shiar. The article obliges that women must wear Moslem dress and Waliyatul Hisbah/WH (sharia police) can arrest Moslem women who do not wear headscarf. Activists deem this Qanun as oppression to women's rights. When this research is conducted, advocacy demanded a revision to this Qanun still continue. Without good gender knowledge the policies made by stakeholders become less beneficial or cause disadvantages to other groups (women).

Rimbawan Muda Indonesia (RMI), an NGO engaged in the issues of natural resources management, found the importance to integrate gender perspective in their works. In one program, an assessment to opening of plantation land failed to involve women as an information source, and the program involved only men. Then, it was found that it is women who usually open plantation lands. Empirical experience on the need to integrate gender perspective in the program has significantly shifted the organization's paradigm as reflected in the new visions, missions, and strategic plans of the organization.

The Need for Special Policies to Develop Knowledge

71. Utilization of sex-segregated data in making development policies and program is the initial step for gender mainstreaming. In general it is a hard endeavor because not all governmental institutions understand the importance of this process. KPPPA has tried hard to hold a coordination meeting in 2010 for PSW in relation to gender statistics preparation. There has been no policy which has effectively referred to an obligation to compile sex-segregated data. Although there is any awareness on its importance, many people are confused on how to start the process, how to carry out it in the field and how to analyze them.
72. Gender analyses have been instructed in the Presidential Instruction No. 09 of 200 of Gender Mainstreaming in National Development. But the instruction fails to discuss the compilation and utilization of sorted data. There is a Work Procedure Standard Norms (NSPK) on compilation of sex-segregated data by KPPPA. But, this document is aimed at providing guidance, instead of as legal instrument binding governmental institutions. It has been also admitted that not all governmental institutions have understood NSPK. Compilation of sorted data is stipulated in a Memorandum of Understanding (MoU) between KPPPA and K/L and the Provincial Governments. But the MoU is only a formal agreement. It does not provide any regulation or sanctions and, therefore, it is not binding.
73. Therefore, several resource persons from the Central Government and regional governments have emphasized the necessity of binding regulations at least at the level of Government Regulation (PP) on obligation to compile and to use sex-segregated data which, it is believed, will change the attitude of governmental officers. They also talked about the need for implementation procedure for specific sex-segregated data compilation because types of compiled data and procedures/process to compile sex-segregated data can be different for each sector and sub sector.

74. Another policy related to PUG is Regulation of the Ministry of Finance (PMK) No. 104 of 2010 on Guidance to Prepare and to Analyze Work Plan and Budget of State Ministries/Institutions in the 2011 Fiscal Year, in which 7 (seven) Ministries have been institution for trial.⁴ This policy discusses procedures to calculate budgets and the importance to integrate gender perspective in budgeting. But, under the regional autonomy, this regulation has not bound the implementation of gender responsive budgeting acceleration in regions, which could have different budgeting procedures than that of Central Government. Therefore, the authority in the regional autonomy system needs to be recognized for the implementation of gender responsive budgeting. Since regional governments are under coordination of the Ministry of Home Affairs (Kemendagri), there is an identified need regarding cooperation with the Ministry of Home Affairs for preparation of Regulation of the Minister of Home Affairs on PPRG, which hopefully can influence the work of Directorate General of Finance at regional level. Such regulation is deemed more effective in regional than the President Instruction on PUG.

The availability of gender knowledge, especially sex-segregated data, is affected by the presence or the effectiveness of the existing policies. Therefore, it is necessary to recognize a work procedure in the field and how to develop potentials and mechanism to support cooperation and coordination of supplying, utilization and analyses of sex-segregated data at the central and regional levels. Then, the making of regulations or policies based of those findings shall be supported by clear regulations and sufficiently proven mechanism.

Important Role of Leaders

75. Leadership is the important factor in development of gender responsive policies and programs. Effective leaders can create institutionalized openness, initiatives and commitment in addition to individual-based gender responsiveness. Less effective leadership can hamper utilization of gender knowledge and fail to create the need for gender knowledge. Several examples of effective leadership which is maximally used to produce gender responsive policies can be seen below.

⁴ 7 (Seven) institutions on trial are the Ministry of National Education, Ministry of Public Works, Ministry of Health, Ministry of Agriculture, Ministry of Finance, Ministry of National Development Planning (Bappenas) and Ministry of Women Empowerment and Child Protection. In the coming years, all Ministries/ Institutions shall eventually impose this gender responsive budgeting.

76. Over the last two years, there has been positive development in West Java Province. The Governor and his wife (PKK initiator and Chairman of P2TP2A) established Women's Empowerment and Family Planning Body, currently becoming PUG facilitating agency in the West Java Province, as well as established the Trafficking Prevention and Victim Handling Task Force. In Bogor, women's empowerment and gender mainstreaming are supported by the Mayor. The special inter-sector team for gender issues was formed and facilitated by the Women's Empowerment and Family Planning Body (BPMKB). BPMKB is able to regularly coordinate sectors collecting and verifying data in the fields in order to produce sectoral programs. The regional government also supports BPMKB program empowerment by, for instance, creating connection with private companies having Corporate Social Responsibility (CSR) to obtain funds and program cooperation in communities.

Women's Studies Center (PSW) of the Malang State University has developed a leadership regeneration strategy through a three-line regeneration mechanism, namely senior, intermediate, and junior who work in sustainable ways to strengthen each other. Senior generations give guidance and become expert consultant while intermediate generation work for the program. The junior generations are involved in activities while learning. With this mechanism, a movement of a person from any line will not break the information, task, and activity chain.

77. Various problems related to leadership have been also identified. In several regions, those who appointed to get in charge of women's empowerment and gender mainstreaming have weak leadership and perspective. Some admitted that they have no idea about gender issues. Leadership regeneration problems occur in almost all governmental institutions, universities (PSW/PSG), and Non Governmental Organizations (NGOs). For example, a succession from a leader who is responsive to gender issues to a leader who is not responsive, a regeneration failure, or the poor communication between the former leaders and their successors affecting the organizing of unit/institution. All affect production and the need for gender knowledge.

Network, Coordination and Forum

78. In relation to coordination and cooperation, it seems that synergy between institutions working in the field and institutions developing concepts (university) is not strong yet. Although there are several universities closely

working together with other parties in various sectors, in general there is still little cooperation which provides mutual empowerment. When a university is involved, often the involvement basis is not institution but individual. If it can be improved to be sustainable institutional cooperation, the benefits will be far bigger. Meanwhile, cooperation between the House of Representatives and the Regional Legislative Council is almost zero as reflected from suboptimum performance and low demand for gender knowledge.

79. The finding above is important to be informed because the research identified that inter-sectoral and/or inter-departmental coordination which comprises of governmental institutions (policy maker and program executors), NGOs/Mass Organization and research department in universities (PSW/PSG) contributes in improving utilization of gender research for policy making and program execution.
80. The roles of inter-sectoral coordination in regions where this research was conducted were generally played by special agency which handles community empowerment. Their names can be different such as Community Empowerment and Family Planning Body (BPMKB), Women's Empowerment and Family Planning Body (BPPPKB), Women's Empowerment and Child Protection Body (BPPPA), or Women's Empowerment and Child Protection Office (KPPA). In Aceh, in particular, the role of coordinator is played by Regional Development Planning Board (Bappeda) of Aceh. The effectiveness of the inter-sectoral coordination function can be different for each region. In certain regions, there is dualism between a body responsible for women empowerment and PUG (in Bengkulu, for example) which hamper coordination within governmental institutions and coordination with external parties.
81. In addition to intersectoral coordination, there is a similar institutional network such as the Forum of Women's Studies Center across Greater Malang which cooperates with KPPPA of Malang Regency to prepare policies and gender statistic profiles. There are also inter-NGO networks to strengthen policy advocacy at national and regional level. Although not all regions have strong NGO networks, it seems to be a common strategic advocacy mechanism in Indonesia.

For effectiveness of gender knowledge, it is important to assure that the demand and supply of data/research analyses are matched. An important lesson from PSW LPPM of IPB is that coordination between researchers and end-users affect the effectiveness researches on policies. The involvement of stakeholder and policy makers in every research processes from the planning and data collection to result presentation are important to ensure that the research is utilized to maximum level to produce policies and programs.

82. There are several factors hampering a network such as sector or institutional selfishness as reflected from reluctance to share information/data or to take active participation. The reasons vary, including ignorance, inability to escape from bureaucracy of the institutions, being satisfied with what has been done and failure to make comparison with achievement of other institutions, or a reason that the works related to gender is not their responsibilities. Other obstacles include weak leadership which does not support the concept of equality as discussed previously. Failure in developing good coordination will result in failure to develop mutual trust. Finally, institutions tend to fail to recognize which knowledge or data which have already available. They tend to compile data for their own interest and fail to share the data with other parties which are also in need of such data.
83. The abovementioned cases are regrettable because Government Regulation No. 51 of 1999 on Implementation of Statistic has actually emphasized coordination in compiling data and standardizing concepts, definitions, classifications, and measures which shall be implemented and based on partnership principles. Likewise, the Beijing Platform for Action 1995 emphasizes that cooperative cooperation needs to be promoted, established and maintained among governmental institutions, PSW/PSG (universities), private sectors, media, mass organization, and NGOs. Data collections should also involve joint contribution between men and women.
84. Good coordination among institutions makes data collection easy because it will show which data that have been compiled by other institutions and which data that have not been compiled, including further steps to take. Utilization of time, human resources and fund will be more efficient. Coordination and network bridges demand and supply of gender knowledge. Through this method, the knowledge sector will be revitalized and will function to maximum level in the process to make policies.

The keys of coordination and network are openness and mutual awareness about the important of interaction and sharing among institutions. There is a joint mission which is bigger than institution's mission, namely to create just development for all people. With this joint mission, individual/institutional narrow interests or sectoral selfishness will be reduced. All parties will be even challenged to give the best. Automatically, participation in such network will strengthen each institution.

Lobby and Advocacy Strategy: Improving Demand for Gender Knowledge

85. Supplies of data and researches results without continual communication and advocacy will not be effective to affect policies. Stakeholders' horizons should be broaden up so that they can decide that concerns about women and gender equality need to be integrated in policies. Further, the need for more specific and in-depth data and knowledge will develop. Therefore, it is necessary to discuss strategies to improve their needs.

The work to develop gender knowledge to among policy makers is carried out strategically in years with the rise and fall through intensive network cooperation and equipped with data/studies. This lesson can be recorded from the struggle of NGO network in advocating Law on Eradication of Domestic Violence (UU PKDRT), Law on the Eradication of Human Trafficking Crimes (UU PTPPO), and the new Law on Citizenship which has gender and human rights perspective. The discussion process in the House of Representatives and the Regional Legislative Council should even be guarded to ensure that the knowledge is adopted and the policies made by policy makers are with gender justice perspectives.

Another example is economic and legal empowerment through mobile court carried out by PEKKA at different regions in Indonesia which affects policies and programs at the regional level. Sustainable field works and flexible strategies to develop knowledge of people and policy makers at sectoral level are necessary.

86. Data collection for advocacy may have been an obstacle because of limited time, fund and human resources, but all parties can cooperate. There are academic papers prepared in cooperation with universities and there are field data from NGO networks which sometimes cover case investigation, assistance to survivors, and survivors' testimonies. There is also continual monitoring to find out how far the gender knowledge obtained from communities is utilized by policy makers.

87. For the sake of effectiveness of gender knowledge transformation, it is necessary to make classification from a compilation of a lot of researches which have been produced by research agencies and universities. Classification can determine specific issues needed such as health issues, religious issues, and workforce issues, among others, followed up by paperwork for each issue. This paperwork can be intensively advocated to the planning bureau of relevant ministries including the Ministry of Health, the Ministry of Religious Affairs, and the Ministry of Workforce. This has not been made by PSW/PSG.

88. It is also important to consider advocacy approaches through dialogues with mutual respect and flexible ways but with strong visions and substance. With such approaches, stakeholders as the parties in need of gender knowledge will be more willing to open their minds to new concepts and knowledge. This approach was taken from experiences of NGO networks and considered more effective, compared to hard advocacy communication previously applied.

Lobby should be performed internally to the top and to the down within the institution itself or in other institutions. In state bureaucracy, lobby, or giving motivation to the top and to the down, from higher levels such as KPPPA (central) to regional, becomes important because in paternalistic societies, people of higher hierarchy are listened more. Some resource persons said: *"It will be stronger if people of higher hierarchy give motivation. If it is another SKPD which tells the motivation, it will not be heard. Other SKPDs have no right to manage our finance and budget."*

89. It can be concluded that effectiveness of utilization of gender knowledge to make policies needs intermediary actions, namely intensive communication and advocacy. Intermediary action can be performed by intermediary parties that can manage data in such a way that they provide practical recommendations which can be easily understood and accompany stakeholders with intensive communication and advocacy. Actually, the intermediary action can be performed by many parties including activists, individuals/NGOs, KPPPA at the central and regional level, focal point gender at each unit or SKPD, and PSW/PSG from universities.

Research Methods

90. The need for knowledge can be different, and effectiveness of gender knowledge can be affected by the method to collect data. Therefore, it is

necessary to consider reliable methods which can reflect the real situation in the society.

91. Many resource persons emphasized the importance of collection of real data from the fields or data from the grassroots, which will allow identification of the real problem on relation of men and women. Women's narrative method is deemed more effective to understand complexity of gender inequality suffered by women as the source of knowledge.

In certain issues such as gender and religion, reinterpretation of texts such as al Quran and fiqh has been a common practice. But it is also necessary to include practice of social analyses as what have been applied by Rahima Foundation, namely to invite religious figures and teachers to observe a prostitute area to open their minds and to invite them to analyze that the world cannot be seen in black-and-white perspective. Women's situations are complex. These social analyses are needed to reduce stigmatization and presumptions and to obtain more complete understanding on social-economic-cultural-political problems causing women in vulnerability.

92. Statistic and quantitative data are important because they can tell the extent of the problems. Data has a series of effect to the program design, target and budget allocation. Therefore, data which do not match the real condition or collected from unclear definitions of variables can be misleading. Many questions and criticism were raised to the statistic data which is concluded from data-based estimation in the previous years which are observed by SKPD or NGOs does not match the reality in the field. The farther the period of estimation source, the farther the figure which can reflect the reality. Frequently, resource persons from SKPDs initiate data collection by themselves for the interest of their own programs.

93. Discussions on data updating, data mismatch and data completeness are important. It seems that Government Regulation No. 55 of 1999 on Statistic Implementation can be followed up with good coordination mechanism between BPS, institutions such as Ministries/Institutions, SKPD, PSW/PSG, and other organization. Coordination should also be coupled with discussion on the real need of data users and policy makers to come into agreement on the perceptions, operational definition of variables, methods, and work distribution among all parties.

94. Many still imagine that sex-segregated data for gender mainstreaming (PUG) have been sufficient, or are always in the form of quantitative. In fact,

qualitative data which can portray pictures on the process or dynamics in the field are also important to provide correct recommendations for technical execution of programs.

Quick, Correct, and Effective Data Collection

There are lessons from the mainstream knowledge sector which, although the data are not related to gender, can be inspiration and adopted for the gender knowledge sector. In Makasar, for instance, the Health Office applied EWORSE (Early Warning System) through SMS (with special number of SMS Gateway) which is used to give quick information for emergency response such as contagious diseases (influenza and avian flu) and disaster condition. Data input via SMS can be directly sent to the database in the province and the central. Both institutions have special number of SMS gateway. Also, in Makasar, there are message deliveries on market information operated by the Agriculture Office. Staffs of the Office have been trained and ready to send the newest data on prices. The SMS can be sent directly through Websites of the Central Government and the Regional Government, making them directly accessible to the public.

95. It can be concluded that data should as close as possible represent the reality in the field so that policies and program planning can be decided appropriately to answer the existing needs. Therefore, method from all forms of data collection and real coordination techniques in the field needs to ensure that the data represent the reality in the field.

Bureaucracy

96. The problem of bureaucratic obstacles in producing and using gender knowledge came to the fore to be one of the most important findings which appears to be bureaucratic obstacles for implementation of PUG in general.

97. In the regional autonomy system, it is no easy for the Central Government to obtain sex-segregated data from regions/municipalities and provinces because, as already discussed before, there is no law binding the regental/municipal government to supply sex-segregated data to provincial government, and from the provincial government to the Central Government. Likewise, encouragement by KPPPA to carry out PUG at regions is not instructive by nature, but recommendation, based, for example, on Memorandum of Understanding (MoU) with Ministries/Institutions and Government at the Provincial level. It becomes more difficult because different

nomenclatures are found at the Central and regional level. Even, there are regions having two institutions taking care of the same matter, making coordination difficult. In order to minimize bureaucratic obstacles, more effective legal bases including derivative operational regulation need to be prepared.

98. Another main obstacle is rotation of workers which is too fast in Ministries/Institution and in regional government's institutions which forces women empowerment agencies at the central and regional government to restart from zero and to train new staffs. In order to cope with that problem, several resource persons of this research recommended that PUG materials are included in the gradual curriculum of civil servant Education and Training, namely education programs and training for each civil servant. So, anyone who becomes the staff of the Central and regional governments, and is although transferred to any other sector, has understood PUG and has been able to apply it. Thus it is necessary to hold cooperation between KPPPA and the Ministry of State Apparatus as parties responsible to organize education and training for civil servants to prepare a curriculum which integrates gender equality education.

99. Another important matter which needs to recognize is limitation of budget and complicated budget bureaucracy. Although the current budgeting is 'gender responsive' and 'performance based', the current bureaucracy seems difficult to be considered as really performance based. It is because performance tends to be measured from 'output' (activity program such as seminar), instead of 'outcome' (substantive output, implication of the seminar). Budget generally goes to State's institutions in end months of the current year. As a result, focus of 'substantive output' cannot be implemented because we are busy with 'output', or even with spending project funds. Therefore, there is a big need for changes to financial mechanism which is able to accommodate work priority and substantive output.

Experiences of the National Commission on Violence against Women over the early years are very unforgettable. The institution received a fund from the State and it used the budget to the maximum level to ensure significant outputs of the programs. Program preparation and implementation rushed. A demand for reports in a very limited time caused high pressure among workers. The situation was aggravated because many real funds which have been spent could not be

reimbursed because they did not meet the provisions on financial bureaucracy. As a result, it caused more problems to the institutions, instead of reducing the problems.

100. Some consider limitation and budget bureaucracy as something positive. Instead of rigid or unbearable obstacles, they consider them as opportunities and media to make coordination. It allows sharing cost, and with cooperation, the cost becomes cheaper, while outputs and outcomes are bigger.

Experience to manage Revitalization Fund of PSW 2010

Just like many other PSWs/PSGs in other universities, the Universitas Indonesia (UI) in 2010 manages PSW Revitalization Fund from the Directorate General of Higher Education, the Ministry of National Education. In UI, this fund was managed for institutional strengthening of Graduate Program in Gender Studies, the Post Graduate Program (hereinafter referred to as Study Program) which carries out post graduate education for gender studies.

On the one hand, the Study Program feels thankful that the revitalization fund can utilized as fuels to prepare a workshop, teaching consolidation at UI level, and capacity building of PSW in Jabodetabek through training through policy researches. On the other hand, there are many difficulties in managing the fund. Such difficulties were based on many reasons: complicated financial bureaucracy of the state, low experience on management of fund from the State, and the absence of fund owned by institution to be used as 'bail out'. In addition, the implementation time was very limited, coupled with the desire to absorb the fund 'as clean as possible', and expectation to use the fund as maximum as possible with clear and significant outcome for institutional empowerment. Thankfully, at the last moment, the Study Program decided to use part of the PSW Revitalization fund to prepare and publish a book on articles based on all thesis researches over 20 years of the presence of the Study Program, from 1990 to 2010, in addition to other programmed activities. Finally the Study Program published the book in two volumes entitled *Pengetahuan dari Perempuan: Kumpulan Penelitian Tesis dan Wajah Lulusan 1990-2010* ('Women's Knowledge: Compilation of Researches Thesis and the Faces of Graduates 1990 – 2010').

But not all funds can be absorbed. Complication to manage the fund absorption and report has also absorbed the energy, reducing the attention to the substance.

101. Although budget limitation and bureaucracy can be considered in positive ways, it is necessary to consider what some resource persons said on an allegation that the budget can be used for project-orientation utilization, instead of commitment to make changes for people justice. It should be

admitted that the complicated financial bureaucracy has given chances and can be used by 'certain parties' which do not have good intention for their own interests. It is necessary to have a bureaucracy model which does not give any chance for corruption or power abuse, and which can optimize the utilization of budget. It becomes important that the society can perform their role in monitoring and supervising performance of the Government institutions and other State's institutions including monitoring to budget to reform bureaucracy.

Strategies for Limited Fund

102. Limited funds have been problems of almost all institution. All knowledge providing institutions from universities to NGOs are demanded to work efficiently and effectively, namely to perform many works and activities with limited funds and human resources. At the same time, these parties should save the money to survive while ensuring that the institution's visions and mission are performed properly.

103. PSW/PSG should make all efforts amid such limitations, including fund limitation, in order to survive by, among others, conducting research regularly and creating cooperation with other institutions to amass funds. A significant number of PSWs then get stagnant, or cannot active to work.

It is positive that the PSW Forum in the Greater Malang can utilized the revitalization fund obtained by several PSWs from the Directorate General of Higher Education of the Ministry of National Education in 2010 to strengthen members of the forum. So, despite limited fund, coordination among PSWs/PSGs in Malang (Forum in Greater Malang) stays strong. It even develops to be PSW/PSG network across East Java. Actually, it thanks partly to well-maintained institutional relationship among sectors and joint commitment to work together to develop power to promote gender knowledge.

104. Other lessons can be obtained from the experience of the National Commission on Violence against Women. Amid so many drafts of laws which should be advocated, fund limitation was handled by preparing legal drafting by teaming up with individuals and institutions active in the movement which allow more efficient budgeting. Sometimes, discussions on various policies were conducted in one activity. However, it is admitted that energy and concentration were absorbed, which finally affected quality of the analyses.

105. It should also be noted that it does not mean that big budget will always bring sustainability to gender knowledge production and utilization. There is an example in Makassar area where some institutions received long-term assistance with a large amount of fund to develop gender knowledge. But when the project was completed, they did not leave any significant and sustainable outcomes (See section Makassar situation). It means there are many other factors, in addition to fund, which have been discussed in this part, which can be the main requirements to develop gender knowledge production.
106. It can be concluded that the budgeting process should be reviewed so that it is more realistic and matches the needs. But the efficiency and effectiveness attitudes should be maintained. With positive attitude and commitment, limited fund should not hamper the work because there are many ways to handle such problem. Transparency and clean bureaucracy support optimization of budget utilization, including gender knowledge production and utilization.

Strategies to Publicize the Gender Concepts and Programs

107. As previously mentioned that there were 'recurring issues' which have long occurred due to acceptance of people and policy makers to the concept of 'women empowerment' and 'gender mainstreaming' which remains weak.
108. Several strategies invented in the field include inclusive actions to make stakeholders understand that gender issues are for all, not merely women. When there was a meeting or a program, for instance, it should be ensured that there are men with good perspective who were involved as active participants or speakers. It will invite more men to have more concern about gender equality and justice.
109. Other strategies were delivered by several resource persons who have tried hard to ensure that their institution or representatives of their institution can take part in discussion on more general issues. So, it is to integrate gender knowledge to other sectors which are more general while showing that those working in gender issues are competent to speak and to get involved in more general issues.

110. Several PSWs in the Greater Malang have spare their time to monitor how gender perspectives are integrated in universities by examining subjects at S1 (bachelor), S2 (master), and S3 (doctoral) programs at all faculties to find out to what extent gender problems or gender perspectives have been discussed or integrated.
111. In carrying out trainings on gender issues, it seems that many fail to present creative approaches making the training plain, bureaucratic, technical and not interesting (having no 'spirit'). On the contrary, there are training facilitators who see gender issues with rigid theoretical frameworks and black-and-white perspectives, arising an impression of overplaying and, subsequently, causing upset and rejections. Fortunately, some have realized the importance to share flexible approaches to facilitate consciousness raising about the importance to start the improvement efforts from the micro level which is more personal to the macro level which concerns more on policies. Approaches models which are more flexible, creative, and responsive to local contexts, and respect participant's experiences need to be adopted and developed because gender issues do not concern only with cognition problems but also concern with affection, ideology and values. In addition, we want to ensure that gender justice values should not only be understood and accepted but also become sources of motivation for real action to make changes.
112. In religious societies in Indonesia, institutions and/or programs which are focused on the development of understanding about gender justice religious teachings become very important and severely required. Besides, the gender justice perspectives, in general, may invite us to have wider horizon to address the majority-minority dichotomy currently being a big problem in Indonesia.
113. Changing processes occur in various directions, and it seems that changes at different levels should be made simultaneously. Empowerment through policies is very important to be advocated. Improvement should also be implemented at different levels (culture-religion-psychology). The presence of regulation on gender responsive budgeting, for example, will be very helpful to develop new practices and attitudes at the Ministries/Institutions. When new behaviors are developed, cultural attitudes and views will slowly, but automatically change.

114. Despite various field strategies mentioned above, strong influence of 'recurring issues' will stay in need of other breakthroughs to ensure that we can move to higher steps which are more substantial and strategic.

Institutional Empowerment

115. There are facilitating institutions which have strategic roles in strengthening gender perspectives from the Governmental institutions at the central and regional levels and in matching the 'supply' with the 'demand'. Those institutions are KPPPA at the Central level and BPMKB/BPPKB/BPPPA at the regional level, as well as Post Graduate program on Woman/Gender Studies and PSWs/PSGs at universities.
116. For KPPPA and women's empowerment bodies in regions, there are limited human resources and fund. Women's empowerment issues and PUG are not a 'sexy' issue and, therefore, the human resources are not the best ones. Because of the large number of works, it was technical matters which are handled more, instead of substantive matters. Even a resource person from an NGO who has frequently worked with the Government to strengthen draft of laws dubbed such governmental institutions as merely 'event organizers'. These internal problems affect advocacy to external parties because the institutions have lack of confidence and strategic ammunition to advocate governmental officers dominated by men.
117. Meanwhile, the Graduate Program in Women's/Gender Studies and PSW/PSG are in general under weak situation. Interdisciplinary gender studies, let along gender studies, still tend to be seen as a small component which is insignificant in the national education system. It is actually reflected from the fact that the Graduate Program in Gender Studies has not been included into the Codification List of Study Program issued by the Directorate General of Higher Education and from the linearity rules on career advancement, including the promotion of professor. Graduate Program in Gender Studies is very few in number. Currently, it is only available in the Universitas Indonesia (Jakarta), Brawijaya University (Malang), and Hasanuddin University (Makasar), and they have only few students who have not yet played their roles in strengthening PSWs/PSGs. The education policies, which emphasize linearity for career and the high and non affordable education cost for activists or

academicians who work in non-profit organizations, have decreased the number of interested people. Therefore, in order to increase gender knowledge production in relation to revitalization of the knowledge sector, institutions in universities need strengthening.

118. With the abovementioned background, several main institutional problems include (a) few number of universities giving their real support to their subordinate institutions focusing on gender issues; (b) the absence of sufficient supporting human resources and infrastructures because all workers have holding institutions and their presence at the study program or PSWs/PSGs are only as part timers; and (c) part time working hampers power mobilization including funds. In fact, under the current market system, universities in Indonesia are demanded to prioritize fund incoming. There is almost no cross subsidy for institutions focusing on important studies but not marketable.
119. Although there are several PSWs/PSGs which are strong due to supports from universities and strong leadership, some are stagnant and lack of contribution in preparing gender responsive policies. The institutions continue in the position 'to fight to survive' and, therefore, it is difficult to show their best performance. Only few are able to develop themselves and to play maximum role in the community contexts. If not careful in self-revitalizing, institutions specializing in general studies will lag behind other institutions focusing on other studies but integrating gender perspectives in their works. Besides, in the current contexts, those other institutions can easily obtain fund because of their issues which are 'sexier' (such as climate change and democratization).

Institutional Challenges, the 20 Year Experience of the Graduate Program in Gender Studies, Universitas Indonesia

The Universitas Indonesia (UI) is the first university in Indonesia opening post graduate program to create experts on Women or Gender Studies. Established in the name of Women's Studies Graduate Program, the Study Program has changed its name as of April 2010 as Graduate Program in Gender Studies (hereinafter referred to as Gender Studies UI). It was established under the Post Graduate Program (multi/interdisciplinary) in November 1990.

History

More than twenty years ago, Rector of the Universitas Indonesia, late Prof. dr. Sujudi saw *women's studies* as one of the new academic programs developing in overseas universities, producing new journals and books providing critical analyses to sciences which are considered andocentric or gender bias. Subsequently, Prof. dr. Sujudi came up with an idea on the importance to open Women Studies in UI. Overseas, the opening of women's studies in university is the results of struggle of female academicians, but in UI it is the highest leader who initiated the opening. Then, Prof. dr. Sujudi asked Prof. Dr. Saparinah Sadli and Prof. Dr. T.O. Ihromi to manage it. Actually it reflects progressive thoughts and concern of UI's leaders over the new academic field: conceptual studies on women and gender.

Currently, the term gender has been officially adopted and used for governmental policies such as Gender Mainstreaming and Gender Responsive Budgeting. The presence of institutions like Gender Studies UI and PSWs/PSGs in several universities become more important to support the implementation of gender justice policies in Indonesia.

Institutional Big Challenges

Sadly, currently multidisciplinary studies in UI are criticized for being 'non academic' because their roots are considered vogue. In fact, multi/interdisciplinary studies are important particularly to open new breakthroughs in interdisciplinary cooperation to produce good policy researches. It seems that such lack of acceptance to multi/interdisciplinary studies relates to policies which tend to uphold mono-discipline, or popularly called as linearity, taken by the Directorate General of Higher Education (Dikti), the Ministry of National Education. These policies cause lecturers to tend to seek safe routes to ensure their careers' advancement, including to become professors.

After 20 years of its establishment, the Gender Studies UI is facing institutional challenges: (a) the name of Gender Studies UI has not been included in the list of Codification List of Study Program issued by the Directorate General of Higher Education; (b) the history of Gender Studies UI under the Post Graduate Program of Multi/Interdisciplinary causes difficulties to the Study Program to get Home-Base lecturers because since the beginning the lecturers were borrowed from faculties of mono-discipline. Besides, there is a new regulation in the Directorate General of High Education which emphasizes linearity, causing lecturers to take safer routes up to becoming professors; (c) since universities should earn their own fund, the Gender Studies UI is demanded to sustain itself and to comply with university's regulation on education financing. As a result, education cost (BOP) becomes so high that education becomes unaffordable to many people. The three factors above intermingled, discouraging the prospective students of the Gender Studies UI.

Such condition has been aggravated by unclear policies or stances of the highest leaders in UI concerning the Post Graduate program of multi/Interdisciplinary studies. Discourses among top leaders in UI to move interdisciplinary programs to mono-discipline faculties have been quite strong. Meanwhile, lecturers who have been active in supporting the multi/interdisciplinary studies advocate the importance of an umbrella institution for multi/interdisciplinary studies. There are concerns that if they are integrated into faculties, the multi/interdisciplinary study program, including Gender Studies, will lose their main characteristic, namely multi/interdisciplinary. Such

uncertain stance of UI's top leaders is also reflected from the fact that for years, the Post Graduate Program does not have a Director or Chairperson with clear authority. Over years, it is led only by a chairperson ad interim who have no authority to key decisions. In addition, in the last decision, chairpersons of Study Program under the new Post Graduate Program have only a one-year mandate (until December 2011). It actually shows the difficulties of Chairpersons to work strategically for long term. Besides, there is no clear institutional support for the Post Graduate Program and Study Programs to develop and to strengthen their institutions.

Actually, UI has many lecturers and researchers who are strong in theories on gender studies. They are spread in the existing faculties. But, they tend to work individually and do not work formally to strengthen the institution. As a big university, UI has yet to be the umbrella of institutions for 'Gender Studies'. Three institutions under UI actively working in gender issues are 1) the Graduate Program in Gender Studies, which focuses on conducting education of gender studies at master level, 2) Women's and Gender Study Center (PKWJ) which focuses on researches and 3) Gender and Sexuality Studies Center which is under the Faculty of Social and Political Science UI. External parties are often confused whom they should contact when they want to cooperate on gender issue with UI as an institution. Thus, in addition to empowerment, the Gender Studies UI should also consolidate to develop and strengthen an umbrella institution for "Gender Studies in Universitas Indonesia" in charge of all institutions that previously work separately.

Long Term Program 'Knowledge from Women'

Gender Studies UI has made various efforts to strengthen its institution, including cooperation with the National Commission on Violence Against Women. In initially this cooperation was aimed at holding a conference to commemorate the 20th anniversary of the Study Program. But the discussion agreed on the urgent need to produce and to ensure long-term strengthening to national mechanism to develop knowledge from women (or women's knowledge). Finally, the idea to carry out conference has been broaden up and fortified to be an idea to hold Long Term Program "INSTITUTIONALIZATION OF KNOWLEDGE DEVELOPMENT FROM INDONESIAN WOMEN" (shorted to be KNOWLEDGE FROM WOMEN). Although the ideas came from the two institutions, Institutionalization of Knowledge Development from Indonesian Women is open to other parties playing active roles in long-term cooperation.

The background of the idea are the fact about weak work institutionalization on the struggle for gender justice at various levels and sectors and the urgent need to produce and to ensure long-term strengthening of national mechanism to develop knowledge from women. What is meant by knowledge is lessons, reflection, conclusion, summary, and production of new ideas from field work experiences in fighting for and ensuring gender justice and women rights as integral parts of human rights. The long term program will strategically hold regular national conferences with certain specific themes to provide space (a) for continual development of knowledge through sustainable documentation and discussion on field data and to make conceptual conclusion; and (b) to encourage new initiatives and to strengthen cooperation, synergy among different parties, and knowledge institutionalization through other mechanisms as follow-ups to the conferences.

'Knowledge from Women' carries out national conferences periodically and in sustainable way in every 3 years. The first step was Conference I on the theme "Law and Punishment" held from Sunday, 28 November 2010, to Wednesday, 1 December 2010 in UI's campus in Depok. The Conference presented key speakers and responders, 5 (five) plenary sessions and 20 (twenty) parallel session. A number of 226 people participated in the Conference, excluding the committee and volunteers. The participants were from the entire Indonesia from Aceh to Papua. Some 80% were women, and 20% were men. Most of them represented their universities/high education sectors (lecturers, students, researchers), and those representing local and national NGOs. The Conference I opened the eyes of the participants on the importance of developing cooperation and synergy among field workers, universities, government and all parties. In the closing session the conference declared "Knowledge from Women Forum" whose members are all conference's participants, who will work to develop knowledge from women. The membership will be widened up. Institutionalization of Knowledge from Women shall be carried out through various ways including conference in every three years. During the interval period between one conference and another conference, the Forum will carry out activities and be catalyst to move groups across the Archipelago.

Obstacles and Dilemma of Women's Movement in Indonesia

120. It is women movements that have frequently demanded for changes at the practical and policy levels through continual struggles and advocacy of knowledge from the fields. Various laws which are gender justice and give protection to women have been borne thanks partly to advocacies of women's movement. Women movement also educates women from the grassroots to be critical, to voice their interest and to cooperate to advocate omission of detrimental regulations.
121. However, women's movements are also facing many problems, especially those related to (a) limited fund; (b) high demand of community assistances/empowerment work in the field; and (c) low support due to the assumption that women's movements advocate lifestyles against the established norms which will undermine social structure. These all affect (a) successful and harmonious internal works as well as works with other parties; (b) failure of the workers to give care for themselves and their surroundings, which will then causes fatigues, tense, and inefficient work; (c) failure to document the works of the institution/networks, which have a very wide scope

to study; and (d) weak leadership, regeneration, and institutional empowerment.

122. Many NGOs stop operating because of work conflicts or unavailability of fund. Internal conflicts can have strong effect perhaps because of high demand of works. Besides, the ideology of workers which is too strong can easily make them disappointed with their partners, organizations, or other parties. When such disappointment comes, the expressions trigger further conflicts which may be hard to control.

A resource person from NGO said that there has not been 'strong and capable leadership' and that 'self knowledge' is very important in women's movements. It means that the knowledge about 'characteristics of women's movement': what is typical and what is different in their work context as well as work relation and leadership. Knowledge from studies on failures as institutional challenges and on successes as lessons learned. All can be used as reflection to take care of the movements and to strengthen institutional power.

123. There are many other problems which are not as urgent as described above. But it needs to be understood in order to be able to facilitate women's movement strengthening. In the movement, there are groups which have worked hard at the level of grassroots, but they may have low quality human resources and limited funds. Some others play at the level of elites. They may give no empowerment to the community and they rarely go down, but they generally have good human resources (strong verbal and written English), have close relationship with international fund institutions and, therefore, they can gain big financial supports. Dichotomy has also come to the fore in relation to a debate on theories vs. field since there are institutions which work at theoretical level while other institutions work in field advocacy, but both do not really work in synergy.

V. CONCLUSION AND RECOMMENDATIONS

124. The very purpose of this research is to conduct a critical assessment to circumstances and interaction between the supply and the demand for knowledge, researches, data and gender analyses. The research was conducted in the Special Province of Jakarta (representing the national circumstance), Banda Aceh Municipality (the Aceh Province), Bengkulu Municipality (the Bengkulu Province), Depok Municipality, Bogor Municipality

and Bandung Regency (the West Java Province), Malang Regency (the East Java Province), Makasar Municipality (the South Sulawesi Province), and Kupang and Soe Municipality (NTT). This research applied a critical qualitative approach with 158 resource persons (42 males and 116 females) from the Government, the parliament, NGOs, People Organization, PSW/PSW in universities and gender experts.

CONCLUSIONS

125. AusAid has clearly distinguished among the sides of supply, demand, intermediary and enabling environment. In fact, it is hard to make a rigorous categorization in the field because only few knowledge suppliers, in this case institutions under universities, carrying out researches and other research institutes, have seriously conducted their roles to the maximum levels. It is actually due to the very fundamental obstacles, namely, lack of the environment supporting the institutional strengthening, lack of fund, lack of quality resources, as well as internal bureaucracy, and in relation to external relation that have obstructed creative capacity in problem solving. Besides, it is also important to note the absence of effective information sharing between institutions, between the same side (such as suppliers) and between different sides (supplier, the demand side, and intermediary institutions). As a result, low understanding about each role and responsibility has yet to get reflected in their work visions and mission. Besides, the supplies of and demand for gender knowledge have not sufficiently been developed.
126. The main statistic provider is BPS which compiles basic and sectoral statistic data in cooperation with the central and regional levels. Gender segregated data and in-depth analyses are still hard to find in general. It is only the education and health sectors which have quite complete data. In addition to the data released by BPS, the supply side abounds with data compiled by the Government Ministries/Institutions. Some of them are gender segregated, but there are many more which have not been analyzed in depth. Universities, in particular Women's and Gender Studies (PSW/PSG) and Graduate Program in Gender Studies providing education to produce "gender studies expert" are potential to fill in the supply side. But, they have yet to

perform such roles properly due to the above mentioned reasons. They have neither played active roles in the networks in the specific roles of supplying knowledge for policy formulation. A huge potential to fill in is the specific statistics, in-depth study on social situation, and critical qualitative researches to explain “the why” and “the how” in relation to theoretical development and policy recommendation. Actually, the National Commission on Violence against Women has conducted field researches and cooperation which have been published as gender knowledge and used by the public as references of violence against women issues.

127. Various case illustrations prove that gender knowledge plays significant role in developing just gender policies with positive implication to all development in Indonesia. However, the most direct ‘demand’ side, in this case, policy makers (legislation) at the national and regional levels, are lacking in showing the real demand for gender knowledge. It also reflects the absence of sufficient knowledge and concern about the importance of gender justice perspective in the development. Concern and the need for sex-segregated data and knowledge appear at several Governmental Ministries/Institutions (such as the Ministry of Health and the Ministry of National Education) and regional governments which need data to develop their own policies and programs. Some others have yet to realize its importance, but they try to fulfill the demand for sex-segregated data under the PUG program coordinated/facilitated by KPPPA. The need for knowledge is shown more by NGOs and/or several institutions and individuals under universities actively involved in advocating and guarding assurance for gender justice policies.

GENERAL RECOMMENDATIONS

128. Several general recommendations can be given in relation to several big themes such as the handling of ‘recurring issues’, strengthening of ‘women’s specific knowledge’ and ‘gender knowledge’ perspectives, intersectoral gender studies mainstreaming, university revitalization, and other some other themes.

The Handling of ‘Recurring Issues’

129. As previously mentioned, rejections are still directed to women empowerment efforts, PUG and gender studies, even though these works

have long been performed. To handling this problem, lessons can be taken from several resource persons saying that the attitudes which are strategic and allow progress in movement are positive attitude by viewing the challenges as a form of ignorance which has resulted in rejection. Such attitude will reduce frustration but improve the enthusiasm and will open minds to the most strategic, creative and flexible methods. These approaches, compare to the hard, 'black-and-white', confrontational, and 'win-or-loss' approaches, are more suitable to adopt because they provide significant progress.

130. Gender justice education should be started from the smallest unit, namely family, and at the early ages, namely preschool ages. Therefore, families and schools become the most important institutions and education for parents to be role models. Concrete education is to give real description to all members of the families on how to cooperate and respect mutually between men and women, including gender equality and equity between husband and wife to be promoted to children. Gender justice education should also be integrated into education curriculum at schools as early as possible from the lowest level (SD). In universities, gender knowledge needs to be integrated into general subject at all faculties, in addition to provide special subjects focused on the issues.
131. Flexible approaches can be applied in education, capacity building, advocacy and lobby. It is, of course, necessary to distinguish between flexible approaches and unclear perspectives ('standpoint') because mediocre or bias understanding can cause disadvantages to women's empowerment. Gender studies workers should be strong in understanding the concept, theories of feminism, and theories on gender studies, but they have to be flexible applying their approaches in the fields. This strategy is aimed at winning 'empathy' and to obtain open attitudes from those whose views need to be changed.
132. Reconstruction of mindset and attitude should be conducted from all sides. And when cultural views are still bias, 'regulating' approaches or policies to "force" mindset changing become very important, particularly in typical paternalistic society in Indonesia. Therefore, leaders with strong leadership and gender justice perspective are needed for policies which shall speed up such changes.

Women's Specific Knowledge and Gender Knowledge

133. As already mentioned, there have been many debates on the concept of 'women' and 'gender' due to different understanding, perspectives, and concern. What should be remember is that the concept of gender (such as gender and development, gender mainstreaming) comes to the fore after the empowerment program and the elimination of discrimination against women fail to work effectively, as they have been directed only to women without any consideration to their relation to men, and without efforts to change men's mindset and the established relation system.
134. Therefore, gender knowledge should be differentiated in specific knowledge related to women's needs, and knowledge about 'relation' and 'structure or system' which has been socially constructed between men and women. Specific knowledge related to women's needs is needed and should be advocated continually because of women's special characteristics of reproduction/sexuality which result in specific experiences that men cannot have. Such special characteristic of women's reproduction causes different needs. Besides, sexual and domestic violence produces different impacts to women and men.
135. Gender mainstreaming should be considered as a strategy to omit discrimination and to empower women. It is not merely a program understood technically. Such reduction will cause gender mainstreaming to be mere projects which fail to change the constellation of gender relation. On the other hand, gender mainstreaming allows open attitudes to see that in some specific cases, men may need special intervention because they lag behind women or because the stereotype of their gender roles cause disadvantages. For instance, the masculine roles stereotype which have cause men to get involved in brawls, violent conflicts, of any other risky behavior patterns.
136. Based on the above explanation, it is necessary to compile sex-segregated data in order to get more comprehensive understanding. Therefore, sex-segregated data should always be updated at the national and regional level and started from the smallest unit in the society. Critical analyses are also important to understand why such inequality occurs and how to handle it.

Mainstreaming Gender Studies as Intersectoral Studies

137. Perspectives and mechanism which are able to put women's and gender studies as intersectoral studies are required. Gender knowledge should also be integrated into sectors which are traditionally considered very masculine such as the military and state defense. New concepts such as human security can be the bridge or entry point. Gender related knowledge and more particular knowledge related to women's and child's rights should be understood and adopted in this sector in order to eradicate 'hidden' perspectives that discrimination and violence against women does not exist. Or if any, it is considered insignificant. Therefore, gender justice perspectives and policy can be developed in this sector.

Gender related knowledge need to be included and integrated into all lines and sectors including those which can easily provide sex-segregated documents (the education and health sectors) and other sectors such as agriculture, transportation, public works, and economy. Gender knowledge should be integrated into studies on other issues such as poverty, labor, environment, and good governance, among others.

Improving Quality and Capacity of Knowledge Production

138. In order to improve quality and capacity of knowledge production, one important initial step is to see all institutions – governmental institutions, universities, NGOs – as 'knowledge institution'. It is important to advocate new culture emphasizing information and documentations because frequently analyst said that Indonesian people have more oral culture than 'reading and writing cultures'

All institutions must be seen as knowledge provider and data provider which are responsible to provide data to the public at maximum level and to reduce obstacles to obtain data. They are data providers for their own domain (for instance; sex-segregated data from employees and structural officers) and for the sector and the field they handle.

139. However, there should remain clear job distribution. For example, there are institution whose main job is mainly as knowledge provider such as statistic bureau, universities, research institutes, education and training institutions, and the likes. Such clear distribution is to ensure responsibility, sense of belonging to the jobs, and improvement of knowledge production from the

institutions. Nevertheless, these institutions also need supplies of data and knowledge from other institutions.

140. Improvement of knowledge production quality and capacity will automatically occur when there has been inter-institutional cooperation and coordination forum. This will force institutions to go further from maintaining institutional selfishness, and carry out their roles in the forum for the sake of wider and more important visions and missions as well as joint achievements. Institutions reluctant to cooperate will lag behind in the medium and long terms, and in the open climate, such attitude will result in disadvantages to themselves because they will be criticized by the public, particularly when performance-based budgeting system is applied.
141. Moving from individual and informal cooperation by nature, there should be more institutional cooperation for sustainability and capacity improvement at the institutional level. It would be better if there is work distribution, for example related to issues and areas, to ensure that knowledge covering all issues from different areas, up to the most remote, are documented and widely accessible. For example, PSWs/PSGs are required to cooperate with BPS (central and regional) as well as K/L and agencies/offices in regions to produce or to analyze gender statistics at the regional level. NGOs and universities should also cooperate to carry out researches and/or to improve research capacity in mutually strengthening ways. Universities with its strong conceptual capacity strengthen concepts and methods, while NGOs with their field approaches can strengthen the field approaches and action perspectives.
142. Mass organizations and NGOs focus more to work with the grassroots. Therefore, it is necessary for them to make descriptive reports from their assisted communities in their annual report or empirical studies in order to describe real situation in the society. It will be in turn beneficial to monitor and evaluate policies and programs. After policies are decided and stipulated, it is necessary to study whether the end users can get the benefits optimally, to what extent the policies and programs were carried out effectively and efficiently, and how to make correction.
143. In addition to the responsibility to document and report data from the program they carried out, mass organizations and NGOs need to conduct sustainable monitoring and advocacy to ensure integrated, sustainable and

reliable data supplies from Ministries/Institutions and other State's institutions as well as universities and research institutions.

144. Training modules and guidance are required to carry out gender mainstreaming, but they should be specific and practical in line with the needs of each sector and sub sector, couple with real case examples and practices. Thus, program executor and people in general can have good understanding about how to mainstream gender in their own programs, how to design method and to collect sex-segregated data in the fields, how to plan program and budgeting, how to carry out a program, and how to monitor and evaluate a program.
145. In relation to gender responsive budgeting, it is necessary to carry out comprehensive study on stability of macro economy, State's debts, tax revenue and utilization, workforce market, investment, governance, state bureaucracy, and anything related to economy which can cause poverty of women and gender inequality. Gender knowledge is also important to balance information from the mass media which has been very strong and powerful in distributing bias and discriminating views about women. Finally, feminist legal theories are very important for advocates so that the gender knowledge sector is able to contribute significantly to the policies.
146. The fact that there are differences on statistic figures issued by national institutions (BPS and Ministry of Health, for instance) and international institutions (World Bank and WHO, for instance) on, for example, poverty and mother mortality figure should be responded with open mind. Does the problem relate to the indicator, methods, data collection, or other factors? It is important to be critical to the figures issued by national and international institutions and to have moral and political commitment to improve knowledge supplies to empower policy makers to make policies which really address the realities in the fields.

Revitalization of Universities

147. In order to carry out the mandate of Tri Dharma (three services) of University at maximum level, research and service to the community should be carried out in cooperation with all parties including the Government, other state institutions, and the community. Since KPPPA has no research/development and education/training divisions, this potential can be

filled by universities, at the central and regional level, under formal and sustainable cooperation in education, research, and service to the community which will in turn produce useful studies for policy making.

148. Due to the extent, coverage, and heterogeneity of regions, difficult landscape to reach certain area, diversity of groups of people in society, and limitation of human resources and funds, for complete and comprehensive data and knowledge, it is necessary to have coordination and/or work distribution from universities or PSWs/PSGs on focused issue and research area. Job distribution can be made by focusing on cooperation with regional government to build sex-segregated data for each regional and by conducting researches on specific issue in regions through various approaches and methods.
149. Actually universities are rich of knowledge, but unfortunately it is not distributed. Researchers conducted for S1 (theses), S2 (theses) and S3 (dissertation) often provide important information on certain issues/groups/areas, and universities can publicize those considered worth to spread. Universities should also improve publication of their works through internet and update that information periodically so that public can access as much as possible the latest development in knowledge.
150. With education policies which emphasize more on linearity of science, in order to strengthen the Graduate Program in Gender Studies and the Research Centers focused more on gender studies, it is necessary to carry out advocacy to strengthen Interdisciplinary studies and Graduate Program in Gender Studies. It is necessary to review, to reinterpret and to revise policies in order to place interdisciplinary studies and gender studies on the same position as other study programs with the same career development potentials. What should be reviewed include Law on National Education System (No 20 of 2003) which puts women's empowerment as non formal education (article 26)' Law on Teacher and Lecturer (Law No. 14 of 2005), especially article 46, concerning certification. The Graduate Program in Gender Studies should be entered into Decision of the Director General of Higher Education of the Ministry of National Education on the Management and Codification of Study Programs in Universities.

151. Interdisciplinary and intersectoral gender studies are very important because they will allow production of more appropriate and more creative approaches to produce maximum and significant findings. While advocating for the entry of Graduate Program in Gender Studies into the Management and Codification of Study Programs and for interdisciplinary study strengthening, at the same time 'intermediary strategy' to strengthen institutions can be carried out. For example, academicians of gender studies, while put one of their feet in the mono/mainstream discipline, the other foot can be placed in developing gender specific knowledge. The purposes are (a) to adjust to the limitation of the education system and (b) as a strategy to enter into more general sectors . Materials related to gender studies should also be integrated into more general subjects as well as in specific courses in all faculties.

The existence of Graduate Program in Gender Studies is very important to strengthen PSW/PSG (women's and gender studies centers) governmental institutions and other state institutions at the central and regional level as well as the public in order to ensure gender mainstreaming. Therefore, it is necessary to build special cooperation, for example in the forms of capacity building for institutions' staffs through postgraduate education and in the forms of trainings in cooperation with universities. Budget should be allocated by the State under the Ministry of National Education or under other Ministry/Institutions (K/L) and regional government to provide scholarship for staffs of K/L and bureau/office at regions to ensure capacity buildings of staffs.

Horizontal and Vertical Coordination Mechanism for Data Collection

152. It is necessary to prepare horizontal coordination mechanism (among K/L at the Central level, among deputies and/or institutions in each K/L; among offices/bureaus in regions at the same level) and vertical coordination mechanism (between the central and regions; in each K/L from upper management to lower management, and vice versa; and in regions between upper structure and lower structure). The coordination relates to data collection and processing/management, further reporting to data collecting institutions, and publication of the data to the public.

153. Coordinative mechanism can be optimized to collect basic, sectoral and specific statistics, and various forms of production of other knowledge (including qualitative studies) issued by different institutions. With a very rigid formal bureaucracy, it is necessary to have legal instruments which bind all

institutions and which will be important requirement for coordinative mechanism.

154. BPS, Bappenas, and KPPPA need to have coordination to lead a big job along with Ministries/Institutions to provide gender data which are relevant and have good quality. It is necessary to design joint programs to provide data with different categories (basic statistics, sectoral statistics, specific statistics) with definitions, concepts, and methods mutually understood and agreed to minimize overlapping and differences. In order to obtain a clear concept it is necessary to invite active participation of 'think-tank' from universities and end-user, namely people representatives (NGOs and Mass Organizations).

155. Data should be updated regularly and distributed to all stakeholders so that they are accessible to all elements. It can be coordinated by BPSa in online system. Each Ministry/Institution has already had websites, and they can just link their websites to these websites. Data collection and recording from each institution (offices and ministries) can be adopted while perfecting mechanism which has been applied by for instance the Ministry of Health and all institutions under it (offices). Lessons learned from the resource persons in the Department of Health and the Department of Agriculture in Makassar has been discussed before that is regarding the use of sms-gateway to update data daily or weekly. Though it is for data in different issues, it can be adopted to gender knowledge development.

Database is required so that people can easily access the data, including information on budget, without any complicated red tape, through, for instance, e-gov website which can be managed by ministries or state institutions, but it should be the responsibility of all institutions. Database shall be a manifestation of public transparency and accountability. Transparency in all matters including budget will encourage accountability and prudence in using the budget, making policies and carrying out programs.

Strengthening Gender Knowledge of Legislative and Judicative

156. The research found that so far it seems that the gender knowledge sector has been the mere responsibility of the Government, and there is no demand to develop it among the Legislative and Judicative. In fact gender knowledge

is very important for legislators whose task is to prepare laws and regulation so that the policies they prepare can reflect people's needs. Since those who decide a policy/law are people from political parties, or legislative, it becomes important to ensure that political parties have experience on gender construction, gender mainstreaming, and gender responsive budgeting. Gender knowledge is also important for judicative who should give legal justice to all citizens, half of whom are women. Creative strategies are required to show the importance of gender justice perspectives for political parties, legislative institutions (DPRD/DPR/DPD) and judicative institutions.

Teaming up with important figures as a personal or as representative of strategic institutions becomes important. There is women caucus in the parliament which can be strengthened. But it is very important to do advocacy through each commission via legislative members who have open minded. Likewise, gender knowledge should be made available and strengthened for judicative members.

Strengthening Women's Movement

157. The women's movements are in desperate need of an adequate understanding of 'self' because of the ups and downs experiences, the weak nature of the movements, as well as the need for stronger strategies and development for the future. This means to involve the collection and production of self-related knowledge and movements: how to understand the special characteristics of the movement, how to nurture the spirit, how to deal with the problems and deficiencies, how to have mutual reinforcement, as well as how to develop leadership culture appropriate with women's movement organization's culture. About this, the women's movement can work with universities to conduct research and reflective action research. Learning from good practices, recommendations for strengthening the movement can be developed step-by-step.

158. The mechanisms that have been implemented nationally, which is the Development Planning Consultation (Musrenbang) from the smallest to the highest level, need to be utilized optimally, monitored and advocated so that it can really bring the voices of women in development planning. Women's organizations at the grassroots level and/or who have potentials to provide information from the fields (such as the Family Welfare Empowerment/PKK

and other organizations) should also be involved to maximum level in gathering knowledge and in empowering the groups.

Leadership, Clean Bureaucracy and Budget Optimization

159. Development of knowledge, development of needs of gender-specific knowledge and advocacy for gender justice policies are in need of skilled leadership. Leaders pass on the knowledge and the need for knowledge to many parties, mainly to strategic parties in order to obtain maximum support, paving the way and making it happen in the forms of policies and programs. It becomes very important to strengthen leadership skills as comprehensive as possible at all levels from lowest to highest. These leaders exist in different lines in the government, state institutions, in universities and in society. Leaders work together to develop strategies considered appropriate in the typical context of Indonesian society, to strengthen the networks, and to strengthen internal cooperation within the respective institutions. It seems the key is: to take momentum or opportunities as leaders, to build formal institutions, and then to fill out and strengthen human resources so that they have quality and commitment. Instilling the spirit of partnership on all parties: government, providers of other countries, NGOs and other parties is also important.

160. As presented in the previous section, although budgeting is now called 'gender-responsive' and 'performance based', in fact, the financial bureaucracy can hardly implement such performance-based for many reasons. Therefore, there are many things that must be addressed, namely (a) ensuring human resources to have integrity and credibility, which requires new ways of recruitment and career development system, (b) bureaucracy simplification: (c) more effective and efficient budgeting, taking into account inputs from communities and coordination between the Ministries/Institutions, Offices/ Agency in regions, (d) improvement to bureaucracy and mechanisms of financial absorption and reporting capable of blocking corruption, and (e) transparent reporting accessible to the wide public.

It is necessary to make breakthroughs which allow the state's financial mechanism to allocate its budget immediately in consistent with the work plan with financial disbursement and reporting bureaucracy in such a way that make the program execution focused on the substantive
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outcomes, instead of mere project implementation. If it can be implemented, corruption and inefficiency can be automatically minimized.

Commitment to Visions

161. One important thing amid the existing problems, all institutions in the government, universities and society engaged in the gender knowledge should understand the institution's vision and mission. Under vulnerable existential situation, certain compromises can and should be made, but strong beliefs in the vision and mission can prevent an attitude "to follow what the donors want" ("donor driven") or follow the interests of people who are not priority. Strong commitment to the issue will produce creative breakthroughs to develop the institution and networks, which will then get support from the political system and the policies, including budgets. It is through the way, quality and quantity of data production and gender knowledge can be improved. Another important thing is strong leadership which has been discussed in the previous parts. Despite the existing limitations, ethical and skillful leaders will be able to work together with the environment she/he is leading to pave the way for change and to realize gender justice in living as one nation.

PROGRAM RECOMMENDATIONS

162. Based on the field findings, analyses, and all reflective explanation in the previous parts, program recommendation which can be proposed are as follows:

163. Although a clear distinction among supply, demand, and intermediary sides is required due to low production of gender knowledge in Indonesia, it is essential **to develop consciousness that all institutions are also 'knowledge institutions'**, knowledge supplying institutions, or, at least, data supplying institutions. All institutions are responsible to compile and to inform gender segregated data under their responsibilities transparently as well as to update and complete data for both internal and external purposes. It is necessary to develop a mechanism and supporting system allowing all institutions to strive to develop data and knowledge through documentation

of activities and achievements, data collections, study and publication. Education and trainings modules as well as guidance for collecting gender segregated data are also required. Guidance on gender mainstreaming which varies but are specific and practical in consistent with the demands of each sector and subsector, coupled real case examples and exercises are also essential.

164. From the supply side, it is necessary **to strengthen universities, especially Graduate Program in Gender Studies producing gender studies experts, and PSW/PSG carrying out special researches on gender issues.** It is actually due to the presence of PSW/PSG which is strategic in all places and the importance of Graduate Program in Gender Studies currently available in only 3 (three) universities. All to ensure the availability of gender studies experts in education and research as well as in program development and policy advocacy. PSW/PSG and Graduate Program in Gender Studies should be ensured to develop mutually strengthening cooperation; and to strengthen K/L, SKPD and policy makers at the central and regional levels by providing gender knowledge.

165. Concrete supports can be provided in relation to

- (a) Institutional strengthening by ensuring the 'enabling environment'. What is important is to ensure education system policy which considers the importance of multi/interdisciplinary studies and gender studies through official acknowledgement in a program study codification lists, special strengthening policies through scholarships, and the omission of policies emphasizing linearity/monodiscipline to allow career improvement including appointment of a professor in multi/interdisciplinary. Gender knowledge needs to be integrated in general lecture in all faculties in addition to courses on special subjects focusing on that issue.
- (b) Organization and resources capacity improvement such as institutional strategic planning support, sustainable training (and TOT) to develop gender statistics, policy researches, legal drafting training. Clearly monitored and evaluated programs to carry out researches with new approaches, to allow breakthroughs on women's and gender issues as well as policy researches are also required.
- (c) Developing cooperation forum among PSW/PSG and Graduate Program in Gender Studies across Indonesia with clear targets to speed up revitalization in this sector to be able to play its roles. It is necessary to develop a forum

/network program with mechanism which makes all parties aware about their lack of performance, in comparison to the demands which have been supposedly fulfilled. Also to raise understanding that involvement and active role in the networks are the most important paths to strengthen the institutions.

- (d) Providing support to joint enterprises (forum/network) of universities and communities and the Governments having long-term visions to take serious action to widely strengthen the community.

166. Still in supplying side. **To strengthen institutional commitment and capacity of the Central Government and regional governments to carry out PUG through gender segregated data and gender responsive budgeting.**

- (a) Database is required so that people can easily access the data, including information on budget, without any complicated red tape, through, for instance, e-gov website, for transparency and public accountability.
- (b) The above matters can be performed if there is good understanding from the government about producing gender statistics, and high skill to produce it, with critical analyses. Therefore, it is necessary to carry out capacity building programs (technical training and assistance) at the central and regional levels, at K/L and SKPD.
- (c) In unity with the previous recommendation, to strengthen the forum and coordination mechanisms and cooperation which have been actually carried out among Bappenas, BPS, KPPPA, and K/L at the Central level, and SPKD at regional levels, to provide gender segregation in basic and sectoral statistics which are complete and continually updated. Systems which have been already run in other sectors (such as health and education sectors) can be adopted, adjusted and perfected by facilitating K/Ls which are still weak to provide gender segregated data properly. Also to ensure bureaucracy simplification in segregated data coordination, ensuring the most appropriate standard systems and forms for the Central and regional, and to ensure working mechanism to be in line with the real situation.
- (d) Ensuring enabling environments through supporting work policies and cultures at the central and regional levels. The most effective factor is mainstreaming of gender sensitive materials and basic of PUG in various education required for civil servants to develop their careers such as in pre-service education, Sepama courses, etc. Therefore, it is also necessary to

develop gender sensitive and PUG modules which are gradual so that they are more comprehensive for higher education levels.

- (e) Legislative and judicative institutions are shown to be the weakest in knowledge, concern, and the need for gender knowledge. In fact, they play the pivotal roles in making policies. Therefore, recommendation number 1 (all institutions become 'knowledge institutions') should ensure involvement of legislative and judicative institutions, at least, to provide gender segregated data under responsibility of each institution. It is also important to require gender studies in all policy designs being prepared by the legislatures at the central and regional levels.

167. For civil society and NGOs. Different groups in the community NGOs are frequently the groups having the least financial and infrastructure supports, but they have been the most determined in fighting for gender equality. **Empowerment in community movements and NGOs** can be performed through:

- (a) Integrated institutional empowerment programs including technical advocacy and assistance for institutional strategic plan, by inserting component of knowledge sector empowerment to ensure that the institutions grow and sustainable; trainings for writing, documenting and do studies in various ways, to the processes and results of field works which have been carried out, altogether with its reflections;
- (b) Capacity building on advocacy, such as training to carry out advocacy, lobby, negotiation, and mediation to ensure more active roles in communicating with other parties;
- (c) Supporting field work programs of NGOs which have educative nature (spreading knowledge to) for communities, while at the same time inserting significant research components for the sake of gender knowledge production.
- (d) Community movements, especially NGO engaged in fighting for gender justice, are in severely need for sufficient knowledge about 'self' because of their successes and failures experiences and the nature of their movements which are still weak. They also need stronger strategies and solidarities for the future. Based on the analysis, it is important to develop programs such as leadership capacity building and cadre preparation, and supports for cooperation forum among NGOs, universities and other groups in the communities. All directed to strengthen the roles and functions of the community to ensure and monitor gender justice policies. Cooperation in the

forms forums or network which clearly empower all parties are to get support priorities.

- (e) Since community movements and NGOs vary in terms of financial power and infrastructure supports, it is necessary to map work potentials as well as the real works of each institution, down to the grassroots level so that funds, particularly from international donor institutions, can also be accessed and can empower NGOs carrying out real empowerment at the grassroots levels.

168. Intermediary sides can also be filled by the institutions that have been mentioned above. One recommendation can be added for joint working combining the works of the knowledge supplier, intermediary side, and those requiring knowledge, namely: (a) Cooperation Forum and (b) Publication of Journal of Academic Studies on Policies which shall facilitate researchers (as knowledge supplier) and the Government as well as Legislatives (as policy makers and knowledge users) to meet each other. With the journal critical debates can be facilitated and appropriate formulation of gender justice policies can be formulated.

In brief the program recommendation can be seen in the following table:

Table 4. Program Recommendations to Revitalize Gender Knowledge Development

Institutions	Required Programs	Details of Programs
K/L and SKPD	Institutional capacity building program to accelerate the implementation of PUG (through sex-segregated data and gender responsive budgeting)	<ul style="list-style-type: none"> - Integration of gender responsive materials and basics of PUG in the Education and Training Program for career development. It is necessary to develop gender responsiveness module and multilevel PUG. - Capacity building program (training and assistance) on gender statistics and their analyses - Development of gender database easily accessible to the public - Joint program, forum enforcement and coordination mechanism among Bappenas/Bappeda, BPS Central /Regional, K/L and SKPD in providing complete and updated gender statistics
Legislative and judicative	Institutional development program for	<ul style="list-style-type: none"> - Capacity building for legislative/judicative institutions and individuals at the central and regional level such as a) gender sensitivity

Institutions	Required Programs	Details of Programs
	Legislative and Judicative for pro legislation with gender equality and justice	trainings, b) trainings /discussion/workshop on designing pro gender equality and justice policies, c) practices to use gender knowledge and data to formulate policies and to uphold gender justice laws
PSW/PSG and Graduate Program in Gender Studies	Revitalization Program for PSW/PSG and Graduate Program in Gender Studies	<ul style="list-style-type: none"> - Program to develop forum and network among PSW/PSG and Graduate Program in Gender Studies in Indonesia or in certain regions. - Cooperation program for policy advocacy among PSW/PSG and Graduate Program in Gender Studies. - Cooperation program to strengthen the capacity of Ministries/Institutions and SKPD in relation to gender knowledge supplies and utilization to prepare/reform policies Program to develop forum and network among PSW/PSG and Magister Program of Gender Studies in Indonesia or certain regions.
Graduate Program in Gender Studies	Institutional Development for Gender Studies Magister Program	<ul style="list-style-type: none"> - Advocacy to reform policies in education system which acknowledge the importance of multidiscipline studies and gender studies. - Scholarship program for students having commitment to study in the Graduate Program in Gender Studies - Program to integrate gender knowledge in general courses and in specific subject courses at all faculties.
Mass Organizations and NGOs	Program to integrate and institutionalize knowledge sector in Mass Organization and NGOs	<ul style="list-style-type: none"> - Capacity building and technical assistance program for institutional strategic plan to include knowledge components. Technical supporting program: trainings on writing, documentation, conducting studies and reflection of the work processes and field works. - Training on advocacy capacity (lobby, negotiation, mediation) to affect policy making - Solidity development: trainings for self analyses, leadership, and regeneration among NGOs and other institutions - Mapping on potentials and real works of NGOs on financial power and infrastructures (so that NGO in need can obtain supports from donors).
Intermediary institutions	Revitalization program for the knowledge sector in	<ul style="list-style-type: none"> - Cooperation forum as a meeting facility between researchers (as knowledge suppliers) and the Government and Legislatives (as policy

Institutions	Required Programs	Details of Programs
	the form of cooperation among knowledge suppliers intermediary institutions and institutions in need of gender knowledge	<p>makers)</p> <ul style="list-style-type: none"> - Publication of academic journal on policies as a result form of cooperation