English Summary

"Strengthening Gender Equality and Justice in the Peduli Program"

Peduli is a Government of Indonesia program that promotes social inclusion as a pathway out of poverty, designed to improve access to public services, employment opportunities, and participation in broader community processes. Peduli is also expected to improve social relations, as well as to improve social inclusion policies and regulations issued by the national and local governments. Peduli partners work to benefit the social inclusion and poverty alleviation of: vulnerable children and adolescents; indigenous communities who rely on migrant workers; people with disabilities; discriminated religious minorities; transgender and victims of gross human rights violations. In partnership with seven national umbrella organizations, the program provides funding to 72 CSOs for programming located in 84 districts across Indonesia.

As CSO grants were awarded, TAF sent consultants and staff to facilitate workshops with each CSO partner to develop their "Theories of Change" for promoting social inclusion, to ensure the contestability of all program designs. Gender analysis was an explicit part of this exercise, and the following gender inequalities were identified:

Gender discrimination issues	Peduli target groups
Gender-based exclusion in community, social and cultural activities	Indigneous communities, discriminated religious minorities, victims of human rights violations
Inequal access to natural resources, discimination in land rights	Indigneous communities
Differential access to legal identity	Indigneous communities, discriminated religious people with disabilities, transgender
Commerical sexual exploitation	Vulnerable children
Gender-based violence	All groups, but particularly women with disabilities and transgender. Women are more vulnerable to violence during religious-based conflict.
Work-based discrimination related to migration	Parents of vulnerable children
Unmet need for psychosocial recovery services	Victims of human rights violations

The goals of the Peduli gender strategy is to put in place actions that will acknolwedge and address the difference in social exclusion between men and women, and the role of gender in social exclusion. The gender strategy was drafted in July 2015, with the aim of:

- Promoting the active participation of women and men in decision-making processes at the community level;
- Ensuring that women have equal access to men in Peduli program resources and opportunities, and benefit as greatly;
- Ensuring that all Peduli partners understand the gender dimensions facing communities they are working with, and that they have the capacity to integrate gender in their approaches;
- Motivating all stakeholders involved in Peduli to understand the importance of gender analysis as part of any social inclusion program.

The strategy presents a more detailed analysis of five categories of gender discrimination across pillars: gender stereotypes, subordination, gender-based violence, gender-based marginalization, and the double-work burden caused by gender discrimination. The analysis looks at how women's access, participation and control over resources differs from men's, and brings differing benefits of the development assistance. The strategy then presents specific conclusions about gender discrimination in each target group, overviewed below:

Gender Discrimination – indigenous communities, religious minorities

- Vulnerable to violation of rights to legal identity, particularly marriage licenses, divorce papers.
- Lack of access to decisions over natural resources and land rights because women are not recognized as heads of families.
- Vulnerable to conflict-based displacement.
- Vulnerable to being abandoned if marriage is not recognized by the state.
- Difficulty accessing services because of their minority status, compounded when their marriage is unrecognized and/or they have been abandoned/divorced.
- Vulnerable to subordination within their community - limited political voice.
- Susceptible to impoverishment because lack access to credit, and capital.
- Vulnerable to partner violence.
- Vulnerable to physical and sexual violence during conflict with other groups.
- Double burden of domestic and income-generating work, particularly during a conflict.

Gender Discrimination – women vulnerable children and youth

- Vulnerable to trafficking in persons and commercial sexual exploitation.
- Limited access to information, especially reproductive health.
- Limited voice within the family and community.
- Vulnerable to forced marriage.
- Vulnerable to sexual abuse, particularly in emergency situations.
- More likely to drop out of school due to responsibilities in the household.

Gender Discrimination – women victims of human rights violations

- Limited access to formal employment.
- Vulnerable to violation of rights to legal identity – ID card, family card.
- The violence they experienced, especially sexual violence, is not recognized/acknowledged and has not been compensated.
- Experience trauma related to the violence or incarceration they faced.
- Experience indelible gender-based stigma related to the State's accusations against them - at times of national political events such as elections, the accusations against them are stirred up and they experience trauma from renewed stigma.
- Experience dual workload as breadwinner and home maker.
- Loss of pension rights.

Gender Discrimination – women with disabilities

	• Subordinate in the family, lack ability to decide on matters related to her own life • Guardians often hold legal control over decision-making of people with disabilities – issues such as marriage, schooling, employment • Obstacles to accessing education • Lack access to capital if it credit is not guaranteed by a husband or parent • Experience coercive use of contraceptives • Vulnerability to sexual violence • Ineligible for inheritance
Gender Discrimination - Transgender	• Vulnerable to commercial sexual exploitation. • Identity card does not reflect their gender identity, and face discrimination seeking legal identity. • High vulnerability to verbal and physical violence by community, security officials, school mates (bullying). • Vulnerability to partner violence. • Sometimes expelled from the community by their family or neighbours. • Vulnerable to subordination within their community - limited political voice. • Susceptible to impoverishment because lack access to credit, and capital.

The strategy then provides a range of approaches for effectively mainstreaming gender actions to address each category of gender discrimination. An illustrative list of suggested actions is as follows:

To address gender subordination and discrimination	• All CSO partners should collect gender-disaggregated data, and produce data analysis that identifies the gender gaps in their programs. • Aggregated data should describe the differences across pillars, and be used to improve gender literacy of stakeholders. • The program should facilitate needs identified by women being voiced to male members of the target group, and being integrated into broader community development plans. • Identify and address practical needs of women around their workload related to clean water, food preparation, child care, elder care, etc. • Provide improved access to contraception and health care. • Facilitate the improvement of services in accordance with the needs of women, for example psychosocial services for victims of violence. • Design activities to break down gender stereotypes in the community.
To improve women's access and control over decisions and resources	• Use gender analysis during mapping exercises. Ensure women participate in community mapping. • When doing gender mapping, map practical needs – some needs may not instantaneously change the traditional role of women – as well as strategic gender needs (which can dismantle traditional gender roles that oppress women).

	• Collect gender-aggregated data to analyse gender gaps. • Ensure women have the space to express themselves, if needed holding separate discussions to explore the voice, opinions, experiences and needs of women and girls. Use native language as needed. • Use the "hear the voice of women" technique as a method to understand women's voices. • Ensure gender analysis is practiced when reviewing the project: do men and women have equal access? Are women with disabilities and girls being heard? Do women have control over project resources and decisions? What practical mechanisms have we put in place to ensure that women's voices are heard? • Develop checklists for women's solidarity groups to improve their access, control, capacity and political voice. • Support networking between women's solidarity groups.
To improve the gender-based marginalization of women	• Present data in ways that "opens the eyes" of stakeholders about gender, particularly regarding women's work and access to jobs and the market. • Connect with parties that can increase the capacity of women as economic actors. Seek opportunities that do not add to the capital debt burden of women. • Develop family assistance efforts that reduce the burden of household work to female breadwinners.
To address gender-based violence	• Develop a stronger understanding of gender-based violence being a human rights issue – particularly among men. • Perform "fact finding empowering" by recording with the group who have experienced violence either in peace or conflict situation. • To better understand violence, conduct in-depth interviews separately with groups of men and women. • Train CSO staff to be aware of the signs of violence in their beneficiary groups. • Build trust with beneficiaries so that victims. • Build social acceptance and respect for those vulnerable to violence – particularly transgender and women with disabilities. • Report the occurrence of sexual violence to authorities, after requesting permission from the victim and her family. Provide support and assistance during the reporting process, protecting the victim's rights during the process.

In November 2015, the program's gender team surveyed EOs to better understand what is actually being done to provide technical support and oversight of CSO partners on gender issues. The results are an inventory of actions that have been undertaken and/or are planned for the coming year to improve the program's ability to address gender:

- Gender-disaggregated data collection for reports and delivered to appropriate government programs.
- Involve women and women's perspectives in program planning, implementation and evaluation of programming activity.

- Provide support to village authorities into pro-marginalised policy formulation, planning and budgeting.
- Ensure equal numbers of women in activities and trainings.
- Identify and support champions of women's issues.
- Gender-perspective training for all managers and field-offers.
- Hold regular women's-forums to listen to the issues.
- Support growth of CSO network and outreach to women's groups, CSOs in the area.
- Support establishment of women's support groups.
- Provide training for women in the community as TOT for psycho-social programs.
- Target women for existing government services relating to mediation, conflict and early warning systems.