



TPSA | CANADA-INDONESIA TRADE AND
PRIVATE SECTOR ASSISTANCE PROJECT



SUCCESS STORY

Supporting Efforts to Mainstream Gender in Government

Indonesian government ministries and local governments are required to implement gender mainstreaming in all steps of national development, including the planning, budgeting, implementation, monitoring, and evaluation of all policies and programs, as per Presidential Instruction 9/2000 on Gender Mainstreaming in National Development. A subsequent regulation from the Ministry of Finance requires all ministries and other government agencies to carry out gender-responsive annual planning and budgeting following a two-step process: conduct a gender analysis and produce a gender budget statement.

THE CHALLENGE: GENDER-RESPONSIVE PLANNING AND BUDGETING NOT INSTITUTIONALIZED

The Ministry of Trade (MoT), TPSA's main partner, is bound to comply with these gender policies. In 2010 MoT produced the *Guide to Gender-Responsive Planning and Budgeting in Trade*, in partnership with the Ministry of Women Empowerment and Child Protection (MOWECP). Reports from some MoT staff and officials, however, indicate that the guide has not been widely disseminated, and so the implementation of gender-responsive planning and budgeting is inadequate and inconsistent across directorates.



Workshop on gender-responsive budgeting and planning.

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THE STRATEGY: BUILDING CAPACITY THROUGH A SERIES OF WORKSHOPS

The TPSA project aims to ensure that the benefits derived from project resources are gender-equitable. Its gender-equality strategy applies gender mainstreaming and women's economic empowerment approaches to promote gender equality. Raising awareness about gender among key project stakeholders is the first step in implementing these approaches. MoT plays a key role in promoting gender equality in trade. As TPSA's main partner, it must be equipped with the knowledge and know-how to perform this role.

The TPSA gender team met with officials and staff of MoT's Directorate-General of National Export Development (DGNED) in March 2017 to inform them about TPSA's approach to promoting gender equality within the project and, at the same time, to understand the extent to which MoT had implemented gender-responsive planning and budgeting. After this initial discussion, MoT requested technical assistance from TPSA to support gender mainstreaming.

TPSA responded by designing and conducting three capacity-building activities, making sure to involve MOWECP in their delivery. This was important because MOWECP's mandate is to provide technical assistance to other ministries on gender-responsive planning and budgeting. The workshops were presented over several months in 2017:

1. **Workshop on Gender Awareness** (May 23, 2017)

This half-day gender-awareness workshop introduced basic gender concepts and discussed how gender roles and gender-inequality issues affect international trade outcomes. The workshop was attended by 24 high-level MoT staff (15 women and nine men) from multiple directorates and agencies and the Secretary-General's office.

2. **Workshop on Gender Analysis in Trade and Value Chains** (July 18, 2017)

This workshop familiarized participants with gender-inequality issues in the context of trade by using basic gender-analysis tools to examine the value chains of Indonesia's coffee, footwear, and apparel industries. The training enabled participants to recognize the value of gender analysis in establishing evidence in policy-making and program planning related to trade. It was attended by 20 technical staff (17 women and three men) from 10 directorates.



Fanny Astria, Eka Soemarwanto, and Annisa Fitri Wulandari participate on a panel at the TPSA stakeholder update conference in November 2017.



3. **Workshop on Gender-Responsive Budgeting and Planning** (September 11–12, 2017)

The objective of this workshop was to identify gender-related activities and their corresponding budget line items that may be included in MoT's annual plan and budget. Twenty-one participants (14 women and seven men) from nine directorates and MOWECP attended.

In addition, TPSA held five forums to raise awareness and facilitate discussion and information-sharing on gender and trade. The MoT was represented at all five forums.

THE OUTCOME: IMPROVED GENDER AWARENESS

TPSA's awareness-raising activities had an impact on MoT staff. Eka Soemarwanto became an early advocate for gender mainstreaming within his directorate and the MoT.¹ He participated in all three gender workshops and three of the five forums. The discussion of gender and how it affects trade outcomes was new to Eka. He became aware of how gender equality has become an important requirement in international trade.

As a section head, Eka ensures that gender balance is observed in the implementation of activities and that adequate resources are allocated for this purpose. He reminds his team to budget appropriately so that women staff members can participate. "We understand that women participants need appropriate transportation when they go into the field. We have some women staff who are pregnant and who may want to participate in our activities, so we should think about women-friendly logistics," he tells his team.

“Promoting gender equality is a global trend. The global market will verify whether Indonesian exporters observe gender equality in the way they conduct their business. Gender-inequality issues may not be obvious in the MoT office and the staff may not be aware that they exist. Similarly, gender inequality may not be apparent in urban areas such as Jakarta, but in rural areas such as coffee farms, gender inequity is very evident.”

—Eka Soemarwanto

Despite the TPSA capacity-building and technical assistance on gender mainstreaming, Eka found it difficult to integrate gender concerns within MoT or even in his section. He observes that gender balance in training, for example, may be relatively easy to implement, but conducting gender analysis and integrating a gender perspective into the planning and budgeting of future programs have not been easy.

Despite the slow progress in promoting gender equality within MoT, Eka observes that the TPSA training has helped more staff understand gender concepts and recognize the importance of gender mainstreaming.



Fanny Astria participated in the gender-awareness workshop, the gender-responsive planning and budgeting workshop, and a forum on gender-based barriers in the apparel industry.²

The gender-awareness workshop was an eye-opener for Fanny, as it was the first time she heard about how gender affects trade outcomes. While she had learned about feminism in college, the TPSA gender workshops made the connection between those theoretical concepts and how they actually affect the social and economic outcomes of real people. She believes that MoT staff need to know and understand the impacts of gender on trade.

“Gender-sensitization training is important and necessary for all MoT officials, because staff follow what the leaders say. If the leaders do not see gender equality as a priority, then the staff will not pay attention to gender-inequality issues in their work.”

—Eka Soemarwanto

Following the workshops, Fanny and some other participants came up with strategies to carry out gender-responsive programming in 2019. “We were thinking about applying our knowledge of gender-responsive planning. We may not have the most sophisticated approaches, but we thought that we could do it one step at a time. We wanted to make changes, even if they are small,” she said.

Annisa Fitri Wulandari participated in the workshops on gender analysis in value chains and gender-responsive planning and budgeting and attended the forum on gender-based barriers in the apparel industry.³

“It was only at the TPSA training on gender-responsive planning and budgeting that I got to know about the presidential requirement for all government agencies to undertake gender mainstreaming in policies, programs, and budgets. The presentation on the gender-inequality issues in Indonesia and within the Indonesian government was an eye-opener for me. I felt alarmed about the prevalence of gender-inequality issues in the country.”

—Fanny Astria



“As I gain more knowledge and awareness about gender-inequality issues through the gender training given by TPSA, I have advocated for the value of gender equality with my staff. I have divided roles and responsibilities equally among my staff, regardless of their gender. On a few occasions, staff members shared with me some gender-biased practices in the office. For example, some men made sexist remarks or jokes that were insensitive and demeaning toward women. I encourage my women staff members to express their disagreement and report them to me, so I can deal with them.”

—Annisa Fitri Wulandari



Marolop Nainggolan gives the opening address at the May 2017 workshop on gender awareness.

Like Eka and Fanny, Annisa had never attended any gender training, so the topics at the workshops organized by TPSA were new to her. She was impressed with how the activities and case studies in each session were related and led to the topics in the next session. “This made it easier for me to get an overall picture of gender-inequality issues in trade,” Annisa said. She also appreciated that TPSA-supported women entrepreneurs spoke at the workshops and shared their experiences.

While Annisa has not yet implemented gender-responsive planning and budgeting in her section, she tries to apply what she learned about gender equality in the way she manages her staff.

Marolop Nainggolan was the Deputy Director of DGNEB at the start of the TPSA project and the person responsible for requesting the first gender-awareness workshop. He hopes that MoT will be able to sustain the changes that have resulted from TPSA's technical assistance on gender mainstreaming across the ministry.



LESSONS LEARNED: TRAINING NEEDED FOR SENIOR MANAGEMENT

MoT staff shared their observations and lessons learned on how the progress that has been made on gender mainstreaming could be sustained.

Eka says that efforts to advocate for gender mainstreaming in the MoT should be made on a regular basis. Coordination among directorates is critical for any capacity-building on gender mainstreaming to be sustained. The frequent turnover of directors makes it difficult for staff to apply what they have learned, especially regarding gender-responsive planning and budgeting, as it requires commitment from higher-ups. Fanny, Annisa, and Marolop share this view. As Annisa said, "I think gender-awareness training for those in upper management would be strategic, for they are in a position to make gender mainstreaming a priority in the MoT."

ENDNOTES

- ¹ He is currently the Assistant to the Deputy Director for Non-Government Partners of the Directorate of Export Development Cooperation (DGNED), but was the head of the Americas section of DGNED at the time he participated in the TPSA gender-related activities.
- ² She worked at DGNED at the time of the workshops but has since taken an extended leave to join her husband on an overseas post.
- ³ She is currently the Head of Section of Information Services within the Public Relations Bureau. She was the head of a section in the Commodity Futures Trading Regulatory Agency (*Badan Pengawas Perdagangan Berjangka Komoditi*) at the time of the workshops.