

GENDER & ECONOMIC REFORM: Why Does It Matter?



AIPEG'S GENDER MATTERS

A Quarterly update from AIPEG on current gender issues

This is an AIPEG publication providing concise, relevant, and up-to-date briefings on key gender issues and macro-economy themes. Gender Matters aims to share news, lessons learned, and ideas with AIPEG Facility and sub-facility staff and our government partners and other stakeholders. The publication also seeks to shed light on the efforts being made by many players to incorporate a gender perspective into policy-making processes. The views expressed in this newsletter do not necessarily reflect the view of the Australian Indonesia Partnership or the Australia Government.

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Introducing the AIPEG Gender Reference Group

AIPEG is committed to developing a closer relationship with its Partner Agencies, namely Ministry of Trade, the Coordinating Ministry for Economic Affairs, Bapepam-LK, and DG Tax. The AIPEG Gender Reference Group (AGRG) was established as a forum on Gender and Development to promote and facilitate dialogue, and to share information and knowledge between members on gender and development issues, and on AIPEG project activities in particular. The AGRG comprises key stakeholders of AIPEG's Partner Agencies and other relevant stakeholders from government and civil society.

THE ROLE OF THE AIPEG GRG

Stakeholder input is required for AIPEG activities to achieve its objectives. The AGRG facilitates discussion and invites a wide variety of views from members in identifying problems and evaluating solutions on gender and development. The key function of the AGRG is to provide input on all existing and potential issues that affect the success of gender equality approaches used in AIPEG.

Essentially, the AGRG will:

- Provide advice to the AIPEG Gender Adviser about strategies to improve gender equality within each of AIPEG's sub-facilities.
- Support the AIPEG Gender Adviser to successfully implement the AIPEG Gender Strategy.
- Share information about current policy directions that may impact on the success of gender equality approaches used in AIPEG.
- Review and provide feedback on documents, action plans, gender publications and other items as requested.
- Support networking with donors, government

officials, academics and others to ensure positive gender equality outcomes for AIPEG.

- Contribute expertise that will contribute to positive gender equality outcomes for AIPEG.
- Identify gender-related activities within relevant sub-facilities that would benefit from AIPEG support.

WHO SHOULD BE IN THE AIPEG GRG?

In broad terms, members should represent counterparts that are involved with the AIPEG activities in the sector concerned. Apart from Partner Agencies, the AGRG can invite relevant stakeholders to be members as needed.

The AIPEG GRG meets up to four times each year. The position of chair and venue is rotated among the AGRG members to foster ownership. The next AGRG meeting is scheduled to take place in September at the Badan Pusat Statistik (Central Bureau of Statistics). One agenda item includes a presentation from DG Budget, Ministry of Finance, on Gender Responsive Budgeting.

Notes from the

Director

I am pleased to see the quarterly Gender Matters newsletter growing in diversity of content. The articles contained in this issue provide historical information in combination with contributions with direct relevance to AIPEG's work in the economic governance sector. In commending the newsletter, I urge you to consider the relevance of gender to your work areas, and how gender equality might be advanced as an integral part of workplace planning and implementation. Our collective endeavours offer opportunity to learn and to widen our experience in an area which has much potential for change.

Of course, the Gender Matters newsletter complements Occasional Papers, already emerging as a popular medium for gender in the economic governance context. The Gender Reference Group has widened its network to key government institutions. Most importantly, however, is the value of participation in which we all seek to improve gender equality and justice in the workplace.

Mike Halse
Director, AIPEG Facility

Reflection: 10 years after Presidential Instruction No.9/2000

Entering the year 2011, we reflect on the promotion of gender equality and women empowerment in Indonesia after 10 years since Presidential Instruction No. 9/ 2000 directed all development sectors at national and regional level to implement gender mainstreaming. At the same time, we celebrated the 100-year anniversary of International Women's Day on 8 March 2011 and Kartini Day on 21 April 2011¹. Yes, it is a time for celebration as well as for reflection of these important events focussing on the achievements—as well as reinforcing an expression of our continuous commitment—in promoting gender equality and women's empowerment.

In these efforts, we have achieved a lot of progress, but much remains to be done. Major challenges are the cultural values in society which also influence the attitude of the policy makers, decision makers and development planners within government. Mainstreaming gender in the "hard sectors" such as the macro economy sectors, is still a bit "tough" to implement. The difficulties arise because the macro economy is generally understood to deal with policies, regulations, negotiations and the like which are macro in nature and considered gender neutral and not directly related to the target audience of men and women, suggesting gender is irrelevant. Nevertheless, it is broadly accepted that the policies, regulations and negotiations have gender dimensions and impact. For example, evidence shows that trade liberalization has a different impact on women's and men's employment and conditions of work, and also has different consequences



for women's unpaid labour (Standing, 1999; Pearson, 1998; Elson, 1996; Joekes, 1987).

As the gender equality and justice concept is relatively new, continued and repeated socialization is needed for it to be effective. Even though the commitment has been built, continual and intensive effort is needed to make gender equality and justice become a reality. In this regard, the role of AIPEG is very strategic and instrumental. AIPEG works collaboratively with government partner agencies in the area of economic governance. Through its activities to strengthen government capability for policy formulation, coordination and implementation in affecting macroeconomic performance, the gender dimension can be mainstreamed (see Best Practice: "Incorporating Gender Considerations into Services Trade Capacity-Building"). This is indeed a time to strengthen resolve to work together in the endeavour for a just and fair world!

¹ Every year, on 21st April, Indonesian people celebrate Kartini Day. The commemoration of Kartini Day is based on the life story of RA Kartini who is widely regarded as a national Indonesian heroine in women's rights and emancipation.

BEST PRACTICE

Incorporating Gender Considerations into Services Trade Capacity-Building

The outcomes of trade liberalization and growth in services trade in Indonesia have major implications for women. On one hand, there are long-term benefits that flow to civil society from a more open and competitive economy. On the other hand, the design of services trade policy and adjustment mechanisms can have some differential short-term impact on parts of the community, including women.

This is important because the services sector currently contributes about 45 per cent of Indonesia's GDP, a similar proportion of employment and vital inputs to the goods sector. Many service industries are big employers of women and/or are major suppliers to women. Expansion of trade and the services sector is likely to have a significant impact on employment and welfare opportunities for women.

Gender-related constraints, such as a lack of access to information, knowledge and resources, can mean that women are not able to seize the opportunities provided by trade expansion to the same degree as men.

For these reasons, the impact on women is a core consideration in all of the activities of the AIPEG Trade Sub-Facility, located in the Indonesian Ministry of Trade (MOT). The Trade Sub-Facility is working closely with Ministry staff on international trade in services policy and administration. The three pillars of the Sub-Facility's work are: capacity-building in services trade policy and negotiations, including development of a services management information system; support for stakeholder communications; and support for bureaucratic reform.

In the implementation of a capacity-building program for staff involved in services trade policy and negotiations, gender issues are incorporated by:

- ensuring that Ministry staff participation as researchers, developers, presenters and attendees is equitable across gender;
- ensuring that topics include gender issues and considerations: for example the impact of protection and liberalization policies in economics, services and trade on gender objectives;
- identifying gender issues and benefits from policies being developed and discussed;
- ensuring that coverage of data collected and maintained within the MIS include relevant sex-disaggregated data and gender statistics, and that the statistical data is able to provide indicators of the impact of policies in economics, services and trade on gender objectives; and

- identifying gender issues and benefits from data collected and analyzed.

The Gender Matters newsletter is key to successful communication with stakeholders on services trade liberalization. The support for Ministry of Trade communications on services, now being implemented, will have women and women's organizations as primary stakeholders.

The AIPEG support to MOT's bureaucratic reform program provides consideration to gender issues in several key human resource management areas. Sex and age-disaggregated data are used to inform further policy analysis and discussion on key human resource management issues including recruitment, succession planning, training and development and performance management. This will contribute to improved transparency in the consideration of gender issues across key HRM policy development and implementation.

Additionally the review of Standard Operating Procedures (SOPs) across the Ministry will include an analysis of gender-based implications of proposed changes in an effort to provide more timely and efficient customer services.



The Writer:
Ian Satchwell,
Trade in Service Adviser,
MOT

GENDER in AIPEG

Through our activities, we work with Partner Agencies towards promoting gender equality in a collaborative approach. AIPEG has adopted the following strategies throughout the project:

- Development of AIPEG Gender Strategies;
- Integration of gender in the TOR template;
- Development of Gender Guidelines and Checklists;
- Development of the Gender Reference Group;
- Gender training for AIPEG staff and its Partner Agencies;
- On-site consultation on gender issues in Sub-Facilities;
- Awareness raising through seminars, website; and
- Gender Matters Newsletter; Occasional Papers.

Looking back (and) to the future: Gender and HR

In looking ahead to the challenges for gender, we need also to take time to reflect on the changes achieved in the past; they have been significant. Already those changes have brought about new work cultures, a multiplicity of new working conditions accommodating flexible work practices, and wider gender representation. Still, much more is to be done: those achievements do not yet characterize the workplaces in every country, including Indonesia. Fortunately, pressure for change will be given impetus by new imperatives: the challenges of recruiting and retaining staff in a competitive labour market, and the need to manage talent to achieve organizational objectives.

The integration and expansion of gender in the workplace will be made easier by ensuring all players, including women, have a voice, not only to be seen to be participants in the context of workplace democracy but also because value is derived from a diversity of views drawn from within the workplace. Gender exclusivity on workforce matters poses risks, reduces options and weakens the quality and impact of decision making and policy.

Even with the above approach, management will still face the prospect of low female participation rates, gender-based differentials, restrained employment levels and low female representation at all levels of management. Gender will continue to affect occupational choices, career patterns and work practices. Solutions will lie in all parties giving ground while retaining balance in the outcome.

Gender awareness must lead logically to mainstreaming which should not rely solely on isolated champions but also on an acceptance of responsibilities by all so that gender becomes recognized and accepted—rather than exceptional—in the workplace. The Legislative framework has been in place for some time. Management accountability for its implementation must be taken more seriously, reflected in agency annual reports on its performance. The influences for change need also to come through central agencies, through management and through gender representatives. The first step must be acceptance that it is all our responsibility to understand gender and to see gender issues as an integral inclusion in our daily work. In this way, gender will play its role in contributing to organisational performance, improving the workplace, and facilitating opportunity.

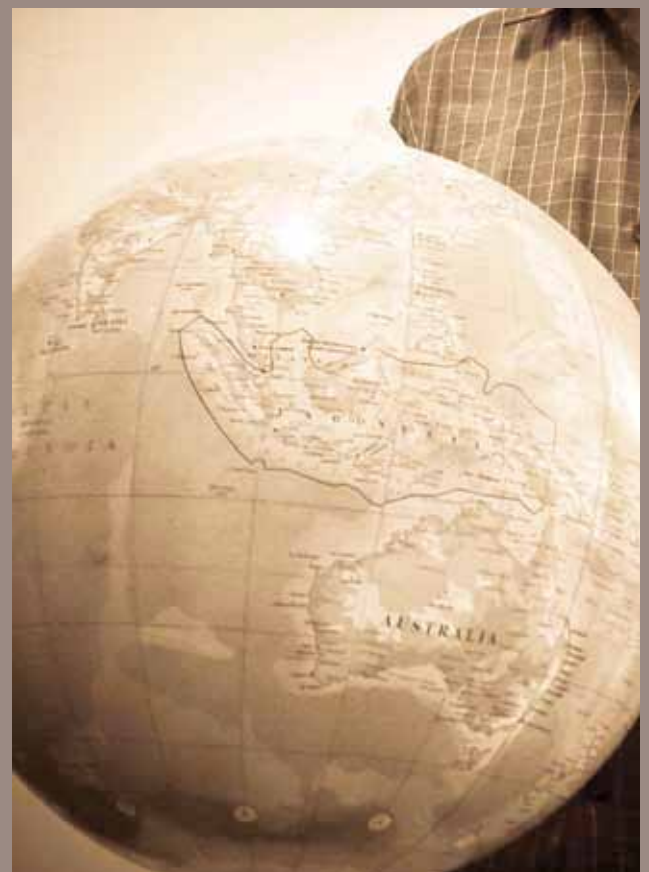


The Writer:
Dr. Trevor Rogers,
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MST

Economic Globalization: Opportunities and Challenges

Globally, female labour force participation continuously increases. In most developing countries, this increase is marked by the overwhelming majority of the women in sectors that have an export orientation and dominate the international migration of care services workers. This is also the case in Indonesia. However, while the global economy has provided more opportunities for women in employment, the challenges are many with new employment opportunities requiring knowledge of advanced technology, whereas women are commonly left behind in this area, and they often have low paid work. Therefore, to ensure women gain from economic globalization, their labour and property rights must be strengthened and protected including increasing knowledge and skills for women to ensure that more benefits and participation are gained by women and any negative impact of the global economy can be avoided.

Looking at the gender dimensions of globalization, it is essential in promoting “fair globalization”—one that creates opportunities for all—does not exacerbate existing problems of inequality within and between nations, and enables men and women to meet their aspirations for participation and material prosperity.



GALLERY



Gender Reference Group (GRG) Meeting.



Introduction of Gender Issue on AIPEG's Project Management Training.



Activity Design and Gender Issue Training for AIPEG Staff.



Activity Design and Gender Issue Training for AIPEG Staff.

Sharing Information: AusAID's Gender Unit

The AusAID Indonesia Gender Unit has completed field visits to Yogyakarta, Flores, Kupang, and Nanggroe Aceh Darussalam as part of the AusAID Indonesia Gender stocktaking exercise. The exercise involved 11 AusAID Indonesia Gender Coordinators; Gender Focal Points from Canberra and from other AusAID country offices. The objective of the stocktake is to get an overview of gender issues at the grass roots level; to understand the gender activities of AusAID-funded programs in the area and also as a capacity building exercise for the Gender Coordinators. The field visit was a continuation of the gender questionnaire released early this year. One of the results from the field visit shows that all AusAID-funded programs address at least one of the following gender priorities:

1. Increase women's access to public services including health and education services;
2. Women's leadership and participation in decision making;
3. Women's economic empowerment; and
4. Women's safety and protection.

(Anggiet Ariefianto, Gender Unit Manager, AusAID Jakarta)

Reflection: 10 years after Presidential Instruction No. 9/2000 References:

1. Fontana, M., and Wood, A. (2000). 'Modeling the Effects of Trade on Women, at Work and at Home'. World Development, Vol. 28, No 7: 1173- 1190.
2. Fontana, M., Joeques, S., and Masika, R. (1998). Global Trade Expansion and Liberalization: Gender Issues and Impacts, Bridge Development – Gender, Report No. 42.
3. Standing, Guy (1999). "Global Feminization through Flexible Labour: a Theme Revisited" World Development, Vol. 27, No. 3: 583-602.
4. Pearson, R. (1998). 'Nimble fingers' revisited – Reflection on Women and Third World Industrialization in the Late Twentieth Century, in C. Jackson & R. Pearson, Feminist Visions of Development, Gender, Analysis and Policy. London and New York: Routledge.
5. Elson, D. (1996). 'Appraising Recent Developments in the World Market for Nimble Fingers', in A. Espino & I. Staveren (2001) Instruments for Gender Equality in Trade Agreements, GEM, WIDE, CISCSA, CIEDUR. European Union, Mercosur, Mexico.

Announcement:

• Gender & Occasional Paper # 01 "Gender Issues in the Indonesian Economy" by Dr Thee Kian Wie, Senior Economist at the Economic Research Centre, Indonesian Institute of Sciences (July 2011).

• Gender & Occasional Paper # 02 "Gender-Based Wage Discrimination" by Dr. Edy Priyono, Researcher at AKADEMIKA – Centre for Public Policy Analysis (forthcoming).

• A half-day Activity Design and Management training session was held on 3 June 2011 attended by AIPEG's Project Officers and Managers as well as new Advisers, who regularly liaise with counterparts to design, and monitor and evaluate Activities. The event was followed by a half-day of gender training focused on integrating gender aspects into AIPEG's ADD (Activity Design Document).

Key Terms

Gender blind

Policy or project or activity ignores different gender roles, responsibilities and constraints. Usually it is based on information derived from gender stereotyping and/or men's activities and/or assumes that those affected by the policy have the same needs and interests.

Gender neutral

Policy or project or activity is not specifically aimed at either men or women and is assumed to affect both sexes equally. However, it may actually be gender blind.

Gender responsive

Policy or project or activity recognizes and responds to gender differences and targets the distribution of resources in the interest of gender equality. Gender-responsive Governance recognizes that women ought to benefit as much as men from governance reforms. Therefore, when AIPEG is constructing development activities, a gender mainstreaming perspective has to be pursued in order to remove barriers to women's participation and ensure the integration of gender issues in decision-making, implementation, monitoring and evaluation of all AIPEG initiatives. To be fully efficient, both men and women have to be well informed and equipped with the adequate skills and capacities to exercise full participation in governing institutions.

Sex-disaggregated data

Sex-disaggregated data means all data that is cross-classified by sex, presenting information separately for women and men. Sex-disaggregated data is collected based on concepts and methods that take into account women's and men's roles, realities, conditions and situations, e.g. echelon levels, education levels, taxpayers, employment, wage differences, loans and credit. Sex-disaggregated data is an essential input into gender analysis and an understanding of the different economic contributions, circumstances and realities of women and men. Using sex-disaggregated data can help AIPEG to decide on and carry out activities that are effective, equitable and beneficial for women and men.

next issue

The importance of gender equality and taxation, taken individually, has been widely acknowledged. However, they have rarely been discussed together. The potency and the links between the two have largely been neglected as development issues. A forthcoming issue of Gender Matters is on Gender and Taxation: Why do we care?