

IMPLEMENTATION OF THE BEIJING DECLARATION AND BEIJING PLATFORM FOR ACTION

Part One: Overview of achievement and challenges in promoting gender equality and women's empowerment

1. Indonesia has ratified the major international conventions that uphold principles of gender equality and empowerment of women. These instruments include the United Nations Convention on the Political Rights of Women ratified by Law 68/1958, the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) ratified by Law 7/1984, and the Optional Protocol to the CEDAW which was signed by the Government in 2000. In the area of workers' rights, Indonesia ratified the International Labour Organization's (ILO) Convention number 100 on Equal Remuneration for Men and Women Workers for Work of Equal Value by Law 80/1957 as well as a host of other ILO Core Conventions. The country has also committed itself to acting upon the recommendations of the 1994 Copenhagen Declaration on Social Development, the 1995 Cairo International Conference on Population and Development, the 1995 Beijing Platform for Action, and the 2000 United Nations Millennium Declaration.

Government Policies and Programs

2. Law 17/2007 on the National Long-term Development Plan (RPJPN) 2005 – 2025 confirmed in the mission concerning non-discrimination against gender. The National Medium-term Development Plan (RPJMN) 2004–2009 outlined the Government's 5-year strategic development policy framework. It identifies key policy priorities and strategic directions under three key areas: (i) the creation of an Indonesia that is safe and peaceful, (ii) the establishment of an Indonesia that is just and democratic, and (iii) the enhancement of the people's welfare.
3. Gender mainstreaming is specified as a "target" under the key area of "the establishment of an Indonesia that is just and democratic." The Plan stipulates that gender equality is to be ensured in order to enhance the role of women in various development fields by placing priority on enhancing women's quality of life and role as well as the welfare and protection of children. The RPJMN devotes a full chapter on this target and mainstreams gender within 13 out of its 36 chapters that discuss among other issues education, health, and poverty.
4. The RPJMN is translated into The Government's Development Work Plan (*Rencana Kerja Pemerintah, RKP*). RKP's chapter on development priorities has established gender as one of its four mainstreamed principles. The other three are good governance, community participation, and decentralization. RKP 2005-2009 affirmed that gender mainstreaming is adopted as one of the principles mainstreamed in all national development programs and activities. The effort to integrate gender in the national planning document is followed by

the planning documents at the provincial and district levels. According to Law 25/2004 which establishes Indonesia's national development planning system, the RPJMN and RKP are to be applied by local governments and line ministries as foundations for the formulation of their 5-year plans, strategic plans, as well as annual plans. Although marked progress has been made in the field of gender sensitive planning at the national and provincial levels, the Government still faces the challenge of extending this achievement to the district level.

5. The Government ensures that women's concerns are taken into consideration in the course of the national development planning process by stipulating that women's groups are to be represented in the Development Planning Deliberation processes (Musyawarah Perencanaan Pembangunan or Musrenbang) at village, sub-district, and district/city levels and that their inputs are carried through for consideration at the proceedings of the provincial and national level development planning deliberations. The stipulation is embodied in the joint circulars issued every year by the State Minister for National Development Planning/Head of the National Development Planning Agency and the Minister of Home Affairs through which the Technical Guidance for the Conduct of Development Planning Deliberations for every planning year is disseminated.

Gender Mainstreaming Instruments

6. *The 2000 Presidential Instruction on Gender Mainstreaming.* In 2000 the Government issued Presidential Instruction 9/2000 on Gender Mainstreaming which directs all ministries and agencies at the national and local levels to implement gender mainstreaming strategy in the planning, implementation, monitoring, and evaluation of development policies, programs, and activities. The instruction positions the State Ministry for Women's Empowerment (SMWE) as the Government's principal advocate for gender equality and provides of technical leadership in gender mainstreaming. The guideline of the instruction defines gender mainstreaming as "a strategy developed for the purpose of integrating gender so that it will be an integral dimension of the planning, implementation, monitoring, and evaluation processes of national development policies, programs, and activities." Attempts are being made by the Ministry to raise the status of the edict from a presidential instruction to a presidential regulation so that it would command the legal power to make obligatory the implementation of gender mainstreaming as a national development strategy.
7. *The 2002 SMWE Guidelines for the Implementation of Gender Mainstreaming.* In 2002, the SMWE issued a manual on Guidelines for the Implementation of Gender Mainstreaming in National Development. The manual defines "gender mainstreaming" as a strategy to achieve gender equality through the integration of male and female experiences, aspirations, needs, and issues in planning, implementation, monitoring and evaluation of policies, programs, and activities in various development fields. The objective of the manual is to make available to governmental bodies directions on implementing Presidential Instruction 9/2000 on Gender Mainstreaming.

8. *The Public Financial Management Framework*. Indonesia's new financial management framework enacted through State Finance Law 17/2003, State Treasury Law 01/2004, and State Audit Law 15/2004 and further promulgated through Government Regulation 20/2004, Government Regulation 21/2004, revised Government Regulation 105/2000, and revised Ministerial Decree 29/2002 is designed to ensure better linkages between policy formulation, planning, budget allocation, expenditure tracking, and results monitoring and evaluation. Central and regional governments are required to prepare performance-based budgets in which programs, activities, and budgeted expenditures are aligned with specified performance measures. The Framework offers the opportunity to establish gender equity as a standard performance measure in the assessment of the performance of all programs. Opportunities for promoting gender equality through financial management will expand as the system evolves to incorporate standardized processes for linking policies, plans, programs budgets, expenditure reports as well as monitoring and evaluation systems based information disaggregated by sex.
9. Gender issues are cross-sectoral issues. Therefore, active roles and commitment to integrate gender perspective into policies and programs should be applied at different level from field level, in developing programs and projects; at institutional level, within development institutions and organizations, and at government level. Indonesia Government has adopted gender mainstreaming in year 2000. The aim of this strategy is to foster the empowerment and advancement of women through the integration of gender dimension into the planning, implementation, monitoring, and evaluation of program and policies at all development fields.
10. Several measures have been developed to support the implementation of gender mainstreaming and gender-responsive budgeting. Those measures include:
 - Law 32/2004 on Regional Government, states on Article 26 that women empowerment is part of the responsibilities of the deputy head of regional government.
 - The National Poverty Reduction Strategy has identified gender as an important element in poverty alleviation.
 - Ministerial regulation of Ministry for Home Affairs No 15/2008 on Guideline for gender mainstreaming implementation for provinces and districts levels.
 - Ministerial regulation of Ministry for Finance No 105/2008 on the budgeting process of sectoral department stated that gender analysis should be used for developing policies and program and budgeting processes.
11. Those laws and regulations will ensure the institutionalization of gender mainstreaming into concrete actions. The implementation of gender mainstreaming has also strengthened sub-national level (provinces, districts and cities) in the framework of regional autonomy. Awards have been given to the districts and provinces with the high commitment on the applying of gender mainstreaming into concrete actions.

12. Since the enactment of the Presidential Instruction for gender mainstreaming, efforts and measures have been done for the advancement of women and promote gender equality. Those efforts have shown some achievement, and those are:

- In the national level, there are about 20 sectoral departments have composed working groups and focal points to apply gender mainstreaming. Those sectors are infrastructure, finance, agriculture, forestry, small and medium enterprises, education, health, tourism, religion, social welfare, law and human rights, foreign affairs, science and technology, family planning, home affairs, investment, environment, and labor.
- In order to facilitate sectoral ministries in formulating gender-responsive policies and programs, the State Ministry for Women Empowerment in cooperation with the National Development Planning Agency have designed a gender analysis tool called Gender Analysis Pathway (GAP). Along with the GAP other tool to identify the gender gap in grass root level, Problem Based Analysis was introduced.
- In province and district levels, working groups and focal points have also been appointed within each governmental agencies. It is about 17 provinces and 214 districts and cities have provided the pre-condition of gender mainstreaming implementation. Their tasks are to motivate and support the institution to review and improve its mandate, policies, programs, and activities and budget to be more gender-responsive.
- In fostering the realization of gender budget, SMWE and National Development Planning Agency developed framework on the steps and concrete activities need to be follow up by related sectoral departments and agencies.
- Several departments continue their efforts to apply gender mainstreaming into gender budget and they have established guideline and modules for gender budget and those sectoral department are Education, Fishery, Finance, and Health.
- Training and modules for capacity building of planners have been developed and used in conducting the training in central, province, and district levels.
- Gender indicators to support the gender analysis have been set up in the areas of education, health and SMEs. These indicators are completed with the GDI and GEM at provinces and district levels in collaboration with Statistics Indonesia.
- Cooperation between the NGO and Women/Gender Study Centers continue to put into action in conducting capacity building and research on gender equality and women empowerment.
- In applying the sensitization of sectoral departments, the State Ministry for Women Empowerment also work in cooperation with Women Study Centers in provincial and districts levels and with NGO, such as Women Research Institute, Pattiro and Ciba.

Part Two: Progress in implementation of the critical areas of concerns of the Beijing Platform for Action and the further initiatives and actions identified in the twenty-third special session of the General Assembly

A. Examples of successful policies, legislative change and programmes and projects

13. The State Ministry of Women Empowerment in collaboration with many NGO's, such as Indonesian Women Congress (KOWANI), Center for Electoral Reform (CETRO), Indonesia Women's Coalition (KPI), Indonesian Women's Political Caucus (KPPI), and Indonesian Women Caucus in Parliament, have conducted numbers of activities to facilitate Indonesian women to promote their rights, including gender equality.

14. In terms of fulfillment of women rights, Government enacted the Child Protection Law No. 23/2000, the Domestic Violence Alleviation Law No. 12/2003, the Political Party Law No. 31/2002, the General Election Law No. 12/2003, the Citizenship Law No.12/2006, the Witness Protection Law No. 13/2006, and the Human Trafficking Alleviation Law No.21/2007.

15. The most current issue is how to improve women representation in the legislature bodies to meet GA recommendation on 30% representation of women in the decision-making positions. Government has been working on encouraging women's engagement in various political processes. Their actions have led to the adoption of a number of measures and the promulgation of legislation by the government of Indonesia.

16. *Efforts that have been taken are as follows:*

- Formulation of guidelines for the female political party candidate in general election of 2004 to raise their civic awareness through 12 months.
- Training of Trainers (TOT) for the local candidates (in 10 provinces), based on the 12 modules in 2002.
- Formulation of best practices, guidance (2003), namely "Women and Politics" in preparing women's candidacy in general election.
- Civic orientation as well as lectures on strategic issues on women in promoting gender equality in the political arena. This includes teaching skills in campaigning.
- Capacity building for elected women candidates (in the year of 2004-2009) in the Parliament and the Senate (local representatives).
- Conducting monitoring and evaluation of the result of the general election of 2004, which was quite disappointing in term of the numbers of women represented in the legislature (11.82% instead of the expected 30 %).

17. Achievement / Progress Achievement in Politics

During the period of 1992 – 2004, the representation of women in the legislature has decreased. As an illustration, in 1992 the representation of women in the legislature was 12,5%, whereas in 1999 the percentage has decreased to 9%. The figure rose slightly to 11.5% in 2004. In 2005, there were as many as 65 women (11.82%) from a total of 550 legislators (DPR-RI). The following are the figures:

Legislative	Female	Male	Total
Parliament – RI	65 (11.82%)	485 (88.18%)	550
Senate	27 (21.1%)	101 (78.9%)	128
Regional Legislature	188 (10%)	1662 (90%)	1850
City council	1090 (8%)	12046 (92%)	13125

Representation of women in the executive (bureaucracy and governance):

Composition of female ministers in President Susilo Bambang Yudhoyono's Indonesia United Cabinet (2004 – 2009), as can be seen at the table below, has shown an extraordinary picture as there are non-stereotyped positions, namely Minister for Finance, Trade, and Health, given to non-political-background women. The four female ministers have significantly improved the performance of the Cabinet.

No	Names	Ministries
1	Sri Mulyani Indrawati	Minister of Finance
2	Mari Eka Pangestu	Minister of Trade
3	Siti Fadiah Supari	Minister of Health
4	Meutia Hatta Swasono	Minister of Women Empowerment

The numbers of women in the Indonesia United cabinet is 11% out of 36 members/ministers. A significant progress also appears in increasing number of female politicians currently serving as Governor and Vice Governor (1 out of 33 each); and, Regents and Vice Regents (3 out of 474 each). Meanwhile, despite that number of female and male civil servants are almost equal (60:40), there are small percentage of female occupied high positions such as Echelon I (10%) and Echelon II (7%) in all executive bodies.

B. Examples of obstacles encountered and remaining gaps and challenges

18. *Decentralization*. Decentralization offers opportunities for mainstreaming gender concerns in local legislation and policies, as well as program planning and implementation. Reports on problems associated with the implementation of decentralization, however, appear regularly in local and national media and critics as well as supporters argue fiercely about whether the realized and potential benefits of the process outweigh many problems associated with its implementation. One important element has, however, been missing in

the debate, namely the effect of the regional autonomy program on women and particularly whether more recognition is being given to women as full citizens with the power and opportunity to realize their political aspirations. The first challenge faced by women in an environment of decentralized governance is that their participation in public decision-making is still in general limited. Structural problems stand in the way of women's participation in the all-important budgetary process. Data disaggregated by sex that can be used to design budgets that are more sensitive to gender concerns is limited. Decentralization has also been accompanied by a revival of conservative religious interpretations of gender roles. The larger problem that both religious and *adat* revivalism poses is whether a particular understanding and interpretation of religion or of *adat* should be adopted without debate by the people who will be affected by it, including women.

19. *Civil Society Participation.* The current situation in certain bodies/organizations in Indonesia (religious organizations, NGOs, professional/private organizations, social and political organizations, and media institutions) is that many of them have not been fully supportive on the issue of child protection and women empowerment. NGOs and community institutions have mainly focused on individual organizations vision and mission. The Ministry of Women Empowerment therefore sees the necessity of the formation of a Deputy that exclusively handles empowerment in the circles of NGOs and community institutions. Here the Ministry has an agenda to integrate the national vision and mission of children protection and women empowerment, with the vision and mission of individual organizations. The increase in participation by community institutions in women empowerment would be the embodiment of one of the missions in women empowerment, which in enhancing civic participation.
20. *Women representation in decision-making.* A major challenge relates to the limited training and formal political experience of many of the women who competed in the April 2004 general election. Other challenges relates to perceptions of women's roles in society. National Democratic Institute (NDI) research found that some people were concerned that women should be qualified for become elected representatives, among others, because they believe that women may have such characteristics as the ability to multitask, careful consideration before taking action, using feelings to help make decisions, and a tendency to be less corrupt. All those characteristics make them perform better at representing citizens. However, most women generally do not feel confident about speaking in public, which prevents them from seeking influence in political decision-making. A goal for the coming term is to assist General Election 2009 women candidates to represent citizen concerns successfully in their campaigns, debates, and other public opinion-making events.
21. *Women migrant workers.* Urbanization also became a major concern. Urban areas grew at the expense of rural areas. Consequently slum areas and communities multiplied rapidly, which exacerbated a number of social problems. Many poorly educated young women who migrated to urban areas found themselves working in the informal sector with no

22. *Trafficking in persons.* Another social problem resulting from the multi-dimensional crisis was the problem of women and children being trafficked both at home and abroad. The problems of these victims were addressed from both the legal and social standpoints. Prosecution of traffickers was particularly effective because of the improvement in the skills and capacity of Indonesian police and prosecutors and through collaboration with other related institutions as well as with neighboring countries. Nonetheless, limited data on trafficked persons and corrupted bureaucrats make it difficult to optimize efforts and measures to combat trafficking. Currently, GoI also launched PP No. 9 Year 2008 on Establishment of Integrated Services Center (PPT) for victims and witnesses of trafficking in person cases in all districts. Further action related to its implementation is the development of minimum standard of services of the center.

C. Lessons Learned

23. *Decentralization.* Despite the many challenges, there are clear opportunities for women under the new system of regional autonomy. Decentralization has the potential to bring service delivery closer to the people, and therefore to women. Some local governments have begun to view women as important stakeholders and actively promote women's participation in decision-making processes for resource allocation. They also provide access to information on public services, and offer opportunities for women to take part in the policy-making process. An important step taken by many local governments is to acknowledge the need for a gender mainstreaming strategy. Local governments in many parts of Indonesia have joined with NGOs and universities in providing gender training to government officials and local parliament members, especially in the area of policy formulation and monitoring and evaluation of development programs. GOI has stipulated district governments to compile demographic and socioeconomic profiles of women living in their areas. The sex-disaggregated data that they are collecting will contribute to the development of a district women's development index, which will allow the local government to identify women's needs more accurately and to plan development programs that respond to them. However, the capacity of local governments in Indonesia varies greatly, and may affect the delivery of services. Therefore, since 2006 GoI has been channeling stimulant funds to almost 200 districts to developing gender disaggregated data and statistics.

24. Continuous promotion of gender equality has also succeeded in raising local government commitments to promote gender equality and particularly to improve quality of life of women. For instance, some local governments have begun to recognize the importance of the media in promoting women's interests. Programs such as radio program for women in cooperation with a commercial station were launched in order to raise awareness on issues of particular interest to women and provide a gender perspective on topics of current interest. In addition, the devolution of the budget process to local government institutions in the decentralization era opens up opportunities for greater involvement by local legislators and citizens including women in deciding how the budget is allocated. NGOs and universities are provided training and analysis on the budget process. Parliament Watch Yogyakarta (PARWI Yogya), for example, has provided training for members of the provincial and district Dewan Perwakilan Rakyat Daerah (DPRDs or Regional People's Representative Councils) in Yogyakarta on how to draft a budget with a gender perspective. In Jakarta, the local branches of the Indonesian Women's Coalition for Justice and Democracy and the Planning Bureau of DKI Jakarta formed a joint forum for consultation and sharing of information on budgetary matters, especially during discussions of the draft budget for the city. The West Sumatra branch of the Indonesian Women's Coalition for Justice and Democracy (KPI), for instance, established a budget study group comprising members of women's groups and of Nagari representative councils. Their consultations with the Solok DPRD and Solok local government officials led to a two-thirds reduction in the budget for the bupati's personal expenses, and the initiation of joint research with the Solok Planning Bureau on gender and budget.
25. *Civil Society Participation.* Using gender mainstreaming strategy, the SMWE attempts to increase the participation of community institutions through the integration of the national vision and mission on women empowerment and child protection is noteworthy. Community institutions are, therefore, able to conduct gender analysis on women and children issues. The approach itself would be done on three different levels, which are the individual, group and nation-wide. These three approaches can be done through religious organizations, NGOs, media institutions, etc. Above all, the sole purpose of these approaches is to fulfill gender equality across the nation. For instance, the Government of Indonesia with the participation of community institutions including women activities has brought domestic law into harmony with international norms governing the rights of women. In November 1998, the People's Consultative Assembly (MPR) passed several decrees pertaining to the promotion of the rights of women. They set out the principles to be observed by the government in undertaking legal reform focusing on laws that are disadvantageous to the situation of women (gender-biased laws). Other example is number of women's studies centers, with the support of the State Ministry of Women Empowerment, has grown significantly in both public and private universities and situations, as well as in community institutions. These centers conduct research on the situation of women, including topics related to traditional or local practices, which hamper the implementation of different women's conventions. These centers have also identified specific problems faced by women in particular practices and proposed recommendations to the provincial authorities on practical matters to address them. The Ministry of Women Empowerment has stepped up its

efforts to encourage women in Indonesia to participate arenas including decision-making processes through, among others:

- ❖ Building commitment with community institutions advocating women's interests;
- ❖ Capacity building for women in the form of comprehensive and extensive political education;
- ❖ Conduct a series of advocacy on the important of affirmative action for women in politics to fulfill the 30% quota as stated in Law No.12/2003 for the general election in 2009;
- ❖ Encourage people to campaign on the need to increase women participation in parliament and senate. Women are not expected to become silent majority, but rather active participants in political debates and decision-making; and
- ❖ The Ministry of Women Empowerment in cooperation with community institutions (as pressure group) conducted discussion on political legislative packages.

Part Three: Institutional Development

26. Since 2001 SMWE has served as the national machinery for the empowerment of women. It consists of 5 major substantive divisions, each headed by a Deputy Minister, addressing the following programs: a) Gender Mainstreaming; b) Women's Quality of Life; c) Women Protection; d) Child Protection; and 5) Civil Society Empowerment. In addition, there is one Executive Secretary responsible for administrative, personnel planning, and financial affairs.
27. At sub-national levels there are Women Empowerment Boards which are responsible for implementing gender mainstreaming and/or for promoting women in development. The structures, status and mandates of the units vary widely among the provinces and districts but they all retain the common core objectives and programs to coordinate and promote gender mainstreaming in all development sectors in their respective regions.
28. Other important mechanisms for women empowerment:
- a. KOWANI (Indonesian Women Congress), a federation of 78 women organizations, established in 1928.
 - b. At the initiative of the Minister for the Role of Women, the 1993 State Policy Guidelines mandates the establishment of Women/Gender Studies Centers in order to provide scientific support for the enhancement of the status and role of women in development. The number of such Centers has increased from 70 in 1995 to 111 in 2009. These Centers are found in 30 provinces, both in public and private universities as well as Teachers Colleges.
 - c. The PKK (Family Welfare Movement), established in 1967 and reformed in 1998, exists throughout Indonesia and has been established to achieve the prosperity of the family by focusing on the "ten programs of PKK", namely:
 - (i) The internalization and application of the principles of Pancasila as the basic philosophy of Indonesia's way of life;
 - (ii) Food and Clothes;
 - (iii) Housing and Household;
 - (iv) Education;
 - (v) Cooperatives;
 - (vi) Health;
 - (vii) Sustainable Environment;
 - (viii) Family Planning;
 - (ix) Saving; and
 - (x) Health Planning.

PKK's achievements in empowering women, from grassroots level through small groups of ten families (*Dasa Wisma*), have been nationally and internationally recognized. The

Posyandu or Integrated Health Services managed by the PKK runs services for pregnant mothers, under-fives and babies (baby weighing, provision of nutritious food etc).

- d. The Association of Civil Servants' Wives (Dharma Wanita Persatuan) has introduced the practice of electing its Chairperson in line with the national reform and democratization process. This is contrary to the previous practice which always resulted in the wife of the highest ranking official being the Chairperson in the respective ministries and in the offices of provincial governors while the General Chairperson was always the wife of the Minister of Home Affairs.
- e. The objective of the Indonesian Association of Women Entrepreneurs (IWAPI) is the empowerment of women entrepreneurs, in particular those in micro, small and medium enterprises. IWAPI is also a member of the Women Leaders' Network of the Asia-Pacific Economic Cooperation (WLN-APEC).
- f. Women Parliamentarians Caucus, established in 1999, to promote gender perspective and human rights of women in parliament.
- g. The Indonesian Center for Women in Politics (ICWIP), which was established in 1999 and initiated in cooperation with GPSP (Movement towards Education of Women Voters); Women Coalition for justice and Democracy; Legal Aids of the Indonesian Women Association for justice (LBH APIK), has set up the National Network on Women in Politics. This network has more than forty members and is active in more than half of the thirty provinces.

29. In addition, there is an independent commission, namely the National Commission on Violence against Women was established in 1998 as the first national mechanism to address violence against women, in particular violation of their human rights. The mandate includes the following: 1) Enhancement of public understanding of all forms of violence against women in Indonesia; 2) Development of a conducive environment for the elimination of all forms of violence against women and the protection of their human rights; 3) Enhancement of all efforts to address and prevent all forms of violence against women, in particular the protection of women's human rights. The mandate has been carried out by the commission through advocacy, revision and/or proposal of new public policies and laws as well as the strengthening of national, regional and international institutional capacities through networking.

30. Generally, a Gender Mainstreaming Mechanism has been established by Presidential Instruction No. 9 of 2000 on Gender Mainstreaming in National Development. The Instruction obliges all government representatives and agencies, namely: Ministers, Heads of State Institutions, Commander of the Indonesian Armed Forces, Chief of State Police, Attorney General, Provincial Governors, District Heads and Majors, and Non Ministerial Government Bodies and institutions to mainstream gender in their work in order to eliminate gender-based discrimination. The State Minister for Women Empowerment has issued Technical Guidelines for Gender Mainstreaming. A gender focal point has been appointed within each governmental agency to perform the following tasks:

- To motivate and support the institution/agency/organization/unit to review and improve its mandate, policies, programs, activities and budget to make them more gender-responsive;
- To facilitate training on gender sensitivity;
- To stimulate good working relationships by improving coordination and cooperation with other institutions/agencies/ units for gender mainstreaming.

In this mechanisms for the implementation of the Presidential Instruction on gender mainstreaming includes:

- a) In 1998: The National Development Planning Agency established a gender mainstreaming Working Group on Policy and Program Planning which focuses on five development sectors: namely employment, education, justice, agriculture, and cooperatives/SMEs;
- b) In 2000: the Working Group expanded its mandate to incorporate four additional sectors namely health, family planning, social welfare and environment. Pursuant to this policy, each development sector established its respective Working Group to ensure gender mainstreaming;
- c) In 2002: a Steering Committee was established at the national level by the SMWE consisting of Senior Officers from various Ministries and other Government Institutions to formulate gender mainstreaming policies and strategies;
- d) To facilitate the implementation of the policies and strategies adopted by the Steering Committee a Working Group was established with the following tasks:
 - To promote public awareness on gender issues;
 - To provide inputs to the Steering Committee;
 - To strengthen networking among all governmental and civil society stakeholders in order to promote and implement gender mainstreaming.
- e) Together, all Working Teams for the enhancement of women empowerment serve as a coordinating forum of government agencies and CSOs, Women's/Gender Study Centers, and professional organizations at provincial and district/city levels.

31. The women's empowerment program, with the main goal of gender equality and equity, stipulated for the first time in the 1999 Broad Guidelines of State Policy, is an integral part of the nation's development program, in particular the national program for the implementation of the CEDAW Convention. Within the present presidential cabinet, the formulation and coordination of women policies and programs are the main responsibility of SMWE through:

- a. promotion and provision of guidelines for gender mainstreaming as a strategy for the empowerment of women by departmental and non-departmental agencies from the national level down to the village level;
- b. coordination of the implementation of women's empowerment programs by related ministries;
- c. advocacy, monitoring and evaluation of all programs carried out by all ministries and government institutions.

The State Ministry, therefore, does not have the mandate to implement related programs, but rather to coordinate, monitor and evaluate progress achieved.

32. In order to facilitate sector ministries in formulating their gender-responsive policies and programs, the National Development Planning Agency has designed a technical tool called Gender Analysis Pathway (GAP). GAP is the centerpiece of Government's approach to gender mainstreaming. It is a straightforward and user-friendly way of introducing government planners and other development program officers to the techniques of gender analysis. It is also flexible because it can be used to analyze new policy options or to review the existing policies. In its first incarnation, GAP was designed as a policy outlook and action-planning tool for reviewing the general policy objectives of the Sixth Five-Year Development Plan (1994/1995-1998/1999) in order to devise gender policy objectives for the next five-year development plan (Propenas 2000- 2004). The Government also developed Gender Mainstreaming Guidelines to facilitate the gender mainstreaming process by ministries, local government bodies and members of technical staff in their work programs. In addition, Gender Mainstreaming Training Modules have also been developed to help trainers/facilitators to carry out gender mainstreaming training.

Part Four: Remaining Challenges and actions to address them

33. Nowadays, we have been working on localized such global indicators as MDGs and HDI/GDI/GEM by examining possible proxy to portray the real pictures of women's status and position as well as gender gaps persistent. Developing gender disaggregated data has become a major constraints as most of line ministries and other government institutions have not reported gender disparity while, in fact, they collect the information from sub-national level. Forms of monitoring and data reporting developed by each line ministries and obligatory to be submitted by sub-national levels mostly divided by sex. However, when it comes to central government, recapitulations they made ignore gender disparities. On the other hand, some indicators of MDGs could not be calculated annually, therefore, proxy indicators are extremely needed to enable the government monitor the progress.
34. As stipulated on the Ministerial regulation of Ministry for Finance No 105/2008 that gender analysis should be used for developing policies and programs and budgeting processes of sectoral department, line ministries have to develop "sectoral-customized" gender analysis tools to facilitate their planners both at the national and sub-national levels. In doing so, the SMWE has also been working on piloting gender-responsive budgeting tools alongside with performance-based budgeting in health and education sectors. Tools and regulation are being prepared as well in order to accelerate the achievement of gender equality in health and education status.
35. The SMWE has also been working on developing national strategy on socio-culture which highlights gender-responsive values, norms, and local wisdoms to promote gender equality as well as removing gender-biased values, norms, and local wisdoms which are usually applied to girls and women.
36. In the area of education, the overall progress in terms of gender equality has been quite significant, as the number of women participating at a given educational level has

progressively increased compared to the number of men participating at the same level of education. One of initiatives that the Government has implemented to enhance school enrollment is the school operational aid program (BOS). The aim of the program is the completion, by all students, boys and girls, of 9 compulsory years of primary school education. However, the number of illiterate women is still twice than that of men. Similar issue occurred on dropped out of primary school. Girls are likely to be only 6.9 years while boys are about 7.3 years in primary school in 2007. One major reason for this dropped out problem is a biased-view on woman's role in a family, which is confined to husband's support only, hence do not need to reach higher educational level. Yet, new fact has emerged that since the economic crisis, boys in less developed areas in Indonesia are likely to be dropped out of senior high school than girls.

37. Poverty remains the big challenge. Improving household welfare significantly influences access to health services and education, particularly for women and girls in poor families. The Government of Indonesia has developed a simple form of social security system called the Conditional Cash Transfer (*Program Keluarga Harapan-PKH*). The program provides cash transfer to poorest families enroll their children to school and requires pregnant mothers to undergo prenatal supervision four times during their pregnancies. The program also ensures that the birth is assisted by a trained health personnel. Statistics shows that during 1990 to 2007 percentage of birth assisted by paramedics has increased from 40.7% to 85.35%.
38. Gender inequality in work also requires a careful consideration by looking at the female work force participation rate and female open unemployment. Between the years 2001-2007, female participation in Indonesia's work force was around half of that of males. Female unemployment rate were relatively high compared to male unemployment. Another gender disparity in labor is also marked by lack of social protection for workers in informal sector, the majority are women. Some women also have been forced to choose part time job due to family obligations and responsibilities at home. The Government of Indonesia is currently proposing draft bill on informal labor in order to ensure social protection for them work in this form of job, such as domestic helper. Since they are unregulated, they lack of supervision and protection before the law, therefore, they are at the highest risk of exploitation and violation.