



Australia Awards

Australia Awards in Indonesia – Short Term Award Gender Mainstreaming in the Public Sector



Course participants visited the Parliament of Queensland

Course Highlights:

- Pre-Course Workshop in Lombok, Indonesia on 1-3 May 2019
- In-Australia Component in Brisbane, Canberra, Australia on 1-12 July 2019
- Gender Responsive Budgeting Workshop in Jakarta, Indonesia on 29 August 2019
- Post-Course Workshop in Bogor, Indonesia on 22-24 October 2019

The Gender Mainstreaming in the Public Sector Short Term Award (STA) was designed to support mid to senior level staff from Indonesian government ministries and agencies to effectively mainstream gender considerations into their work. An important aspect of the course was to provide relevant practical examples of the application of gender mainstreaming in the public sector from Australia and other countries.

The STA was attended by 24 mid-senior level public servants (9 men and 15 women), primarily from BAPPENAS (15 in total) as well as from the Ministry of Finance, the Ministry of Law and Human Rights, the Ministry of Women's Empowerment and Child Protection, the Ministry of Villages, Development of Disadvantaged Regions and Transmigration and the Ministry of Home Affairs.

The course covered concepts, strategies and tools available for gender mainstreaming and their application in different contexts. It also explored gender equality in international and national legal and policy frameworks. The participants discussed ways to develop, implement, monitor and evaluate gender-responsive policies, programs and budgeting.



The course was delivered by the Queensland University of Technology with an experienced and multi-faceted team of gender specialists: Kiri Dicker, Course Designer and Co-Course Facilitator (Brisbane Lead); Leisa Gibson, Co-Course Facilitator (Canberra Lead); and Jane Alver, Technical Specialist (International Human Rights Law). Specialist facilitators were engaged for certain components of the course, including gender statistics (Jessica Gardener) and gender-responsive budgeting (Dr Monica Costa).

The course was delivered in Brisbane and Canberra. It included a mix of gender analysis theory and site visits to a range of organisations. The Course Participants had the opportunity to learn about how Australia approaches gender mainstreaming in various contexts at different levels of government (including federal, state and territory and local governments) through policy, legislation and influencing. The participants also designed and implemented their own gender mainstreaming projects in their workplaces and received mentoring and insights from Australian and Indonesian gender experts and their peers.

Linkages and networking

At the pre-course workshop, the participants connected with DFAT’s Indonesia Australia Partnership for Infrastructure (KIAT) project and conducted a visit to one of the infrastructure projects supported by KIAT in West Lombok to experience how gender was being mainstreamed at a practical level into infrastructure development projects. The Course Participants also had the opportunity to connect with DFAT’s Governance for Growth (KOMPAK) program through a session and mentoring sessions by Ratna Fitriani, KOMPAK’s Gender and Inclusion Manager.

During the course in Australia the participants discussed gender mainstreaming approaches with the following agencies:

- Department of Foreign Affairs and Trade
- Australia’s Human Rights Commission (including a meeting with the Commissioner Mr Edward Santow)
- Workplace Gender Equality Agency (WGEA)
- Australian Bureau of Statistics
- The Parliament House in Canberra
- Queensland Parliament House



Course participants interviewed female workers at the DFAT KIAT infrastructure project in West Lombok



The Gender Mainstreaming Budgeting Workshop facilitated by Dr Monica Costa



DFAT arranged a roundtable discussion on implementing Australia’s Gender Equality and Women’s Empowerment Strategy



Course participants workshop gender mainstreaming issues in an open space session in Canberra



The group visited DFAT in Canberra to benchmark the implementation of Australia’s Gender Equality and Women’s Empowerment Strategy

The participants also met with mentors for their Award Projects through guest presentations, site visits, small group break-out sessions and informal interactions with counterparts at networking events. The Canberra program included a panel discussion on using international human rights law for policy reform by Sally Moyle (CEO of Care Australia), Helen Dalley-Fisher (Executive Officer, Equality Rights Alliance) and Prudence Mooney (Office for Women, Department of the Prime Minister and Cabinet). DFAT’s Assistant Secretary Tom Connor and the Indonesian Deputy Ambassador Derry Aman spoke at the networking event in Canberra.

At the post-course workshop, Kate Shanahan, DFAT’s Australia-Indonesia Partnership for Gender Equality and Women’s Empowerment program (MAMPU) Team Leader delivered a session on Cooperation between government agencies with women’s organisations and civil society in addressing gender equality and women’s empowerment issues.

Testimonials from the Course Participants:

“The course gave a comprehensive knowledge and information on gender issue, gender analysis, and gender mainstreaming and gender analysis”.

“The course provides knowledge, skills, and tools related to gender mainstreaming and gender equality. It also provides information on practices and strategies to improve gender inequality. It also provides participants opportunities to learn implementation of gender mainstreaming in Australia’s institutions and agencies”.





"Gender statistics session is the best for me because even without any knowledge on statistics it is easy to understand and take insight on it".

"I get a better understanding of gender equality. Gender equality is an equal opportunity for men, women, and people with disabilities, in terms of economic participation, equality of access to education, health and politics. For instance, in terms of workplace equality, during field visits to West Lombok, West Nusa Tenggara, it turns out that women can also do work that has only been done by men. So that in the future it is expected that there is no gender distinction to get a job. Gender equality needs to be instilled in society from an early age, for example by being gender-neutral. Besides, it also makes it a habit to give equal gestures to women, disability, children, parents, and so on."

Highlights:

Dimas Kusumo and Eko Kurniawan worked together to deliver a project focusing on a 'Multi-Sector approach and integrated intervention to improve mother and child health in Indonesia'. Dimas and Eko both work in the Ministry of Finance, and in order to successfully implement their project they have identified the need to collaborate with the Ministry of Woman Empowerment and Child Protection, Ministry of Planning, Ministry of Home Affairs, and Ministry of Communication and IT.

Rika Zikriyah, a Junior Planner in the Directorate of Transportation at BAPPENAS, has worked with the Head of Transport Service to champion her work around safe and accessible public transport in Indonesia. She has also identified the need moving forward to partner with Australian agencies or programs such as DFAT or KIAT to support the project and ensure sustainability.

Kalihputro Fachriansyah, working as the Senior First Functional Planner in the Directorate for Higher Education, Science-Technology, and Culture at BAPPENAS, is developing a gender inequality diagnostic tool for higher education in Indonesia. He has observed that in order to advocate gender mainstreaming in higher education institutions, he will need to engage a gender specialist to develop a gender action plan, and that this collaboration with strengthen his project.

Ika Widawati, Deputy Director for Monitoring, Evaluating and Controlling Regional Development Area I BAPPENAS (Ministry of National Development Planning), used the tools and approaches included in the STA to strengthen her understanding of gender mainstreaming into development planning by creating gender-sensitive indicators. Some of the indicators Ika developed through her STA project will be adopted by Bappenas in the assessment for regional/local development planning awards next year.

Ika is in further discussions with the sub-directorate of gender mainstreaming in Bappenas on how the implementation of gender mainstreaming can be strengthened at the regional level.

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