



# ACCESS Phase II

## Gender and Social Inclusion

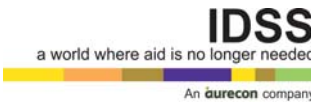
### Strategy and Implementation Plan

#### 2008-2013

[www.access-indo.or.id](http://www.access-indo.or.id)  
**ACCESS**

## Disclaimer

This report describes the services performed by IDSS Pty Ltd and undertaken by the ACCESS Phase II team in accordance with the Scope of Services agreed in contract 45746 between IDSS Pty Ltd and AusAID. This report has been prepared on behalf of and for the exclusive use of AusAID as required for ongoing planning and implementation needs. The report is subject to, and issued in connection with, the provisions of the agreement between IDSS Pty Ltd and AusAID. IDSS Pty Ltd accepts no responsibility whatsoever for any use of or reliance upon this report by any third party. The content of this report, and the recommendations made, may be used as required in accordance with Program needs.

<b>DOCUMENT CONTROL</b>					
<b>G/6 Program Strategy/GSI Strategy</b>					
					
Rev No.	Date	Revision Details	Author	QA	Approve
0	25/03/09	Final for distribution	NRS	NJF	PB

### IDSS

Level 12, 60 Albert Road  
South Melbourne, VIC, 3205  
AUSTRALIA  
Tel: 61 3 8683 1457  
Fax: 61 3 8683 1599

### ACCESS Phase II

Jl. Bet Ngandang 1, No.1 xx  
Sanur, 80033  
Bali  
INDONESIA  
Tel: 62 361 288 428  
Fax: 62 361 287 509

# Table of Contents

1	Background .....	1
2	Aims of Gender and Social Inclusion Strategy .....	1
3	Approach to Gender and Social Inclusion .....	1
4	Indicators of Gender and Social Inclusion .....	2
5	Risk Assessment and Mitigation .....	2
6	Implementation Plan 2008-2013 .....	4

## Abbreviations and Acronyms

ACCESS	Australian Community Development and Civil Society Strengthening Scheme
AusAID	Australian Agency for International Development
CLAPP	Community Led Assessment and Planning Process
CSO	Civil Society Organisation
M&E	Monitoring & Evaluation
MEL	Monitoring Evaluation and Learning
PAMELS	Participatory, Monitoring, Evaluation & Learning System
PD	Program Director
PC	Program Coordinator
STO	Senior Technical Officer
TAT	Technical Advisory Team

## 1 Background

The core statement for ACCESS Phase II is **“Citizens and their organizations are empowered to engage with local governments on improving local development impacts in 16 districts in Eastern Indonesia”**

In the context of ACCESS Phase II, Gender and Social Inclusion (GSI) means giving particular attention to the empowerment and engagement of women, poor, marginalized groups and youth in local democratic governance processes so they can better demand their rights and address their development needs and priorities more effectively.

This Strategy takes into account that regional autonomy gives civil society greater responsibility for self-reliance for which they need systems and capacities. However, strong social and cultural norms affect opportunities for engagement of women, poor, marginalized groups and youth in development activities. This is coupled with limited awareness, skills and experience for gender mainstreaming and social inclusion within governance mechanisms among civil society and government partners, strategic partners, and ACCESS Phase II staff. At the same time, there are substantial assets available within each district that can support Program efforts to promote gender and social equity.

## 2 Aims of Gender and Social Inclusion Strategy

The aims of the ACCESS Phase II Gender and Social Inclusion (GSI) Strategy are:

1. To support community empowerment and local democratic governance in line with policies and the medium term development plan of the Government of Indonesia with a particular focus on women, poor, marginalized groups and youth;
2. To support gender equality and women’s rights to participate in decision-making and developmental activities in line with Indonesian government and AusAID’s gender equity policies;
3. To ensure ACCESS Phase II differentiates the needs, priorities and assets of women and men and poor people as well as disadvantaged groups including youth so that they can participate effectively in the Program and have equitable benefits;
4. To demonstrate and disseminate practical and effective approaches to mainstreaming gender and social inclusion in development programs.

## 3 Approach to Gender and Social Inclusion

The GSI strategy will implement a mainstreaming approach in ACCESS Phase II, which includes the following specific actions:

- Integrate gender and social inclusion principles into the ACCESS Phase II institutional, operational and budget frameworks in an explicit way for all design, implementation, monitoring, evaluation and learning activities at the Program and project levels

- Create and maintain working environments that support values of diversity, equality and non discrimination
- Require gender balance (50:50 men and women) in activities for project activities (design, capacity building, implementation, monitoring, evaluation and learning)
- Take action where necessary to overcome the effects of past exclusion for women, poor, marginalized groups and youth
- Conduct ongoing analysis and research to better understand how to mainstream gender
- Conduct regular review and updating of the GSI strategy, including an independent medium term review
- Document and promote the GSI Strategy, approaches, results and lessons learnt to Indonesian government, CSOs and other donor programs to influence development approaches.

#### 4 Indicators of Gender and Social Inclusion

The Program’s Participatory Monitoring, Evaluation and Learning System (PAMELS) has been designed to collect, analyse and use gender and socially disaggregated data. The description of PAMELS is available through the ACCESS website<sup>1</sup>.

Specific indicators for the GSI Strategy include:

- Gender balance among Program staff
- Percentage of women and social groups participating in ACCESS Phase II supported activities
- Increased capacity of community-based organizations to mainstream gender and social inclusion into their organizational practices and programs
- Increase in women’s participation as staff or office bearers in CSOs
- Level of perceived benefits by women and social groups resulting from ACCESS Phase II supported activities

#### 5 Risk Assessment and Mitigation

The following table outlines the risk assessment and mitigation measures which will be adopted by ACCESS Phase II in relation to mainstreaming Gender and Social Inclusion within the Program.

<b>Risk</b>	<b>Likelihood</b>	<b>Risk Mitigation</b>	<b>Responsibility</b>
1) Lack of leadership and commitment in the Program	Low	Program Director active in promoting the GSI mainstreaming approach to staff and encouraging Partner accountability	Program Director
2) Staff and Partner resistance due to cultural and religious values	Low	Provide adequate opportunities for staff discussion on GSI norms and values. Use appropriate speakers for staff and Partner training to discuss cultural and religious values in relation	Capacity Building STO  Program Director

<sup>1</sup> [www.access-indo.or.id](http://www.access-indo.or.id)

		to GSI	
3) Poor capacity to implement a GSI approach	Medium	<p>Conduct staff and Partner training and refresher training.</p> <p>Provide mentoring to build capacity for analysis and share learning on mainstreaming experiences (from ACCESS and other Programs)</p> <p>Develop easy to use guidelines and tools for GSI mainstreaming</p> <p>Encourage sharing and learning among staff and partners on GSI implementation</p>	<p>Technical Advisory Team and Strategic Partners</p>
4) Time constraints for staff to fully implement GSI Strategy	Medium	<p>Include review of GSI implementation into regular management and staff meetings and revise strategies as required to match time resources</p>	<p>Management team and Technical Advisory Team</p>

## 6 Implementation Plan 2008-2013

The following table outlines the implementation plan for the GSI Strategy for the life of the Program.

	Output	Activities	Indicators	Key Responsibility	Timing
<b>A. PROGRAM MANAGEMENT</b>					
1	An ACCESS Approach that incorporates GSI principles	Integrate gender and social inclusion into the ACCESS approach	ACCESS Approach disseminated to all CSO and government partners	PD, Technical Advisory team, Provincial Coordinators and POs	Ongoing
2	Operating guidelines ensure that GSI is included in all relevant program operations.	Develop and review operational guidelines to support GSI in DCEP activities, capacity building, research, monitoring, evaluation, reporting and learning	GSI integrated into all aspects of program operation and included in the POH	PC,TAT	Ongoing
3	Personnel Recruitment	Include criteria for gender and social equity in TORs and recruitment and orientation processes for STAs and program officers, consultants and other technical assistance.	Accountability for GSI included in TORs and orientation for ACCESS personnel, consultants and Strategic Partners.	PC	Ongoing
			New ACCESS staff, consultants and Strategic Partners receive orientation and information on the GSI Strategy and their accountabilities.	PC	Ongoing
4	Capacity building for ACCESS staff on GSI	In house mentoring and training for ACCESS staff to support partners	Increased capacity of staff for mainstreaming gender and	TAT, Provincial Coordinators, Line Managers	At least quarterly

	Output	Activities	Indicators	Key Responsibility	Timing
		and advocate for GSI.	social equity Performance in implementing GSI strategy discussed during annual staff performance reviews.	Line Managers	Annually
5	Project Grant (project and Innovative Grants) preparations and appraisal process are gender and socially inclusive	Develop and integrate GSI principles into PGA preparation guidelines, assessment criteria and decision making processes	All project proposals formats specify a requirement for a gender and social analysis. Each appraisal panel has at least one person with expertise to appraise GSI aspects Gender and social inclusion criteria are integral to the assessment process	PC, TAT Provincial Coordinators, TAT	Ongoing Ongoing Ongoing
6	District strategies to promote GSI policy	District staff develop local GSI strategies based on analysis of local conditions	District strategy documents for GSI based on gender and social analysis are produced and used for planning	Provincial Teams, TAT	Q2 2009/10
7	PAMELS	Establish mechanisms to mainstream data collection, analysis and use on gender and social inclusion	All reports formats provide data on gender and social inclusion M&E methodologies, tools and guidelines have integrated GSI measures. Routine accurate data is collected on participation of women and poor groups.	TAT, Provincial Team, TAT, Strategic Partners Provincial team, TAT	Ongoing As tools are developed or revised Ongoing

	Output	Activities	Indicators	Key Responsibility	Timing
			Review of Progress Markers with CSO partners routinely addresses progress with GSI mainstreaming	Provincial Team	Six monthly
			Results of gender and social inclusion in Capacity Building discussed at annual Strategic Partner meeting	TAT CB-MEL	Annually
			CSO partners are trained and mentored in participatory MEL.	TAT MEL	At least once annually
8	Annual DCEP Review	Provide data and analysis for DCEP Review	GSI data presented to annual DCEP meeting for discussion.	Provincial Coordinators	Ongoing
9	Reports to AusAID	Include data and analysis on progress with GSI	GSI progress is included in six monthly reports and all technical reports.	PD	Six monthly
10	Regular review and update of GSI Strategy and Implementation Plan	Progress is reviewed regularly and implementation plan revised accordingly	Updated GSI central and district implementation plans based on lessons learnt	TAT, Provincial Coordinators	Six monthly
			GSI progress is a routine agenda item for the ACCESS management meetings	PD, PC	Two monthly
			Medium term evaluation conducted by an independent consultant	PD,PC	2 months before Mid Term Review
<b>B. PROGRAM IMPLEMENTATION</b>					

	Output	Activities	Indicators	Key Responsibility	Timing
11	District Vision and Action Planning	Program support and mentoring for DSC and Boundary Partners on gender and social analysis and inclusion strategies during preparation/ review of DCEPs and Action Plans.	Gender balance in DSC ( <i>Forum Lintas Aktor</i> ) members and participants at DCEP meetings.	Provincial Coordinators	Ongoing
			DCEP and Action Plans prioritizes empowerment and engagement of women, poor, marginalized groups	Provincial Coordinators	Ongoing
12	CLAPP++ and CSI processes make GSI a core value	Integrate GSI requirements into CLAPP++ and CSI manual, training and participatory tools	Each round of CLAPP++ and CSI shows improvement in use of gender and social analysis	Boundary Partners, Provincial Coordinators	Each CLAPP ++ and CSI round
			Gender balance in each round of CLAPP ++ and CSI	Boundary Partners, Provincial Coordinators	Each CLAPP ++ and CSI round
			Community satisfaction with inclusion of women, poor and marginalized groups in CLAPP ++ processes	Boundary Partners, Provincial Coordinators	Each CLAPP round
13	Network of Local Resource Persons	Develop and promote an inventory of networks of GSI resource personnel to support district Agenda.	Listing of GSI resource persons published and distributed to Strategic Partners and DSC	Provincial Coordinators , TAT	Q2 2009
			District strengthening and use of network of GSI resource person.	Provincial Coordinators	Ongoing
<b>B2. CSO Capacity Building</b>					

	<b>Output</b>	<b>Activities</b>	<b>Indicators</b>	<b>Key Responsibility</b>	<b>Timing</b>
14	Capacity Building Planning	Integrate gender and social inclusion in all Program capacity building activities	Capacity Building Plan includes integrated and specific GSI training activities based on learning needs assessment	TAT CB	Annually
			Terms of Reference for Capacity Building specifies a requirement for gender balance for participant and GSI topics in program content.	TAT CB, Provincial Coordinators	Per TORS
			Training evaluation report prepared by all trainers includes results for gender inclusion (and social inclusion where relevant)	Strategic Partners, TAT-CB	End of each training activity
			Results of the GSI Strategy in capacity building are discussed at Strategic Partner Annual Review) and aggregated for annual Capacity Building Technical Report	TAT CB, Strategic Partners	Annually
15	Building CSO capacity for GSI implementation	Develop strategies for improving competencies to implement and institutionalize GSI and increase women's representation in CSOs	ODST and Progress Markers provide self-assessments on gender and social inclusion.	Provincial Coordinators , TAT CB	ODST/OMST implementation and six monthly Progress Marker reviews
			Increased number of women standing for office or recruited for CSOs.	Boundary Partners, Provincial Coordinators	Ongoing

	Output	Activities	Indicators	Key Responsibility	Timing
			More awareness and acceptance of diversity within CSOs	Provincial Coordinators , TAT CB Boundary Partners,	Ongoing
			Leadership training for community women including poor and young women.	TAT CB, SPs	Ongoing
16	Sustainability strategies have integrated GSI principles and activities	Support staff, DSC and Boundary Partners to integrate GSI analysis into program and district sustainability strategies.	GSI mainstreamed in CSO sustainability strategies	Provincial Coordinators , DSC Boundary Partners	Ongoing
17	Capacity building for 'champions' in CSOs, government and community	Identify mechanisms (including incentives) to support GSI champions at community, government and CSOs levels	Gender balance in community members participating in ACCESS training for village facilitators.	Provincial Coordinators , TAT	Ongoing
			Proven equity champions participate in DCEP, DSC and DSC annual review.	Provincial Coordinators , TAT	Ongoing
18	Use continuous learning activities to improve program approach for GSI	Develop systems and materials to enable continuous learning in gender and social inclusion	Gender and social inclusion in case studies integrated into training for ACCESS Phase II staff and partners	Provincial Coordinators , TAT	Ongoing
			All publications related to lessons learnt include gender and social equity considerations	Provincial Coordinators , TAT	Ongoing