

UNCT Performance Framework Gender Equality Indonesia

Measure	Evidence	Agency	Indicators	Findings	Score
1. Planning (CCA / UNDAF)					4.8
1.a – Adequate UNCT review of country context related to gender equality and women’s empowerment	UNDAF / CCA		<p>Indicators Exceeds minimum standards</p> <ul style="list-style-type: none"> • Includes an in-depth analysis of the ways in which gender inequality is reproduced, including the influence of gender relations, roles, status, inequalities and discrimination in access to and control of resources. • The analysis notes links to national legal frameworks relevant to the promotion of gender equality and women’s empowerment, and specific measures for follow up to CEDAW reports and CEDAW Committee concluding comments. • All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. • Critical capacity gaps are identified in the area of the promotion of gender equality. 	<p>The UNCT in Indonesia did not prepare a CCA. In accordance with the UNDAF guidelines the UNCT referenced gender analyses from government and UN published and unpublished resources, including CPAPs, UPR, CEDAW, study on trafficking, social protection, labour migration and the RPJMN analysis.</p> <p>Gender is one of 3 cross cutting issues in the Indonesian Government Medium-Term Development Plan (RPJMN) 2010-2014. The plan focuses on equity and the UN has echoed this focus. The UNPDF focus on vulnerable groups, equity and participation will ensure that the needs of women and girls are at the forefront of development assistance. The availability and reliability of sex disaggregated data was cited by some UN agencies as an issue. Indonesia is a pilot country for the UNESCAP gender statistics programme.</p>	
1.b - Gender equality and women’s empowerment in UNDAF outcomes			<p>Indicators Exceeds minimum standard</p> <ul style="list-style-type: none"> • More than one outcome clearly articulates how gender equality and women’s empowerment will be promoted. 	<p>3 out of 5 outcomes clearly focus on women as poor or vulnerable groups. Women’s empowerment will be promoted through social services, governance and sustainable livelihoods. Although gender equality is not explicitly elaborated on under each outcome in the UNPDF the activities and indicators do clearly articulate positive results for women.</p>	5
1.c - Gender			<p>Indicators</p>	<p>Almost 100% of the outputs (referred to in the UNPDF as pillars) clearly</p>	5

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equality and women's empowerment in UNDAF outputs			Exceeds minimum standard <ul style="list-style-type: none"> More than one outcome clearly articulates how gender equality and women's empowerment will be promoted. 	articulate how gender equality and women's empowerment will be promoted. Although the language used in the UNPDF is not always immediately recognisable as gender responsive (for example, beneficiaries are described as the vulnerable, marginalised or poor), the descriptions included under each sub-outcome do articulate whether the UNCT will be working with youth, women, girls etc.	
1.d - Gender sensitive indicators included for the monitoring of UNDAF outcomes			Indicators Exceeds minimum standard <ul style="list-style-type: none"> At least one indicator at outcome level and half of the indicators at output level are gender sensitive, and will adequately track progress towards gender equality results. 	Gender equality considerations have been integrated into more than half of the UNPDF indicators. 100% of indicators under the gender outcome areas are gender sensitive. Note: The indicators for the UNPDF are under review with assistance from the monitoring and evaluation group and UNOPs. This analysis was done on the final UNPDF signed by the government of Indonesia, however, where improvements have been suggested by UNOPs on gender equality these have been taken into consideration.	5
1.e - Gender equality in baselines			Indicators Meets minimum standard ¹ <ul style="list-style-type: none"> All data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. 	The monitoring and evaluation group is currently reviewing available baselines. Not all baselines were available at the start of the UNPDF process. Where sex-disaggregated data is not available specific reasons have been noted. <i>A score of 5 would be achieved if the monitoring and evaluation framework of the UNPDF was complete and if interview respondents were able to articulate, with confidence how gender equality will be tracked throughout the UNDAF period and how these results contribute to national priorities.</i> <i>Note that the monitoring and evaluation framework is now complete, however scores cannot change because they are based on the interviews conducted in January-February 2012.</i>	4
2. Programming					4.5
2a – Gender perspectives are adequately	Policy brief, UNDAF, MDG report	MOWE Bappenas RC Agency heads	Indicators Exceeds minimum standard <ul style="list-style-type: none"> Promoting gender equality and 	MDG report highlights the priorities for the future: (i) improve the role of women in development; (ii) improve protection for women against all forms of abuse; and (iii) mainstream gender equality in all policies and programs	5

¹ It is not possible to exceed the minimum standard in this case.

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<p>reflected in programming</p>	<p>Mid term plan RJMN UN GTG work plan</p>	<p>UN Women UN GTG Human Rights thematic group</p>	<p>women's empowerment is reflected in programming consistent with the opportunities and challenges identified in the UNCT's background analysis of gender inequality and women's rights situation (e.g. in CCA/UNDAF, MDG report, etc.).</p> <ul style="list-style-type: none"> • One or more UNCT joint initiative(s) (e.g. advocacy and other initiatives) in support of gender equality and women's empowerment exist. 	<p>while building greater public awareness on issues of gender.</p> <p>5 outcomes and 11 sub- outcomes have been identified as targets for UN support. All of these outcomes are closely aligned with government priorities. The UNCT worked with Bappenas (development agency) on identifying all priorities. The UNPDF has developed one working group for each of the 5 outcome areas. In 2012 each group will develop work plans.</p> <p>The UNCT has many examples of working together either to produce publications, reports, events or working groups. For example, UNICEF, UNFPA, UNAIDS, WHO work together on maternal health. They have recently worked on the breast feeding law. In 2010 with support from the Gender Trust Fund, the UN prepared a policy paper on women's political participation. The gender group and ILO have promoted the Participatory Gender Audit methodology to partners (government and civil society) and other UN agencies.</p>	
<p>2b Joint Programmes</p>	<p>JP documents JP document JP reports</p>	<p>UN GTG UNFPA UNICEF UN WOMEN UNDP ILO</p>	<p>Indicator Exceeds minimum standard</p> <ul style="list-style-type: none"> • Key national priorities are monitored in relation to gender equality and women's empowerment by means of a joint programme on gender equality and by means of mainstreaming gender equality in other joint programmes. 	<p>The UNCT Indonesia promotes thinking and working together but this does not necessarily translate as programming together. While there are abundant examples of two or more UN agencies identifying synergies and working together on joint initiatives, joint programming is still in its infancy.</p> <p>There are four joint programmes developed by the UNCT:</p> <ol style="list-style-type: none"> 1. Realizing Minimum Living Standards for Disadvantaged Communities through Peace Building and Village Based Economic Development in Maluku Province (2009-2012) 2. UN REDD support framework. 3. Combating Violence against Women and Girls in Papua Province (UN Trust Fund to End Violence Against Women) (2010-2013). 4. Empower trafficking of women (2011-2013). <p>The UNCT has a joint programme on gender, Combating Violence against Women and Girls in Papua Province (UN Trust Fund to End Violence Against Women) (2010-2013). This programme is a joint initiative of UNICEF, UN</p>	<p>4</p>

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				<p>Women and UNFPA. Papua is a national development priority province and violence has been highlighted in planning documents and the MDG report as a priority gender equality issue. The Joint Programme in Papua is less than one year old and will have its first review in the coming months. Results include the KAP survey, training of local officers, changing attitudes and behaviours and collection and analysis of sex disaggregated data. The implementation and management of the programme has been decentralised and each agency has adequate staff on the ground.</p> <p>UNFPA, WHO and IOM have also developed a programme on trafficking “Empower” funded through the human security trust fund. This is a three year programme and has a budget of \$2 million. This programme is only a few months old.</p> <p>The other two joint programmes have integrated gender considerations however, this was not a systematic effort. Efforts have been made to develop other JP proposals, however, a lack of donor resources for gender equality work has stifled efforts.</p>	
<p>2.c - UNCT support for national priorities related to gender equality and/or women’s empowerment</p>	<p>UNDAF budget CPAPS</p>		<p>Indicators Exceeds minimum standard</p> <ul style="list-style-type: none"> • Adequately financed support for the National Plan of Action on Gender Equality and/or Women’s Empowerment. • Adequately financed support for implementation of CEDAW, and follow-up to CEDAW Committee concluding comments. • Adequately financed support for the collection and analysis of sex-disaggregated data at the national 	<p>There is no Government of Indonesia gender action plan, however, a gender mainstreaming plan is under development with support from UN Women. UN agencies developed a report responding to the Government’s report on CEDAW. UN agencies support the collection and analysis of sex disaggregated data. Support has been provided to a range of government offices, for example, the national statistics office, ministry of health, ministry of labour and ministry of women’s empowerment.</p> <p>The indicator of “adequately financed support” is contentious. The UN system continues to struggle for funding, while the Government of Indonesia is able to upscale and fund initiatives itself. For example, UN Women is supporting a consultant to provide technical support to the development of the national gender mainstreaming plan, but it is the Government of</p>	<p>5</p>

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			<p>level.</p> <ul style="list-style-type: none"> • Adequately financed support for gender mainstreaming in ministries other than the women's machinery. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Meets three of the above. 	<p>Indonesia that will roll out this plan. So although the UN may not be provide adequate financial support this is because the government does not need such support as it might in other less developed countries.</p>	
<p>2.d - UNCT support to gender mainstreaming in programme based approaches</p>			<p>Indicator</p> <p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Capacity development provided to relevant government ministries for mainstreaming gender in Poverty Reduction Strategy Papers. • Capacity development provided to relevant government ministries for mainstreaming gender in General Budget Support programming. • Capacity development provided to relevant government ministries for mainstreaming gender in Sector Wide Approaches and/or National Development Plans. <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Meets two of the above. 	<p>Indonesia prepares development plans with support and in partnership with the UNCT. SWAPs do not exist in Indonesia.</p>	N/A
<p>2.e - UNCT support to gender mainstreaming in aid effectiveness processes</p>			<p>Indicators</p> <p>Exceeds minimum standard</p> <ul style="list-style-type: none"> • Gender-sensitive budgeting is promoted in the Ministry of Finance and other key ministries. • UNCT adopts an active role in furthering (strengthening) governmental capacities to coordinate donors' support in promoting gender equality. 	<p>The Jakarta Commitments (local interpretation and list of commitments from the Paris Declaration). The UN has been working with the government of Indonesia for almost 20 years on gender budgeting. Sub-Outcome 6 of UNPDF includes support for gender budgeting. Prior to this UNDAF cycle UNDP focused on laying the ground work for gender budgeting with the national and local governments.</p>	5

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			<ul style="list-style-type: none"> UNCT supports monitoring and evaluation of gender mainstreaming in National Development Plans, Poverty Reduction Strategy Papers or its equivalent, General Budget Support programming, and Sector Wide Approaches. 		
3 Partnerships					3.6
3.a - Involvement of National Machineries for Women / Gender Equality and women's departments at the sub-national level		<p>UNCT and counterparts and partners such as the Women's/Gender Equality Ministry, Civil Society Organizations CEDAW working committee and Government focal point for the UN.</p>	<p>Indicators</p> <p>Exceeds minimum standard Women's machinery/department participates fully in:</p> <ul style="list-style-type: none"> • Consultations about CCA/UNDAF planning (e.g. the prioritization retreat). • Development of UNDAF outcomes, outputs and indicators. • Monitoring and evaluation of UNDAF results as key informant. • Role of women's machinery in supporting achievement of UNDAF outcomes clearly defined. <p>Full participation means that the women's machinery is present at meetings, is involved in decision-making, and that recommendations made are followed-up and is also involved at the implementation level.</p> <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Women's machinery participates fully in CCA/UNDAF consultations. • Role of women's machinery in supporting achievement of UNDAF outcomes clearly defined. 	<p>Women's machinery and other relevant ministries (health, labour, social affairs) all participated in the UNDAF process. Government partners fully participated. They were very vocal and provided comments up until the finalisation of the document. Several days of consultation were had with partners however, all participation was through Bappenas. Some UN agencies feel that the UN should not have focused on Bappenas as line ministries do not report to Bappenas. All ex-com agencies felt that government had participated fully in their agencies specific planning sessions.</p> <p>The role of government in monitoring the UNPDF is under development but all agencies anticipate that government will play a central role in monitoring.</p>	4

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3.b - Involvement of women's NGOs and networks	UNDAF	Civil society UN GTG	Indicators Meets minimum standard <ul style="list-style-type: none"> • Women's NGOs and networks participate fully in CCA/UNDAF consultations. • Role of women's NGOs and networks in supporting achievement of UNDAF outcomes clearly defined. • Role of NGOs and networks in monitoring clearly defined. Needs improvement Women's NGOs and networks participate fully in one of the above (under Meets minimum standard).	Women's NGOs and civil society groups such as the Unions and academia participated in the UNDAF process, however, time was limited. There is also confusion about how civil society groups and marginalised groups can more actively participate in UN planning and programming. A number of respondents explained that the UN's role in Indonesia is to work through government. The NGO movement in Indonesia is described by the UNCT as relatively weak. That said, they are getting stronger and provide a key role in holding government accountable to deliver on their commitments.	3
3.c - Women from marginalized groups included as programme partners and beneficiaries in key UNCT initiatives			Indicators Meets minimum standard <ul style="list-style-type: none"> • Women from relevant marginalized groups clearly identified in UNCT country level analysis. • Women from relevant marginalized groups are participants and beneficiaries in key UNCT activities, e.g. in UNDAF outcomes and outputs. Needs improvement One of the above.	In the UNPDF the social protection outcome includes substantial programming in the area of violence against women. The governance outcome also includes specific programming on women in decision making. Both of these areas include marginalized groups as beneficiaries and programme partners.	4
4 UNCT capacities					4
4.a - Multi-stakeholder Gender Theme Group is effective			Indicators Meets minimum standard <ul style="list-style-type: none"> • Gender Theme Group adequately resourced. • Gender Theme Group recommendations taken into account in 	The UNGTG is currently an internal group with no outside members. The group has really only become active in the last 6-12 months under new leadership. The group was particularly active during the UNDAF process and has developed several joint programme proposals. The UNGTG has a clear terms of reference and workplan. This year the group has undergone joint work planning with the other thematic groups HIV/AIDS and Human Rights.	4

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			<p>preparation of CCA/UNDAF.</p> <ul style="list-style-type: none"> Gender Theme Group has clear terms of reference. <p>Missing or Not applicable</p>	<p>There are several gender experts who are active members of the group. The group always has high level participation from the Chairs or deputies. There is another gender network in Indonesia of which the UN is not currently part.</p>	
4.b - Capacity development of UNCTs in gender equality and women's empowerment programming		RC	<p>Indicators Meets minimum standard</p> <ul style="list-style-type: none"> Resident Coordinator systematically promotes, monitors and reports on capacity development activities related to gender equality and women's empowerment. Regular review of capacity of UNCT to undertake gender mainstreaming (e.g. once every two or three years). Training on gender mainstreaming takes place for all UNCT staff (one day of training every six months for new staff during the first year, minimum of one day of training once every two years afterwards). 	<p>The RC actively promotes gender equality when called upon by the UN GTG. The RC report includes a brief section on gender equality. At present capacity development does not occur jointly or UNCT wide. However, UN agencies do conduct gender training, and on occasion these training programmes are open to other members of staff. The staff induction is conducted jointly but there is only one brief session on gender equality. The UN GTG has been organising brown bag lunches as a way of building UNCT capacity on gender equality. Gender specialists and gender focal points receive specific training (minimum two days of training a year specifically on gender equality and women's empowerment programming). The UNCT retreat also provides an opportunity for capacity development on gender equality.</p>	4
4.c - Gender expert roster with national, regional and international expertise used by UNCT members – the roster can be maintained at national or regional levels.			<p>Indicators Meets minimum standard</p> <ul style="list-style-type: none"> Gender expert roster exists. <p>Roster used on a regular basis by some UN agencies (dependent on size of UN country programme).</p>	<p>All of the larger agencies have their own expert rosters. Often the rosters are managed at the regional level. UN agencies use the rosters when they need gender expertise, they also rely on visits and desk based technical backstopping from regional gender advisers. Some specialised agencies also draw on international expertise from headquarters. There is a UNCT roster for disaster relief with gender experts on it. This is managed by OCCHA.</p>	4
5. Decision Making					4

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5.a - Gender Theme Group coordinator is part of UNCT Heads of Agency group.			Indicator Respond either yes or no, assigning score 4 when yes, and 0 when no.	Yes. UNFPA rep is the chair of the group and a member of the UNCT. UN Women representative also a member of UNCT but often not in country.	4
5.b - UNCT Heads of Agency meetings regularly take up gender equality programming and support issues.			Indicators Exceeds minimum standard <ul style="list-style-type: none"> • Gender equality programming and support issues are issues raised in 75% of the Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. Meets minimum standard <ul style="list-style-type: none"> • Gender equality programming and support issues receive adequate time for discussion during 50% of the Heads of Agency meetings. • Decisions related to gender equality programming and support issues are followed through. 	Gender is always included in the UNCT agenda by way of an update from the Chair of the group. Gender issues, can however be dropped from the agenda if other business is prioritised. Special meetings can be called at any time to discuss gender equality issues and in the past this has occurred. A representative from the UN RC office attends all meetings of the gender theme group and meetings only occur if high level representatives (Chairs or deputies) are available. There was consensus that the UNCT could hold the gender group accountable for ensuring that the UN in Indonesia is working towards gender equality. There was one example from the gender group where a decision was taken to the UNCT but the result was not articulated to the group. It is not clear whether this communication breakdown occurred at the level of the UNCT or with the Chair.	4
6. Budgeting					3.5
6.a - UNCT Gender sensitive budgeting system instituted		RC	Indicators Meets minimum standard <ul style="list-style-type: none"> • The UNCT has established a plan and target date to implement a budgeting system to track UNCT expenditures for gender equality programming. 	Although there is no one budgeting system for the UNCT in Indonesia many of the agencies have a gender marker. UNFPA is piloting the use of a gender marker this year while UNDP and UNICEF already have this. Other UN agencies and programmes have to report on gender resources.	3

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<p>6.b - Specific budgets allocated to stimulate stronger programming on gender equality</p>			<p>Indicators Exceeds minimum standard Separate budgets allocated to strengthen UNCT support to achieve gender equality and women's empowerment through:</p> <ul style="list-style-type: none"> • Capacity development and training of UNCT members. • Gender equality pilot projects. • Support to national women's machinery. • Support to women's NGOs and networks. • Maintenance of experts' roster. • Promotion of gender mainstreaming in CCA/UNDAF exercises (e.g. for the preparation of background documentation, gender analysis capacity building, technical resource persons, etc.). <p>Meets minimum standard</p> <ul style="list-style-type: none"> • Separate budgets allocated for four of the above. 	<p>The UN does not have a pool of un-earmarked funds. Of course some agencies have small amounts of money that can be allocated to catalyze gender equality programme however, resources in the UNCT are tight. The UNCT is unable to provide a percentage of overall spending in this area.</p> <p>While there may not be separate UNCT budgets for each of the indicators, a score of 4 was allocated because agencies representing the UN system in Indonesia are supporting the government to ensure that adequate support is being provided. Rather than penalising the UNCT in Indonesia for not budgeting as one, the consultant would rather reward the actual effort that is demonstrated while appreciating the context of the way the UN works in this country.</p>	4
7 Monitoring and Evaluation					4

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8: Quality control and accountability					4
8.a - CCA/UNDAF quality control		UNESCO UNICEF	Indicators Exceeds minimum standards	UNICEF chaired the readers group which other UN agencies participated. The comments did concern gender equality. Further questions were asked by	4

7.a - Monitoring and evaluation includes adequate attention to gender mainstreaming and the promotion of gender equality		RC M&E group	Indicators Meets minimum standard <ul style="list-style-type: none"> • The UNDAF Monitoring and Evaluation Framework measures gender-related outcome and output expected results. • Data for gender-sensitive indicators in the UNDAF Results Matrix is gathered as planned. • All monitoring and evaluation data is sex-disaggregated, or there is a specific reason noted for not disaggregating by sex. • The UNDAF Annual Review reports on the main gender-related expected results. • Resident Coordinator reporting reports on the main gender-related expected results. 	The review of the UNPDF highlights gender equality indicators. One observation, not highlighted in the review, is the number of indicators outputs and indicators that do have gender implications but which are not highlighted as gender indicators per se. For example, under the food security outcome, the information on anemia in school children is not sex disaggregated even though another indicator calls for national plans on food security to be gender responsive. Similar confusion exists in the employment indicators. Gender is more likely to be measured if it is integrated into all relevant indicators.	4
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		<p>UNDP UNFPA UN Women UN GTG</p>	<ul style="list-style-type: none"> • Gender experts involved in all aspects of CCA/UNDAF preparation. • Readers' Group comments refer specifically to gender equality. • Evidence of changes based on Readers' Group comments concerning gender equality. • Relevant assessment on gender equality from the CCA quality review template taken into account in revising the CCA. • Relevant assessment on gender equality from the UNDAF quality review template taken into account in revising the UNDAF. • Relevant assessment on gender equality from the CCA quality review template taken into account in revising the CCA. • Relevant assessment on gender equality from the UNDAF quality review template taken into account in revising the UNDAF. 	<p>other UN agencies such as a UNESCO. The Gender Theme Group in Indonesia also provided comments and included additional outputs twice during the process.</p> <p>Given the absence of a CCA, a score of 5 was not achieved, however, there is evidence that the support from the regional level on the inclusion of gender equality considerations in the UNDAF was excellent.</p>	
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