

TECHNICAL ASSISTANCE COMPLETION REPORT

Division: SESS/SERD

TA No. and Name 3846- INO: Gender Equity in Policy and Program Planning			Amount Approved: \$400,000		
			Revised Amount: \$400,000		
Executing Agency State Ministry of Women's Empowerment	Source of Funding: Asian Currency Crisis Support Fund		TA Amount Undisbursed \$50,186.15	TA Amount Utilized \$349,813.85	
Date			Completion Date		
Approval 19 March 2002	Signing 07 June 2002	Fielding of Consultants 01 August 2002	Original 30 April 2003	Actual 30 November 2003	
			Closing Date		
			Original 30 November 2003	Actual 26 August 2004	
Description					
<p>The technical assistance (TA) was approved on 19 March 2002. The goal of the TA was to assist the State Ministry of Women's Empowerment to mainstream gender equity concerns in policy and program planning, and implementation at district level. The TA was divided into three parts, (i) workshops conducted at provincial level to identify strategies for mainstreaming gender equity concerns in local development policies and programs (PROPEDAs); (b) capacity building of regional governments to develop community-based and gender sensitive development policies and programs, including implementation of small pilot projects in four districts; and (c) dissemination of information on lessons learned from the implementation of the pilot projects.</p>					
Objectives and Scope					
<p>The TA's objectives were to (i) assist regional governments in developing sustainable community-based approaches to strengthen mainstreaming of gender; (ii) assess and strengthen the institutional capacity of regional governments to mainstream gender concerns in local development policies and programs; and (iii) identify and implement pilot projects promoting community-based approaches for mainstreaming gender equity concerns in development programs. The TA was implemented in the following four districts: Sragen and Wonosobo (Central Java Province), and in Central and North Lampung (Lampung Province).</p>					
Evaluation of Inputs					
<p>The terms of reference (TOR) clearly defined the activities, deliverables, and capacity building support required for achieving the TA objectives. The TA provided 5 person-months of international and 37 person-months of local consultants and 4 person-months of NGO services and implemented one national workshop and two provincial workshops. The team was led by a domestic consultant who was responsible for preparing progress reports. The international consultant's inputs focused on analyzing the institutional framework at district level for mainstreaming gender concerns into policies and programs. The two domestic consultants based in the two selected provinces planned and supervised training for district sector agency employees, including employees from the District Development Planning Board (BAPPEDA) and from the health and education offices and facilitated the implementation of pilot projects in the four districts. NGOs and local academic institutions implemented training activities. The TA started in July 2002 and was completed on November 2003. The performance of the Executing Agency (EA), the State Ministry of Women's Empowerment, and ADB was generally satisfactory. The EA provided adequate counterpart staff, office space and workshop facilities. Two review missions were fielded, and ADB staff spent sufficient time reviewing progress and resolving issues with the consultants during the 15 months of implementation.</p>					
Evaluation of Outputs					
<p>The consultants produced the following reports: Inception report, progress reports, mid-term report and a final report as requested in the TOR. All reports were of good quality. The performance of the consultants was in general satisfactory. The National workshop held in Jakarta was attended by 108 participants, representing the State Ministry of Women's Empowerment, the project steering committee, the four districts, the Women's Empowerment Divisions and the respective BAPPEDA. The 134 participants of the two provincial workshops included national government officials, provincial and district government officials, representatives from Women's Study Centers, NGOs, and district and provincial parliaments' members. The workshops successfully identified district-based action plans for mainstreaming gender concerns into local policy and program development. The institutional analysis of regional governments, district parliaments, women study centers, and civil society organizations identified obstacles and key mechanisms to mainstream gender concerns in policies and programs. The analysis made specific recommendations to regional governments on how to strengthen existing mechanisms for community based approaches to gender responsive development planning and implementation. The institutional analysis was appreciated by the State Ministry</p>					

of Women's Empowerment because it identified areas for strategic interventions that could support regional governments in their gender mainstreaming efforts. The sex-disaggregated data collected by the TA highlighted specific gender disparities in the four districts and provided data required for the development of action plans aiming to mainstream gender equity concerns in policies and programs. The training needs assessment managed by the consultant proved to be a good approach in designing the training program. It also helped to identify a low level of awareness about gender issues at district level. The gender and development training was attended by 217 participants from different district sector agencies and organizations, including BAPPEDA, the Women's Empowerment Divisions, the manpower & transmigration office, the industry-trade-cooperation office, the education office, the health office, and NGOs. The training had a significant impact in terms of improving awareness and understanding among the participants about the importance of gender mainstreaming in project planning and design. The participants developed indicators for monitoring impact of development programs on women and men. The training also increased the participants' technical skills in analyzing and identifying gender issues that affect their daily work and in designing community-based approaches to gender sensitive development programs. For instance, the Women's Empowerment Divisions in Sragen, Wonosobo and North Lampung reported a clearer understanding of how to conduct a gender analysis, and how to integrate the analysis in the planning process. In Sragen, the Women's Empowerment Unit rewrote their vision and mission to reflect the gender focus more specifically. The Women's Empowerment Division of North Lampung received regional government funding to continue the training in 2003.

Four pilot projects were implemented in the two provinces. In **Wonosobo district**, the pilot project focused on gender responsive community decision-making. Government staff and community facilitators were trained in community planning at village level. It was the first time that local women and men had an opportunity to discuss their problems and needs with the regional government. Based on the experiences of the TA, a decree of the district chief executive on gender mainstreaming was adopted in Wonosobo that included the establishment of a gender mainstreaming forum. The pilot project in **Sragen, among others** aimed at improving the quality and production of soy-bean chips for the local market. The pilot project strengthened community groups and increased community awareness about gender. The project enhanced the visibility of women in community decision-making and bolstered the confidence of the women being involved in the respective community groups. On their own initiative, the participants developed a proposal for further gender responsive community-based planning. The approved proposal received funding from the district budget in 2003. The pilot project in **North Lampung** focused on engaging women in non-traditional economic activities like floating fish cultivation. Two fishing groups were established. Women showed willingness and capability to manage the implementation of the pilot project. The pilot project in **Central Lampung** prepared a gender profile book. This work facilitated the collection of sex-disaggregated data, and the identification of gender gaps, both of which are important for the regional government's gender responsive planning. All divisions of Women's Empowerment in the four districts have received additional funding for a variety of other gender-related activities.

Overall Assessment and Rating

The TA is rated "successful". In terms of standard evaluation criteria, the project was innovative in terms of its approach to mainstreaming gender concerns into local policy and program development, "efficient" in the production of outputs according to the time schedule for the TA, "efficacious" in terms of its use of resources, "effective" in terms of its impact in all four project areas as measured by the additional funding from regional governments to implement a variety of additional gender related activities, and "likely sustainable" in that all four regional governments have employed more staff and provided additional funding to the WEDs to continue gender-related activities. Unintended outcomes of the TA are (i) the EA and other donors are applying the TA approach in other similar projects, and (ii) the TA has facilitated the involvement of civil society to engage and cooperate with regional governments in program planning and implementation. Stimulating local communities to participate in the planning and implementation of the pilot projects was a successful intervention. However, community participation would have been stronger if the implementation period would have been longer.

Major Lessons Learned: The implementation period of TAs that aim to stimulate community participation need to be more than the 15 months allocated for this TA.

Recommendations and Follow-Up Actions: To ensure that the lessons learned from this project are replicated in other districts of Indonesia, it is recommended to support the State Ministry of Women's Empowerment to develop an action plan for strengthening the capacity of regional governments to mainstream gender in their policies and programs. This could involve development of capacity to collect gender-disaggregated data at district level as well as training, advocacy, and monitoring. It is recommended that the Ministry for Women's Empowerment develops a comprehensive training strategy for capacity building at district level focusing separately on the needs of the divisions of Women Empowerment and the administration at large.