



Implemented by
giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

Annex 8a

Gender Assessment

to the GCF Funding Proposal

*Land-based Mitigation and Adaptation through a Jurisdictional Approach
in West Kalimantan*

05/09/2024

Version 3.0

Submitted by:

Deutsche Gesellschaft für internationale Zusammenarbeit (GIZ) GmbH

Title of the project:	Land-based Mitigation and Adaptation through a Jurisdictional Approach in West Kalimantan
Country/countries:	Indonesia
Sector:	Forestry
Commissioning party:	BMZ
Recommendation for gender policy marker ¹ :	If the marker has already been determined, this should be stated here. In case the recommendation based on the gender analysis deviates from the previously assigned marker, this should also be noted.
Purpose for conducting the gender analysis	<input checked="" type="checkbox"/> for a new project <input type="checkbox"/> for a follow-on project <input type="checkbox"/> for a modification offer <input type="checkbox"/> for the GIZ portfolio in a country <input type="checkbox"/> other: Click here to enter text.
Status of the gender analysis	<input checked="" type="checkbox"/> Provisional gender analysis <input type="checkbox"/> Finalised gender analysis
Method conducting the gender analysis	<input type="checkbox"/> Desk study <input checked="" type="checkbox"/> Desk study + data collection (e.g. on-site appraisal mission, interviews etc)
Involved Gender FP	<p>More than one option can be selected::</p> <p><input type="checkbox"/> at the project level: Enter name</p> <p><input type="checkbox"/> *at the country level: Enter name</p> <p><input type="checkbox"/> *at the level of the department or regional division: Enter name</p> <p><input type="checkbox"/> *of the responsible unit in GloBe: Enter name <u>and</u> unit</p> <p><input type="checkbox"/> of the sectoral department: Enter name <u>and</u> unit</p> <p>* Please note: The Gender FP must be copied into all emails sent to the S+G Desk. For bilateral projects, the Gender FP of the country office should be involved; for regional projects, either the Gender FP of the country or area where the project has its headquarters, or the Gender FP of the department; for sectoral and global projects, the Gender FP of the responsible unit in GloBe.</p>
Other persons involved	<input type="checkbox"/> officer responsible for the commission <input type="checkbox"/> project member <input type="checkbox"/> appraisal mission team member <input type="checkbox"/> planning officer <input checked="" type="checkbox"/> external consultant
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Date	June, 2023

¹ According to the OECD DAC, all ODA-financed projects should be assigned a marker. The gender marker is requested for BMZ projects and EU co-financing arrangements. Other public German commission parties do not currently request it.

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1. Introduction

1.1 Overview of the project

Gender issues are often ignored in designing development programs, including land-based mitigation and adaptation, even though women and men often get different impacts. Therefore, the use of gender analysis needs to be carried out so that development programs provide fair and equal benefits for women, men, and other marginal groups. Therefore, a Gender Assessment (GA) and a Gender Action Plan (GAP) are needed to highlight the participation and impact of land-based mitigation and adaptation through a jurisdictional approach for men and women in 5 (five) districts in West Kalimantan namely Kabupaten Kapuas Hulu, Kabupaten Sintang, Kabupaten Sanggau, Kabupaten Ketapang and dan Kabupaten Kubu Raya.

1.2 Objectives and structure of the Gender Assessment

The objective is to conduct a GA which can be used to devise the GAP for the project “Land-based Mitigation and Adaptation through a Jurisdictional Approach in West Kalimantan.”

Chapter 2 examines gender equality in Indonesia and the project's target regions (Kapuas Hulu, Sintang, Sanggau, Ketapang, Kubu Raya). In the gender analysis, we chose two Kubu Raya to represent coastal/ mangrove/ peat forest types and Malay communities and Sintang to represent the lowland forest type and the dominant Dayak community. Chapter 3 elaborates on the gender dimensions to achieve gender equality in land use, management, and governance in the forestry sector. Chapter 4 explains the gender expertise of the project partners, while Chapter 5 reveals the gender expertise of the project teams.

This GA serves as a basis for the GAP and informs gender markers, gender indicators, and gender mainstreaming approaches of the funding proposal (FP) package including the FP itself, the stakeholder engagement plan (SEP, Annex 7a), and the feasibility study (FS, Annex 2).

1.3 Methodology

1.3.1 Research Location

The project location covers five West Kalimantan districts: Kapuas Hulu, Sintang, Sanggau, Ketapang, and Kubu Raya. However, due to limited access and for the sake of resource efficiency, the location of this research is focused on two representative sample districts, namely Kubu Raya and Sintang. Kubu Raya was chosen to have a coastal/ mangrove/ peat forest type and a dominant Malay community. In contrast, the Sintang District was chosen as a representative area with a lowland forest type and the Dayak community as the dominant.

1.3.2 Data Sources

The data source of this research is primary data and secondary data. Primary data are obtained in three ways, namely:

- a. In-depth interviews with key informants, especially key informants at the village and district level.
- b. Focus group discussion (FGD) with key informants at the district and provincial level.
- c. Questionnaires were distributed to selected respondents at both the village and district levels.

Secondary data are obtained through documentation, such as regulations related to gender mainstreaming and land-based mitigation and adaptation.

1.3.3 Key Informants

At the village Level, the informants are village officials involved in the Land-based mitigation and adaptation, Community Leaders (namely Lembaga Pengelolaan Hutan Desa (LPDH), Kelompok Usaha Perhutanan Sosial (KUPS), Kelompok Wanita Tani (KWT), Kepala Desa, and

Traditional Leaders). The number of informants at the district and provincial level is 240 respondents, consisting of 156 Males and 84 Females.

Table 1: The number of Informants at village and district level

No	Location/ Activities	Key informants/ Respondents		
		Male	Female	Total
1	District Level			
	• Kubu Raya District ²	47	26	73
	• Sintang District day 1 ³	42	15	57
	• Sintang District day 2 ⁴	20	11	31
2	Site Visit at Village Level			
	• Village at Kubu Raya ⁵	26	9	35
	• Village at Sintang ⁶	20	11	31
3	Focus Group Discussions with female leaders at the Deputy Regent's official residence	-	9	9
4	Questionnaire from the Gender Mainstreaming Working Group	1	3	4
Total		156	84	240

At the district level, research informants were the participants of focus group discussions (FGD) with stakeholders from the project region (Regional Development Planning Agency (namely Bappeda), the Agency of Women's Empowerment and Child Protection (namely Dinas Pemberdayaan Perempuan dan Perlindungan Anak), Department of the Environment (namely Dinas Lingkungan Hidup), and Forest Management Unit (namely Kesatuan Pengelolaan Hutan (KPH)), Non-Government Organization (NGOs), Kelompok Wanita Tani (KWT).

In addition to informants participating in stakeholder consultations at the district level, the researchers also conducted a focus group discussion with women leaders under the coordination of the deputy head of the Sintang Regency PKK, which was held on May 22, 2023, 19.00-22.00 local time at the official residence of the Deputy Regent of Sintang Regency. The total number of female informants was 9, coming from representatives of Gender Figures from Higher Education, the Office of Industry, Trade and Cooperatives (the name is Disperindagop), the Regional National Crafts Council (the name is Dekranasda), Bio-Industry Assistant Staff, and Family Welfare Development (PKK).

Apart from the abovementioned informants, the researchers also asked several key informants to complete the questionnaire. They were not part of the stakeholder consultation forums but seen from their primary duties and functions in carrying out their role in gender integration in the regions, especially as a gender mainstreaming working group and Forest Stakeholder Units (KPH) of four people, consisting of three women, and one man.

At the national level, the informants came from the Ministry of Environment and Forestry (KLHK), the Ministry of Women's Empowerment and Child Protection (KPPPA), and others involved in land-based mitigation and adaptation through a jurisdictional approach.

² Stakeholders Consultations at Kubu Raya district conducted on 19 May, 2023

³ Stakeholders Consultations at Sintang conducted on 22 & 23 May, 2023

⁴ Stakeholders Consultations at Sintang conducted on 22 & 23 May, 2023

⁵ Site Visit at Kubu Raya Village (namely Teluk Bakung Village) conducted on 20 May, 2023

⁶ Site Visit at Sintang Village (namely Sungai Tebelian Village) conducted on 23 May, 2023

1.3.4 Data Analysis

The data analysis used the Harvard model of gender analysis. The Harvard gender analysis model is used to identify “who does what” according to gender and “who has access and control” over resources.

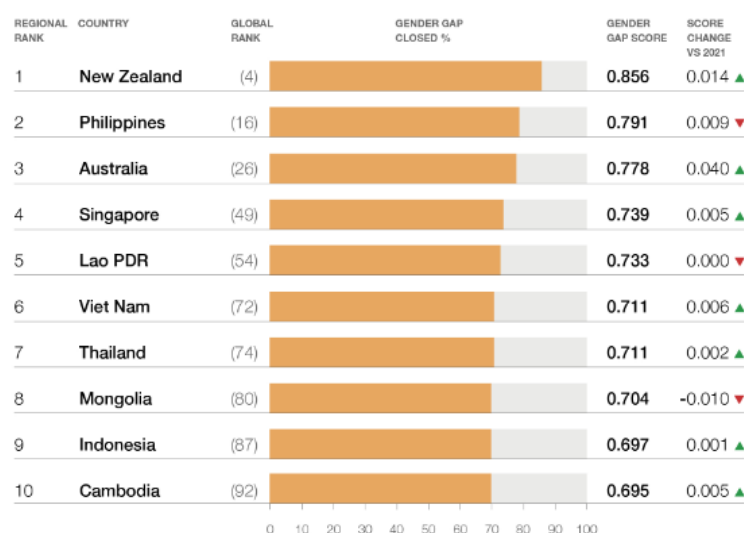
2. Information on gender dimensions in the country or the region

2.1 Meta level (norms)

2.1.1 The Gender Gap in Indonesia

Development in Indonesia has succeeded in increasing justice and gender equality in various areas of society. However, in 2023, Indonesia’s gender equality at the global level (Gender Global Gap Index/GGGI)⁷ has only been achieved a score of 0.697 and is ranked 87th place out of 146 countries. When compared with ASEAN countries, Indonesia is in seventh position out of 10 ASEAN countries. Even though Indonesia’s GGGI score has increased, the benefits of this development have been felt unevenly throughout Indonesia.

Table 2: Global Gender Gap Index (GGGI) of Southeast Asian Countries, 2023



Source: Global Gap Report, 2023. Figure taken from *World Economic Forum* (2023)

⁷ The GGGI consists of four sub-indices: Participation and Opportunity in the Economic Sector, Educational Attainment, Health and Survival, and Political Empowerment. In general, Indonesia’s ranking compared to 156 countries in the world on the GGGI sub-index is still in a lower position, namely ranking 99th on the participation and opportunity sub-index of the economic sector, ranking 107th on the educational attainment sub-index, ranking 107th on the health and survival sub-index, and ranks 92 on the political empowerment sub-index. (KPPPA, 2022. Gender-Based Human Development). (<https://www.kempppa.go.id/lib/uploads/list/3bdad-pmbg-2022.pdf>)

Table 3: Indonesia's Gender Development Index, Year 2021-2022

Year	GDI	Life expectancy (in years)		Expected length of school (in years)		Average length of school (in years)		Per capita expenditure (in mio Rp. / IDR)	
		M	F	M	F	M	F	M	F
2021	91.27	69.67	73.55	12.95	13.22	8.92	8.17	15.770	9.050
2022	91.63	69.93	73.83	12.96	13.28	8.99	8.39	16.215	9.281

Source: KPPPA, 2023

Apart from using the Global Gender Gap Index indicator, gender justice and gender equality can also be explained based on the Gender Development Index (GDI). The GDI is an index that measures the differences between men and women across three aspects, life expectancy, education, and decent standard of living (measured by the average per capita expenditure per year). Hence, it indicates the ratio between women's Human Development Index (HDI) and men's. This means the closer this ratio is to 100, the closer the society is to gender equality.

The data depicted in Table 3, which is based on the KPPPA Report 2023, illustrates a positive development in Indonesia's GDI, which increased from 91.27% in 2021 to 91.63% in 2022. Gender inequality occurs across various dimensions. While men had a lower life expectancy than women in 2021 and 2022, the average duration of schooling shows that on average women spend slightly less time in school than men. Most importantly, men's per capita expenditure is consistently much higher than women's 2021 and 2022 (in 2022: Rp. 16,215 million vs. Rp. 9,281 million). This means that the average annual expenditure of women is only 57.24% of that of men.⁸

2.1.2 Women in Politics

Women's representation in politics can be seen in the Gender Empowerment Measure (GEM) dimension. GEM is an index that shows the active role of women in economic and political life, which is measured in three dimensions: women's representation in parliament, decision-making, and income distribution.

Indonesia's Gender Empowerment Measure (GEM) in 2021 is 75.57. The constituent components of GEM include 1) Women's involvement in parliament at 21.09%; 2) Women as professionals at 48.76%; and 3) Women's income contribution at 37.26% (KPPPA, 2021). Meanwhile, for 2022, Indonesia's GEM increased to 76.26 with the following components: 1) Women's involvement in parliament will increase to 21.89% from 2021; 2) Women as professionals at 49.99% (increase from 2021); and 3) Women's income contribution of 37.22% (decreased from 2021) (KPPPA, 2022). Even though women's involvement in parliament increased in 2022, more is needed to guarantee that women can actively contribute to parliament. This is also shown by the number of women who became members of the People's Legislative Assembly of the Republic of Indonesia for the 2014-2019 period, which decreased from 101 people or 17.86% (in the previous period) to 79 people or 14% of the total of 560 elected members. Women's participation in politics is fully guaranteed by Law Number 2 of 2008 concerning Political Parties, which states that the formation and management of political parties at the central level must include 30% for women's representation, as well as provisions to pay attention to a minimum of 30% of women's representation in management at the provincial and district/city levels. The role of women becomes essential in politics, namely 1) The role of women through political parties, namely women as members of political parties, women as administrators/leaders of political parties, women as candidates in elections, women in legislative members, and women as regional heads; 2) The role of women does not go

⁸ KPPPA. (2023). *Pembangunan Manusia Berbasis Gender 2022*. Jakarta: KPPPA

through political parties; namely, women can be government officials (bureaucrats), members of the Regional Representative Council (namely Dewan Perwakilan Daerah/ DPD), and members of government commissions or bodies (Wahyudi, 2020).⁹

On the Global Gender Index, Indonesia's low score is burdened by the shallow index of women's empowerment in the political field, which is 0.169 in 2022, below the global average. Then, Indonesia's score is 0.674, or is in the global average range in participation and economic opportunities. Meanwhile, in the education and health sectors, Indonesia received a high score of up to 0.97 but is still in the global average range.

Factors causing the not optimal participation of women in politics include:

1. Human Factors

- Lack of awareness of women being active and involved in political activities;
- Women are less conditioned to be involved in politics because they are used to being placed in domestic activities;
- A sense of responsibility to the family so that they are reluctant to participate in politics and sacrifice their family.

2. Social-Cultural Factors

- People's views are influenced by patriarchal culture, placing men in positions of leaders and decision-makers with superior positions, which results in positions that determine public policy in representative institutions and governments are dominated by men.
- Women's entry into the world of politics stems from a normative division between the public and private worlds;
- Patriarchal culture and social values that exist in society;
- There is a perception that politics is dirty.

3. Institutional Factors

- Political education and voter education have not been given optimally, especially in political parties;
- Limited training and strengthening of women's political skills;
- Institutions and organizations in the public sector lack gender awareness and technical capacity related to gender (Wahyudi, 2020).

2.1.3 Mobility, discrimination, and wage gap in the workforce

In Indonesia, women's roles are determined by formal and informal institutions and are enshrined by gender norms. In many cases, these norms severely limit women from exploiting their rights and opportunities in various dimensions, including education, health, and finances. In the 2022 Gender Global Gap report, it is stated that although Indonesia has achieved significant progress in overcoming the gender gap, the gender gap remains high. Indonesia (like most other countries) is experiencing a decline in labor force participation: women leaving the labor force in Indonesia amount to 2.3%. However, in a country with a population of 135 million women and a female participation rate of 56% (aged 15-64 years), this still impacts around 1.3 million women. Both men and women experienced a decline in estimated earnings, although men's scores fell disproportionately, increasing equality. In addition, the number of women working in professional and technical professions has reached parity, while women in legislative, senior, and managerial positions have also increased from 29.7% to 32.4% (Global Gender Gap Report, 2022).

⁹ Wahyudi, V. (2020). Peran Politik Perempuan dalam Perspektif Gender. *Politea: Jurnal Politik Islam*, 1(1), 63-68.

ILO (2020)¹⁰ stated that based on the main findings of the Indonesia brief, it recognizes that women in Indonesia are outpacing men in educational attainment and broadening their skills in STEM disciplines. They are getting better trained and more involved in the workforce. Indonesia is the largest economy in Southeast Asia, characterized by high economic growth driven by strong domestic demand. The service and manufacturing sectors provide 47 percent and 13 percent of wage employment, respectively. The labor force numbers nearly 134 million people, and the share of working-age women participating in the workforce is 51 percent, compared to 78 percent of working-age men. Between 1991 and 2018, women's employment as a share of the working-age population increased from 45 percent to 51 percent. However, women's career development is affected by gender-biased attitudes, which impact recruitment and promotion, work assignments, training, and mobility. Promoting gender diversity in the workplace has proven effective. It presents an opportunity for businesses to embrace gender diversity as part of their core strategy: to increase productivity and profits, retain talent, creativity, innovation, and greater openness. Empowering women with skills demanded in growing industries will lead them to success in business and management.

Indonesia is facing several challenges due to the COVID-19 pandemic. In 2020, the government introduced measures to reduce the risk of transmission, including locking down parts of affected areas, restricting travel, and banning mass gatherings. These measures have reduced domestic demand, altered work arrangements, and disrupted supply chains. As a result, economic growth declined, especially in critical sectors, including tourism, manufacturing, retail and sales, and services. In Indonesia, the impact of the COVID-19 pandemic is gendered. Women are more widely represented in temporary or part-time jobs and are at greater risk of losing their jobs than men. Women also make up the majority of workers in the service sector, which has been hit hard by restrictions to curb the spread of the virus. While this crisis has highlighted the importance of flexible work arrangements and remote work, it has also exacerbated women's double burden in balancing family and work responsibilities.

Creating a gender-inclusive corporate culture and increasing business competitiveness requires eliminating the gender bias within the economy. The gender bias between women and men is often the result of the education they receive from an early age, learned behaviors, and expectations about gender roles from their families, schools, and society. The gender bias influences the way women and men perceive gender equality in the workplace, as well as recruitment and promotion, work assignments, pay, training, and mobility. However, human resource systems and advocacy messages from senior and top management can help foster a gender-inclusive organizational culture.

The results of a survey of companies in Indonesia found that most of these companies agree that gender diversity provides several benefits for their business. Among companies in Indonesia reporting business results, 66 percent reported increased profitability and productivity as well as greater creativity, innovation, and openness, 61 percent reported increased ability to attract and retain talent, 53 percent said their company's reputation had improved, and 46 percent reported better ability to gauge consumer interest and demand. Having equal employment opportunities or diversity and inclusion policies, a gender-balanced workforce, and a female chief executive officer (CEO) are positively associated with achieving better business results. Companies in Indonesia with equal employment opportunities or diversity and inclusion policies are 14 percent more likely to achieve better business results. (ILO, 2020).

Of Indonesian companies, 50 percent said their culture was male-dominated, 34 percent said it was inclusive, and 15 percent said it was female-dominated. Analysis of the survey by gender of the respondents reveals exciting insights. Only 9 percent of men surveyed think their company culture is inclusive, compared to 26 percent of women surveyed. Most men (57 percent) and a considerable part of women (38 percent) report a male-dominated corporate culture (ILO, 2020).

¹⁰ ILO. (2020). *Keberagaman gender di tempat kerja*. Retrieved from: https://www.ilo.org/jakarta/info/public/pr/VVCM5_753493/lang--en/index.htm

2.1.4 Gender-based Violence and SEAH in Indonesia

Building public legal awareness and being aware of Domestic Violence, which is considered taboo by most people, can be a driving force in eliminating domestic violence and social control efforts in eradicating domestic violence.

Violence against women causes suffering and misery for victims and their families and burdens communities worldwide. Most violence occurs in intimate relationships or between people known to each other. Violence against women is a social construction based on community consensus about the roles and rights of men and women. The depiction of cases of sexual violence is like an iceberg phenomenon, where the number of reported cases is not proportional to the actual cases. The problem of violence is a significant social problem that is rooted in cultural traditions. The pattern of violence that is quite prominent from year to year is violence which is divided into three domains, namely family or personal relationships, community, and the state (Asman, 2021).

Several single factors that cause violence against women are socio-cultural factors due to unequal power relations and gender inequality between men and women. This gender inequality can occur in several forms, such as the role of men being more dominant than women in making family decisions, social life, and work matters. Gender inequality can also be caused by the solid patriarchal culture that weakens women's status and strengthens men's position. Men are characterized by aggressiveness and independence, while women are characterized by gentleness, obedience, and love to beautify themselves. The result of this habit is manifested in the form of everyday life; if men are strong, women are weak. If men have to act as leaders, then women are people who are led. This kind of understanding gives rise to the actions of male authority and leads to attempts to dominate women. In their creation, women are considered the weakest creatures (Mishra, 2021; Asman, 2021; Tohirin & Zamahsari, 2021; Angus, 2021). In the public sector, there is often exploitation of women. Meanwhile, men often get privileges (such as having the right to be leaders). (Asman, 2021; Israpil, 2021).

Sexual exploitation, abuse, and harassment (SEAH) can occur in any project or workplace, regardless of the location or industry. For the proposed project, risks of sexual abuse, exploitation and harassment (SEAH) exist in the context of project-supported training and capacity building support, agricultural service provider activities (regarding both potentially exploitative relationships with small holder farmers and contacts between service provider staff and members of the public), and Forest Management Unit (FMU) staff supporting communities in implementing social forestry (see also Gender Assessment in Annex 8a). The project is not expected to exacerbate or worsen SEAH, however it is important to include targeted measures to avoid SEAH risks, ensure a SEAH-protocol within the GRM, and ensure adequate monitoring and reporting on SEAH risk mitigation measures and any incidences/ grievances. Examples of good practices are:

- Developing a survivor-centered GRM protocol
- Ensuring consistent monitoring and reporting on SEAH incidences/ grievances
- Ensuring Project staff is assigned to oversee the implementation of SEAH risk avoidance measures and monitoring
- Develop a code of conduct for all staff, with zero tolerance for SEAH
- Train staff on the code of conduct, SEAH and other important considerations for GESI and social safeguards
- Raise awareness of beneficiaries on SEAH and GRM-protocol

For more detailed information on the avoidance/ risk mitigation measures and monitoring framework, please refer to the Environmental and Social Impact Assessment (Annex 6a), Environmental and Social Management Plan (Annex 6b), and Gender Action Plan (Annex 8a).

2.2 Macro level (policies and laws)

2.2.1 International Commitments

Gender mainstreaming commitments have been voiced globally through the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and Sustainable Development Goals (SDGs). CEDAW establishes universal principles of equal rights between men and women in all areas of life. Meanwhile, the Beijing Platform for Action is a women's empowerment agenda to remove all obstacles to women's active participation in all public and private life areas in economic, social, cultural, and political decision-making. The global commitment to gender mainstreaming is outlined in the SDG 5, which is to achieve gender equality and empower all women and girls. The aim at this point is to end violence and discrimination against women and ensure that they have equal opportunities in all aspects of life.

2.2.2 National Regulations

The Indonesian government has issued regulations related to gender integration in national development. It began with the adoption of the CEDAW, which emphasized the principles of women's human rights, norms and standards of obligation, and the responsibility of the state in eliminating all forms of discrimination against women. The Government of Indonesia ratified CEDAW through Law Number 7 of 1984, in which Indonesia must implement all women's human rights as stated in this convention. In 2000, the Indonesian government issued Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming in National Development. Under this provision, every Minister, Head of a Non-Departmental Government Institution, Secretariat Leader of the Highest/Highest State Institution, Commander of the Indonesian National Armed Forces, Head of the Republic of Indonesia Police, Attorney General of the Republic of Indonesia, Governors, Regents/Mayors have to carry out gender mainstreaming in national development. Integrating gender in development programs, among others, aims to realize gender equality in various fields of development and realize a democratic political system, decentralized government, sustainable development, and participatory community empowerment.

To accelerate gender mainstreaming in national development, the Indonesian government issued a Circular Letter from four Ministers regarding the National Strategy for Accelerating Gender Mainstreaming (PUG) through Gender Responsive Planning and Budgeting (PPRG). The four Ministers are the Minister of National Development Planning (National Development Planning Agency (abbreviated as BAPPENAS), the Minister of Finance, the Minister of Home Affairs, and the Minister of Child Empowerment and Protection. In addition, gender mainstreaming has been included in the national development plan through Presidential Decree Number 18 2020 concerning the National Medium Term Development Plan (RPJMN) for 2020-2024, which is carried out by accelerating the implementation of gender mainstreaming in various development fields at the central, regional and village levels, as well as increasing the role and quality of life of women in various development fields. The Presidential Instruction Number 9 of 2000 encourages every Ministry, Governor, regent/mayor to issue regulations implementing Gender Mainstreaming in their respective scopes of work.

2.2.3 Regulations in West Kalimantan

At the provincial level, gender mainstreaming in West Kalimantan has been included in four policies.

1. West Kalimantan Provincial Medium Term Development Plan for 2018-2023,
2. Governor of West Kalimantan Regulation Number 53 of 2015 concerning guidelines for implementing gender mainstreaming in the development of West Kalimantan Province,
3. Governor of West Kalimantan Regulation Number 15 of 2016 concerning amendments to Implementing Gender Mainstreaming in the Development of West Kalimantan Province and

4. Regulation of the Governor of West Kalimantan Number 61 of 2019 concerning Regional Action Plans for West Kalimantan Province SDGs for 2019-2023.

Meanwhile, policies related to mitigation and adaptation in West Kalimantan are manifested in six policies.

1. Regional Regulation of West Kalimantan Province Number 7 of 2019 concerning Plans for Environmental Protection and Management of West Kalimantan Province;
2. Governor of West Kalimantan Regulation Number 125 of 2020 concerning Regional Action Plans for Reducing Greenhouse Gas Emissions in West Kalimantan Province for 2020-2030;
3. Decree of the Governor of West Kalimantan Number 1215/DLHK/2020 concerning Targets for Reducing and Allocation of Emissions from Deforestation and Forest Degradation in West Kalimantan for 2020-2030;
4. Regulation of the Governor of West Kalimantan Number 201 of 2021 concerning Guidelines for the Implementation of Measurement, Monitoring and Reporting and Mechanisms for Data Exchange for Reducing Emission from Deforestation and Forest Degradation (REDD+) Activities;
5. Regional Regulation of West Kalimantan Province Number 8 of 2021 concerning the Protection and Management of Peat and Mangrove Ecosystems; and
6. Decree of the Governor of West Kalimantan Number 928/DLHK/2022 concerning the Formation of a Working Group on Reducing Emissions from Deforestation and Forest Degradation Plus (REDD+) in West Kalimantan Province.

Unfortunately, the regulations on mitigation and adaptation do not specifically integrate a gender perspective.

The following gender mainstreamed policies exist in the project areas:

- Kapuas Hulu District does not yet have regulations related to gender mainstreaming
- Sintang District has one gender-related regulation, namely Sintang District Head Regulation Number 9 of 2013, concerning the Integrated Service Center for the Empowerment of Women and Children in Sintang District
- Sanggau Regency has two gender-related regulations, namely a) Sanggau Regency Government's Medium Term Development Plan for 2019-2024 and b) Sanggau Regent Regulation Number 26 of 2018 concerning Technical Guidelines for the Preparation of Gender Responsive Planning and Budgeting.
- Ketapang Regency has one gender-related regulation, namely the Ketapang Regency Government Medium Term Development Plan for 2021-2026
- Kubu Raya Regency is the district that has the most gender mainstreaming regulations, namely four regulations, including: a) Kubu Raya Regency Regional Long Term Development Plan 2009-2029; b) Regulation of the Regent of Kubu Raya Regency Number 28 of 2018 concerning Implementation of Gender Mainstreaming; c) Regulation of the Regent of Kubu Raya Regency Number 104 of 2019 concerning the Regional Action Plan for Gender Mainstreaming for 2019-2024; and d) Regulation of the Regent of Kubu Raya Regency Number 50 of 2021 concerning Synchronized and Integrated Gender Data Information Systems.

For mitigation and adaptation policies, five project locations have six policies, including:

- Kapuas Hulu Regency has one regulation, namely Kapuas Hulu Regent Regulation Number 87 of 2021, concerning the Development of the Embau Green Metropolitan Area in Kapuas Hulu Regency.

- Sintang Regency has two regulations, namely a) Sintang Regency Regional Regulation Number 1 of 2016 concerning Environmental Protection and Management in Sintang Regency; and b) Sintang Regent Regulation Number 31 of 2020 concerning Amendments to Sintang Regent Regulation Number 18 of 2020 concerning Procedures for Land Clearing for Communities in Sintang Regency.
- Sanggau Regency has two regulations, namely a) Sanggau Regent Regulation Number 2 of 2017 concerning Guidelines for the Formation of the Environmental Impact Assessment Commission for Sanggau Regency and b) Sanggau Regent Regulation Number 8 of 2013 concerning Environmental Protection and Management
- Ketapang Regency does not yet have regulations related to mitigation and adaptation in its regulatory system
- Kubu Raya Regency has one regulation, namely Kubu Raya Regent Regulation Number 11 of 2020, concerning Types of Business Plans and or Activities that document environmental management efforts and environmental monitoring efforts must accompany them.

2.2.4 Ensure Men and Women equality participate in and benefit from the project

Increasing community resilience to climate change in project areas is very helpful, especially for women, because women have control even in household activities. For this reason, improvements are needed in terms of women's involvement by inviting them to actively participate in activities. Gender issues can be integrated into land-based mitigation and adaptation by looking at women's rights that need to be guaranteed so that women's capacity can significantly increase and provide support for meeting family needs (questionnaire by respondents at the district level 2023).

Conclusions for the Project

- Indonesia's gender equality at global level has only achieved a GGGI score of 0.697, ranking it 87th globally and 7th among ASEAN countries. Despite some significant progress, the gender gap persists. Gender norms severely limit women from exploiting rights and opportunities including education, health, and finances and career development.
- Gender based violence (GBV) is a significant problem that is rooted in socio-cultural factors and the solid patriarchal structures. Building awareness can be a driving factor to eliminate GBV, including domestic violence.
- Gender mainstreaming commitments have been made at international, national and provincial (West Kalimantan) level. The Indonesian government makes efforts to accelerate gender mainstreaming through gender responsive planning and budgeting (PPRG), however, gender has not been integrated into regulations governing mitigation and adaptation to climate change at national and regional level. Likewise, it has also not been included in policies, programs or activities in the environmental and forestry sector at the DLHK because it has not been considered a priority.

3. Gender dimensions in the sector

3.1 Meta level

3.1.1 Women's and Men's Division of Labor and Access to and Control over Resources

Women and men perform different part in agriculture and plantation activities. Men perform work such as preparing land, preparing irrigation, and harvesting. Meanwhile, women perform work such as preparing seeds, planting, spraying, and harvesting. The harvest is sold to collectors for profit. However, regarding decision-making in agriculture and plantation work, it is done by men and women just following along (a result of discussion with Subur Makmur Farmers Group & Makmur Women Farmers Group in Sintang, 23 May 2023).

Even though women are allowed to participate in agriculture and plantation activities, inequalities remain. Access to information and training for the program will only be obtained by people with higher education and those are financially stable. Meanwhile, women are expected to take care of too much domestic affairs thereby impeding access to information and education. Accordingly, the roles taken in activities outside the household still need to be improved and expanded. Even though women's access to activities related to environmental management has been opened, control is still in the hands of men. Reluctance to get involved due to ignorance is one of the reasons why women at the grassroots level do not participate in environmental management (questionnaire by respondents at the district level, 2023).

Since women are expected to fulfil additional task in the household, they are impeded from increasing their capacity for forest utilization. Women are given a role in processing, marketing, and managing finances. Meanwhile, men play a role in land preparation and cultivation. In forest protection, women are rarely involved in decision-making because they are considered too busy and have to bear a lot of domestic activities (questionnaire by respondents at the district level, 2023).

3.1.2 Potential Barriers to Women's Participation

Other obstacles that prevent women from developing their potential include: 1) women are reluctant to be involved in activities that are not certain to provide additional income; 2) do not have free time to get involved in activities because there are too many domestic affairs; 3) there is no division of roles in managing domestic affairs between women and men who are already married; 4) ideas given by women are often ignored; 5) the lack of women's relations with the market thereby hindering women's access to promoting climate-resilient value chains; 6) the mindset that exists in society that women cannot do heavy work and cannot work alone; 7) lack of knowledge about digital so that access to product promotion is not maximized; 8) there is no specific assistance for programs or activities for women's groups (Source: 1 to 8 abstracted from the answers to the questionnaire in the working group at the district level, May 23 2023); 9) Catholic women's groups were facilitated to form groups for activities in agriculture, but the lack of intensive assistance, and the domestic workload made them leave the garden without harvesting (results of interviews with women and village leaders in Kubu Raya, May 20 2023); 10) gender has not been determined as a priority indicator from the institution responsible for integrating gender in the forestry sector so there are no planned and sustainable gender mainstreaming activities in the micro sector; 11) there are certain activities that do not involve women because they require extra energy, for example loading fruit, so women are placed in administrative activities (Presented by representatives of Plantation Companies at the Sintang District FGD, May 23, 2023).

3.1.3 Prevent gender-based violence and discrimination

West Kalimantan already has Regional Regulation Number 3 of 2015 concerning implementing the Protection of Women from Violence in the target area. Until now, accurate and updated data on violence against women in West Kalimantan is still challenging to obtain. However, that does not mean any violence against women in West Kalimantan. The mass media covers several severe cases, which often end in fatalities. Data on case records at the Commission

for the Protection of Women and Children in 2019 shows 1,300 violence cases against women. Most of the data was obtained from data on cases or issues handled by 359 Religious Courts at the district or city level. In West Kalimantan, the figure reaches 90%.

One of the villages in Kubu Raya District already has a Village Regulation related to Sexual Violence. There have been seven cases related to sexual violence reported to the team or task force that handles explicitly sexual violence in the village. The assistance has reached the Court. Encouragement for women who are victims of sexual violence and members of the public who see incidents related to sexual violence to report to the team or task force continues, one of which is by picking up the ball if the team knows that a member of the public has been affected by sexual violence. The obstacle experienced by the team was the fear of victims and witnesses reporting because there was a fee being collected, even though there was no charge at the time of reporting until handling took place, which was borne by the victims and witnesses. In addition, the feeling of shame and worry about the views of the surrounding community makes victims reluctant to report (source: results of interviews with representatives of community leaders and LPHD Kubu Raya, 20 May 2023).

Preventing and dealing with gender-based violence and discrimination that occurs in villages can be done by:

- increasing the sensitivity of stakeholders, including project implementers;
- making SOPs with a gender perspective;
- dissemination of justice and gender equality and the impact on people's lives;
- Involving young people from villages that are pilot projects to participate in campaigning for justice and gender equality (source: results of questionnaires at the district level, 2023, 2023) and
- Carrying out actions or methods of following up with victims and witnesses related to allegations of gender-based violence and discrimination (source: results of interviews with representatives of community leaders and LPHD Kubu Raya, 20 May 2023).

3.1.4 Vulnerabilities faced by women and men in the context of climate change impacts

There is an inequality of access to and opportunities for knowledge entering the village. This inequality reduces the speed of women's adaptation to climate change. Opportunities to obtain different information from women and men make vulnerability visible when implementing mitigation and adaptation projects. This is also exacerbated by the impact of climate change in the site area, where there are fewer and fewer sources of livelihood from nature, forcing men to return to logging. For example, in Kubu village, coconut farmers are starting to be affected by flooding due to mangrove logging activities. Women in vulnerable communities are usually only initially involved but tend to be listeners rather than positioning themselves as negotiators or participating in decision-making. Women will only express their opinions if asked (Source: results of filling in the questionnaire at the district level, 2023).

Global climate efforts are gradually shifting towards a more balanced approach to adaptation and mitigation. Gender-responsive actions are recognized as necessary in the climate change agenda, particularly adaptation and mitigation. Gender equality and women's empowerment are the keys to the success of all multilateral agendas, including the 2030 agenda and all future climate action (UNDP, 2022). On the other hand, vulnerability is a function of socioeconomic, geographical, demographic, cultural, political, and environmental factors. Therefore, different groups have different vulnerabilities based, in part or in whole, on their sex, age, social status, health, wealth/poverty, and other sociocultural characteristics.

Climate change disproportionately affects vulnerable groups, especially women in rural communities. Women are often poorer, receive less education, and are excluded from the political, community, and household decision-making processes that affect their lives. Such economic and social inequalities mean that women have fewer assets and fewer means to deal with the

negative impacts of climate change. The tendency of women and girls to depend more on natural resources for their livelihoods also increases their vulnerability. Cultural norms regarding gender roles sometimes limit women's ability to make quick decisions in disaster situations. Women's individual and collective knowledge and experiences in natural resource management and other social activities at the household and community level equip them with unique skills beneficial for adaptation.

3.1.5 Vulnerability faced by Dayak women in the context of climate change

The position and role of Dayak women in the social structure is in the domestic sector. Apart from caring for domestic affairs, they also still help earn a living, for example, after preparing food for their husbands and children and then leaving for the forest and fields to work for a living or going to the rice fields and rubber plantations before sunrise. And then to the areas to look for wooden branches to bring home as material for making a fire for cooking. For Dayak women, this is not considered a burden, but it is a woman's or wife's duty. According to customs, women do not have a voice in decision-making in the household. Women are not allowed to argue or fight against their husband's decisions. This shows that the culture of the Dayak tribe is still thick with a patriarchal system. The legitimacy of the Benawan Dayak community has yet to place women in an equal position with men in policy making; this has been proven in the last ten years. There has never been a woman running for village head. Because women in the Dayak community are only seen in the construction of roles and status in the household, community structure, and traditional structures, in another case, related to oil palm development in West Kalimantan, Dayak women are very vulnerable to being disproportionately affected by palm oil management because Dayak women have unequal access to land, resources, and opportunities. Women's workforce still needs to be belittled and paid low wages, including not being given access to play a role as a leader and make decisions in public forums, so women's interests are often underrepresented in public spaces (Bowman, 2022; Niko, 2020).

3.2 Macro level (policies and laws in sectors).

Through the Ministerial regulation, the Ministry of Environment and Forestry No. 31 of 2017 on gender mainstreaming, the institution is abode with the national regulations on gender mainstreaming. Gender-responsive strategic planning of the Ministry of Environment and Forestry 2020-2024 has been established. All thirteen of its echelons have had a gender focal point under one coordination (Source: GIZ, 2020). Meanwhile, West Kalimantan Province already has regulations related to Gender Mainstreaming and integrating them into the regional medium-term development plan but does not yet have operational regulations relating to the integration of gender in the environmental and forestry fields. As a result, the implementation of Regulations related to gender mainstreaming and the implementation of environmental and forestry management regulations are still running separately and are not yet related to each other.

Indonesia's commitment to mainstreaming gender is carried out in the social, economic, political, health, education, environmental and forestry sectors. In the forestry sector, Minister of Forestry Decree Number 528/MENHUT-II/PEG/2004 concerning Guidelines for Implementation of Gender Mainstreaming in Forestry Development and Minister of Forestry Regulation Number P.65/MENHUT-II/2011 concerning Guidelines for Gender Responsive Planning and Budgeting have been issued. The purpose of this regulation is to provide direction for leaders and ranks of work units within the Ministry of Forestry in preparing gender-responsive planning and budgeting. Along with the merger of 2 (two) ministries of Forestry and the Ministry of Environment in 2014, in 2017, a Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.31/MENLHK/SETJEN/SET.1/5/2017 concerning Implementation Guidelines was issued Gender Mainstreaming in the Environment and Forestry Sector. This regulation was issued to encourage, make effective, and optimize gender mainstreaming

efforts in every planning, formulation, implementation, monitoring, and evaluation of policies, programs, and activities in the environmental and forestry sector.

The implementation and acceleration of gender mainstreaming is an integral part of all activities—work units within the scope of the Ministry of Environment and Forestry. In addition, this regulation is a refinement of the two previous regulations mentioned above.

In addition to making gender mainstreaming policies, the Ministry of Environment and Forestry has created a gender mainstreaming roadmap so that the implementation of gender mainstreaming in the Ministry of Environment and Forestry is more focused and systematic. The Ministry of Environment and Forestry's Gender Mainstreaming Roadmap for 2020-2024 has the following objectives:

- Map the progress of PUG implementation at the Ministry of Environment and Forestry.
- Identify strategic gender issues in order to accelerate PUG implementation.
- Arranging stages of PUG implementation at the Ministry of Environment and Forestry.

Meanwhile, the regulations of the Ministry of Environment and Forestry related to climate change include:

1. Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.32/MenLHK/Setjen/Kum.1/3/2016 concerning Forest and Land Fire Control, which aims to standardise norms, criteria, and guidelines for planning, organizing, operational implementation, monitoring, and evaluation in the implementation of 'dal-karhutla' (stands for Forest and Land Fire Control) businesses/activities/actions for related parties, so that the effectiveness and efficiency of forest and land fire control is guaranteed;
2. Decree of the Director General of Climate Change Control Number SK.3/PPI/SET.8/OTL.0/1/2021 concerning the Action Plan for Bureaucratic Reform of the Directorate General of Climate Change Control for 2020-2024, which aims to provide direction in implementing bureaucratic reform of the Directorate of Control Climate Change to run effectively and efficiently, measurable, consistent, integrated and sustainable;
3. Regulation of the Director General of Climate Change Control concerning the Organization and Work Area of Manggala Agni, which aims to provide guidelines regarding the organization and work area of Manggala Agni so that the implementation of forest and land fire control activities can run effectively and efficiently; and
4. Regulation of the Director General of Climate Change Control Number P.4/PPI/API/PPI.6.3/2021 concerning Guidelines for Implementing the Climate Village Program, which aims to serve as directions and guidelines in implementing the climate village program.

This data shows that the Legal Foundation for promoting justice and gender equality through the Gender Mainstreaming strategy in Indonesia is very strong. Even the Indonesian Ministry of Environment and Forestry received the Parahita Ekapraya Award in two consecutive periods in the highest category. Unfortunately, based on interviews with government staff at the district level, it was stated that gender was not yet the main performance indicator for the department dealing with forestry issues, so that gender integration was not a top priority in the development of policies or programs related to forestry. Therefore, the Green Climate Fund (GCF) project needs to substantially support the formulation of a gender-responsive legal framework in the forestry sector in the regions in accordance with existing regulations at the national level. In addition, it is necessary to facilitate the preparation of a Roadmap for Gender Mainstreaming in the field of environment and forestry as a guideline for related agencies (Dinas Lingkungan Hidup dan Kehutanan) in integrating a gender perspective in policies, programs or activities with measurable performance indicator targets every year.

The ministry responsible for gender in Indonesia is the Ministry of Women's Empowerment and Child Protection. Under the mandate of Presidential Instruction Number 9 of 2000 con-

cerning Gender Mainstreaming in National Development, this ministry must encourage all ministries in Indonesia (including regional heads at the provincial and district/ city levels according to their main tasks and functions) to implement Gender Mainstreaming. To accelerate the implementation of gender mainstreaming in Indonesia, the Gender Mainstreaming Driver Institutions, namely the Ministry of Women's Empowerment and Child Protection, the Ministry of the National Development Planning Agency (Bappenas), the Ministry of Finance, and the Ministry of Home Affairs issued a circular letter of four Ministers concerning the National Strategy for Accelerating Gender Mainstreaming through Planning and Gender responsive budgeting (namely PPRG) in 2012.

Each Minister/ Governor/ regent must implement PUG according to their authority. In the environmental and forestry sector, the Ministry of Environment and Forestry is responsible for integrating gender into its policies/programs and activities. This ministry issued a Regulation of the Minister of Environment and Forestry of the Republic of Indonesia in 2017 concerning Guidelines for Implementing Gender Mainstreaming in the Environment and Forestry Sector. This institution was very innovative and finally received the highest award in implementing Gender Mainstreaming, namely the Parahita Eka Praya award for the highest category, namely Mentor. International funding institutions have activities, among others.

1. GIZ FORCLIME (Forest and Climate Change Programme)

The program's overall objective is to reduce greenhouse gas emissions from the forest sector while improving the livelihoods of Indonesia's poor rural communities. In order to achieve this goal, the program team will support the Indonesian Government in the design and implementation of various legal, policy-related, and institutional reforms aimed at the conservation and sustainable management of forests at the local, provincial, and national levels.

2. CIWT UNDP (Combatting Illegal Wildlife Trade (CWT))

Is the project to help the Government reduce the volume of unsustainable wildlife trade and the rate of loss of globally significant biodiversity in Indonesia and East and South-east Asia

3. MFP4 (Multi-stakeholder Forestry Programme Fase 4)

A program of cooperation between the Indonesian Government through the Ministry of Environment and Forestry (KLHK) and the UK's Department for International Development (DFID) to strengthen forest governance and market reforms to reduce the illegal use of forest resources.

4. FIP (Forest Investment Program)

The Forest Investment Program (FIP) supports developing countries' readiness efforts in implementing REDD+ by providing financing to improve infrastructure and institutional readiness to assist adaptation to the impacts of climate change on forests, improved sustainable forest management or Sustainable Forest Management (SFM), which reduces emissions and protects carbon stores, as well as contributes to increasing access to the multiple benefits of forest resources, including conservation, biodiversity, protection of local community rights, poverty reduction, and increasing the welfare of rural communities.

3.3 Meso level (Institutions in the sector)

3.3.1 District level initiatives to empower women

The pilot project districts have implemented gender mainstreaming, including gender-responsive planning and budgeting. One form of the district has carried out gender mainstreaming, namely forming LPHD. For example, Sintang Regency has increased farmers' welfare by 325% by forming several clusters, for example, farmer clusters, fish clusters, etc. Communities are encouraged to maximize the processing of agricultural products in order to provide benefits

to the broader community. Most of the women involved in programs in Sintang are in the environmental sector. The Sintang District Government emphasizes the involvement of women in environment-based activities, including cooperation with NGOs. NGOs collaborating with the Sintang District Government always emphasize involving women in every activity, including women encouraged to participate in coordination activities in village areas. One of the obstacles encountered in activities carried out at the village level is cultivating.

In addition, the district government has collaborated with universities to compile academic papers and district heads' regulations related to protecting forests and the environment in village areas. The district government and universities also collaborated to form assisted villages and sent students to carry out activities and research related to the environment and forestry in the assisted villages. Other activities the local government gives to farmer groups in the village are related to rubber. Since 2006, assistance has been given to superior rubber seeds, and it can be carried out until 2023 by generating good income. In addition, there is also an agroforestry program that combines forests with plantations (Abstracted from the remarks of the Regional Secretary of Sintang Regency, 22 May 2023).

3.3.2 Initiative to involve women in forest management and social forestry programs

Based on the results of FGDs in Sintang District, information was obtained that women's involvement in forest management in three villages in Sintang District was greater than that of men, especially after the Village Forest Management Agency (LDPH) was suspended due to the pandemic. It happens because men work more outside to earn money, so women manage forests, especially in farming activities. The representation of women in LDPH management, which previously did not exist, decreased from 14 to eight people. In addition, out of 30 KUPS, 27 KUPS are specifically for women, and three other KUPS are for men. This is to support the management of forest products, done mainly by women. This includes protecting the forest, and women are more reliable than men. Men mostly cut wood and then sell it, while women look after and care for it so that the forest can indeed be maintained by women (LDPH, Sintang District FGD, May 23, 2023).

Another example that the involvement of women and men in work is similar can be seen in an oil palm plantation in the Sintang District. More women are working in oil palm plantations because women are considered to work better and are more detailed in nurseries and treatments. Likewise, women who occupy managerial positions also exist in the management of oil palm plantations, including those related to fulfilling the leave rights of women working in oil palm plantation companies (Plantation Companies, Sintang District FGD, May 23, 2023). However, between the central government, regional governments, and NGOs there is no synchronization regarding the provision of assistance needed at the site level. The institutions that arrived at the site level only arrived at the question of what was needed, but there was no continuity and monitoring for the implementation of the programs/activities/training provided. This happened due to limited available resources, lack of socialization related to activities or programs, especially those related to Gender Mainstreaming. In addition, there are inadequate regulations, only a few are related to regulations regarding gender mainstreaming, the structure of working groups has not been formed much, some have been formed but have not run as they should. In addition, reporting and monitoring that are not yet integrated with gender result in programs or activities that are not optimally integrated with gender. Local governments do not yet have disaggregated data related to land-based mitigation and adaptation, making it difficult for women's groups to be detected and receive assistance (Abstracted from the answers to the questionnaire in the working group, 2023).

3.3.3 Actors or initiators in the target area who promote gender equality

Concerning the projects being carried out, there are extensive opportunities for collaboration involving several actors. The actors invited to the FGDs conducted in Kubu Raya and Sintang Districts came from representatives of the Regional Secretaries, Representatives of the Regional People's Representative Council (DPRD), Regional Development Planning Agency, Research and Development (abbreviated as Bappedalitbang), Women's Empowerment Office,

Child Protection and Family Planning (abbreviated as DP3AKB), Food and Agri-culture Security Service (abbreviated as DKPP), Environment and Forestry Service (abbreviated as DLHK), Forest Management Unit (abbreviated as KPH), Forest Farmers Group (ab-breviated as KTH), Investment and Licensing (abbreviated as DPMP), BKT, Regional Disas-ter Management Agency (abbreviated as BPBD), Village Head Representative, Working Group on Prevention and Eradication of Forest Destruction (abbreviated as P3H), Gender Mainstreaming Working Group (abbreviated as Pokja PUG), REDD+ Working Group, Working Partners (owners of venture capital such as PT), Representatives of Forestry Village Man-agement Institutions (ab-breviated as LPHD), Representatives of Social Forestry Business Groups (abbreviated as KUPS), Representatives of Women Farmers Groups (abbreviated as KWT), Representatives of Village Women, Experts, GIZ, Planet Indonesia Foundation, Foundation National Kapital Indonesia, Blue Forest, USAID, and Canopy Sintang.

3.4 Micro level (target group)

The West Kalimantan Province's Gender Development Index (GDI) is 86.95, lower than Indonesia's GDI of 94.26.

Table 4: GDI West Kalimantan Province & 5 Districts Project Locations Year 2022

Province/ District	Life Expec- tancy		Expected Years of Schooling		Mean Years of School- ing		Expenditure per Capita		GDI
	M	F	M	F	M	F	M	F	
Sanggau	69,46	73,30	11,61	11,57	7,89	6,89	12.705	4.400	81,19
Ketapang	69,05	73,05	11,83	11,77	7,97	6,92	12.868	6.914	88,60
Sintang	69,87	73,73	11,93	12,24	7,49	6,51	12.615	5.846	86,73
Kapuas Hulu	70,63	74,34	12,71	12,08	7,97	6,95	10.243	4.935	84,95
Kubu Raya	68,60	72,64	13,83	13,88	7,72	6,81	13.522	5.298	84,30
Kalimantan Barat	68,87	72,74	12,62	12,94	7,94	6,93	13.391	6.165	86,95

Source: KPPA, 2022

Based on the data in Table 2.2, it can be seen that only Ketapang Regency has a higher GDI than the GDI of West Kalimantan Province and the GDI in four other districts. Regarding the components of life expectancy for men and women, four districts, namely Sanggau, Ketapang, Sintang, and Kapuas Hulu, are higher than the provinces of West Kalimantan and Kubu Raya. For boys, the longevity of schooling for boys in Kapuas Hulu and Kubu Raya districts is higher than that of West Kalimantan Province and three other regencies, while the longevity of schooling for girls in Kubu Raya district is the highest of other regencies and West Kalimantan province. The average length of schooling is the highest for both boys and girls compared to the districts and provinces of West Kalimantan, namely Kapuas Hulu District. As for the share of expenditure per capita, especially women, the highest is in Ketapang Regency, and the lowest is in Sanggau Regency. In short, it can be concluded that in the five districts, namely Sanggau, Ketapang, Sintang, Kapuas Hulu, and Kubu Raya, there is a gender imbalance in the dimensions of the average length of schooling and per capita spending, where the achievements of women in these two dimensions are consistently lower than those of men. - man. Conditions like this also occur in West Kalimantan Province.

Table 5: GEM of West Kalimantan Province and 5 Project Districts in 2022

Province/ District	Women's In- volvement in Parliament (%)	Women as Pro- fessionals (%)	Women's In- come Contribu- tion (%)	GEM
Sanggau	17,50	47,70	32,78	69,77
Ketapang	8,89	49,46	25,42	55,80
Sintang	12,50	48,31	32,26	63,97
Kapuas Hulu	6,67	46,54	41,41	63,13

Kubu Raya	20,00	47,11	34,83	73,04
Kalimantan Barat	16,92	46,89	35,19	71,14

Source: KPPPA, 2022

Table 2.3 shows that the highest Gender Empowerment Measurement is in Kubu Raya Regency, 73.04, exceeding West Kalimantan Province. The highest gender disparity occurs in the involvement of women in Parliament, which has not yet reached 30%. The lowest number of women's involvement in Parliament was in Kapuas Hulu (6.67%), followed by Ketapang (8.89%). Sintang (12.50%), Sanggau (17.50%) and the highest in Kubu Raya (reaching 20%). Only Sanggau District has higher women's political participation than the average in West Kalimantan. Another gender inequality occurs in women's income contribution. In the five project location districts, women's income contribution was consistently lower than men's, ranging from 25.42% (in Ketapang district) to 41% in the Kapuas Hulu district.

3.4.1 The situation of women and men in project target areas

Based on group discussions with several community members in the village, information was obtained that women and men share roles in forest and land use. Women's groups in land use carry out activities to plant ginger, basil, and commodities, which are carried out on an ongoing basis (Source: results of the questionnaire at district level, 2023). In one Women Farmers Group, there are seven farmer groups (abbreviated as poktan), and each poktan has 140 female members. Jaya Bersama Women Farmers Group is one of the Women Farmers Groups that empowers female members for agroforestry activities. The Women Farmers Group has been working with Forest Stakeholders Units (abbreviated as KPH), the Department of Agriculture, NGOs, and facilitators. The forms of cooperation that are often carried out between the Women Farmers Group and partners include seed assistance with agricultural equipment, and some are related to agroforestry programs, including working with the Peat and Mangrove Restoration Agency (called BRGM). The accessibility of women's groups to obtain tools and assistance that are useful for agroforestry activities is high. However, even though they receive assistance, it is undeniable that all this assistance comes from more than just the government. The government can provide little assistance related to agroforestry. One of the activities that have been carried out to strengthen the role of women is through training for women's groups related to increasing the creative economy. For example, basket weaving training, making delivery goods creations, and packing home industry goods so they are ready to sell. Usually, the training activities are carried out in collaboration with Dekranasda, the Office of Cooperatives, Industry, and Trade, and the Women's Bridal Makeup Organization (result of discussion with Subur Makmur Farmers Group & Makmur Women Farmers Group in Sintang, 23 May 2023).

In addition to KWT, the village government has recently formed KUPS (Social Forestry Business Group) under the Village Forest Management Agency (LPHD). The LPHD will later collaborate with the Forest Management Unit (KPH), the Forestry Service, and the Ministry of Environment and Forestry. KUPS aims to ensure that programs owned by districts under LPHD can be implemented and are right on target with the community. Meanwhile, there are only three KUPS, where each KUPS must include a gender perspective in the programs/activities being carried out. Because it had just been formed, the management structure in KUPS still needed to represent women. Women can become part of the management structure in the future because the KUPS must still represent justice and gender equality. It is hoped that in the future, women can be involved in activities carried out by KUPS, bearing in mind that women have many skills that can be explored according to the needs of the program/activity itself (Abstracted from the results of discussions with LPHD in Kubu Raya Regency, 20 May 2023).

This data shows that women play a role in carrying out various forestry activities but have yet to be substantively involved in institutions at the village level, namely the Village Forest Management Institution (LPHD). Women have not been involved as LPDH managers because there is no gender sensitivity of community leaders, and they consider women's primary

responsibility to be domestic affairs. Increasing gender sensitivity at the village level, both for village officials, LPHD, and KUPS, needs to be done so that every activity they carry out always takes gender sensitivity into account, both when identifying needs, designing programs/activities, planning, designing budgets, implementing and monitoring and evaluating them. In addition, it is necessary to conduct leadership training for women at the village level to be significantly involved in organizations at the village/site level (Abstracted from the results of discussions with LPHD in Kubu Raya Regency, 20 May 2023).

Conclusions for the project

- Women play a significant role in carrying out various forestry activities, but inequalities remain with regard to access to information and training. It is important to ensure active involvement of women in capacity-building activities for forest utilization and forest protection so that women's rights significantly increase.
- Women's individual and collective knowledge and experience in natural resource management and other social activities (both at the household and community levels) equip women with unique skills to engage in land-based mitigation and adaptation activities. However, women are rarely involved in making forest management decisions. For this reason, it is necessary to increase the active involvement of women in forest management and decision-making, starting from designing, planning, and implementing to monitoring and evaluating the benefits of land-based mitigation and adaptation activities.
- At the provincial level, West Kalimantan does not yet have operational regulations related to gender integration in the environmental and forestry sector. Therefore, regulations related to gender mainstreaming and the implementation of environmental and forestry management regulations are still running separately and are not yet related to each other. It is important to review the regulatory framework and to develop gender mainstreaming material for KLHK/DLHK.
- Inequality of access and opportunities to acquire knowledge at the village level reduces the speed of women's adaptation in dealing with climate change. Opportunities to obtain information that are not the same between women and men make vulnerability visible when implementing mitigation and adaptation projects.
- There are potential actors/agencies involved in adaptation and mitigation actions. However, there is no synchronization regarding providing assistance needed at the site level, particularly concerning Gender Mainstreaming. It is essential to strengthen and develop collaboration between related actors and institutions in integrating gender mainstreaming in land-based mitigation and adaptation actions.
- Cases of sexual violence occur in the field, but their handling is not optimal because they are still considered taboo. For this reason, it is necessary to strengthen gender sensitivity, especially in handling victims to stakeholders, including project implementers. It is necessary to develop SOPs with a gender perspective by taking sides with victims and using young people to campaign against sexual violence based on justice and gender equality.
- No affirmative action regulation requires women's involvement in land-based adaptation and mitigation activities. Therefore, the determination of the minimum percentage of women's representation in the Forest Management Village Institution (LDPH) will increase fairness and gender equality in the utilization of forest products.
- The most significant contributor to the gender gap is the economic aspect. Meanwhile, important contributor to gender views are legislative membership and the income distribution of women in the family. Accordingly, efforts need to be made to create job opportunities for women in Social Forestry Enterprises through minimum policy affirmations, to provide leadership training for women who are KWT (Women Farmers Group) members they can manage the organization more professionally, and to encourage women's representation and administrators in formal institutions such as Village Owned Enterprises (BUMDES), as well as other institutions related to land-based mitigation and adaptation such as Village Forest Management

Groups (KPHD), Social Forestry Business Groups (KUPS), LPHD (Village Forest Management Institute).

- The project should improve collaboration between organizations responsible for integrating a gender perspective and technical institutions directly accountable for development in the environmental and forestry regarding the same vision regarding gender mainstreaming so that policies, programs, and activities can run well and are carried out with the principles of justice and gender equality.

4. Gender responsiveness and expertise, as well as gender equality in the partner organisation(s)

4.1 Political Partners

Following the Presidential Decree Number 9 of 2000 on gender mainstreaming in national planning, The Ministry of Environment and Forestry has imposed gender-responsive planning, implementation, monitoring, and evaluation of its policies, programs, and activities. In order to ensure gender mainstreaming in the organization. MoEF issued Decree of the Minister of Forestry Number 528/MENHUT-II/PEG/2004 concerning Guidelines for Implementation of Gender Mainstreaming in Forestry Development and Minister of Forestry Regulation Number P.65/MENHUT-II/2011 concerning Guidelines for Gender Responsive Planning and Budgeting to provide direction for leaders and ranks of work units within the Ministry of Forestry in preparing gender responsive planning and budgeting. In 2017, the Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.31/MENLHK/SET-JEN/SET.1/5/2017 concerning Guidelines for Implementing Gender Mainstreaming in the Environment and Forestry Sector was issued. This regulation was issued to encourage, make effective, and optimize gender mainstreaming efforts in every planning, formulation, implementation, monitoring, and evaluation of policies, programs, and activities in the environmental and forestry sector. Implementing and accelerating gender mainstreaming is an integral part of all activities. Work units within the scope of the Ministry of Environment and Forestry. The Ministry of Environment and Forestry has also created a roadmap on gender mainstreaming with the intention that implementing gender mainstreaming in the Ministry of Environment and Forestry is more focused and systematic. The Ministry of Environment and Forestry Gender Mainstreaming Roadmap 2020-2024 has the following objectives:

- Map the progress of PUG implementation at the Ministry of Environment and Forestry;
- Identify strategic gender issues in order to accelerate PUG implementation and
- Arrange phases of PUG implementation at the Ministry of Environment and Forestry.

The Ministry of Environment and Forestry (KLHK) is holding a Gender Mainstreaming Competition for Echelon I and Echelon II Units in 2020 and 2021, developing a market for ideas by training new State Civil Apparatus continuously (4 periods have been carried out) so that the State Civil Apparatus of the Ministry of Environment and Forestry understands gender and makes gender justice and equality a guideline for attitude, behavior, and work naturally; The Ministry of Environment and Forestry (KLHK) received the award of 'Anugrah Prahita Eka Praya' with status 'mentor'.

Nevertheless, horizontal and vertical coordination with regional governments at the provincial and district levels, especially in integrating gender in the development of the environmental and forestry sector, has not yet been implemented, so gender mainstreaming (PUG has not been carried out in an integrated manner in environmental and forestry development at the regional and regional levels) footprint.

The availability of data disaggregated by sex in the scope of environment and forestry is not yet available in an up-to-date and adequate manner, even though this data is very much needed in designing a project to monitor and evaluate its results to provide fair and equal benefits for women and men and groups. . Externally, there are still sociocultural values that prevent women from being able to play a strategic role in decision-making.

Kubu Raya District and Sintang District

Kubu Raya district has the most gender mainstreaming regulations, 4 (four) regulations, including:

1. Kubu Raya Regency Regional Long-Term Development Plan (2009).-2029
2. Regulation of the Regent of Kubu Raya Regency Number 28 of 2018 concerning the Implementation of Gender Mainstreaming

3. Regulation of the Regent of Kubu Raya Regency Number 104 of 2019 concerning the Regional Action Plan for Gender Mainstreaming for 2019-2024
4. Regulation of the Regent of Kubu Raya Regency Number 50 of 2021 concerning Synchronized and Integrated Gender Data Information Systems)

Sintang District has one gender-related regulation, namely Sintang District Head Regulation Number 9 of 2013 concerning the Integrated Service Center for the Empowerment of Women and Children in Sintang District). However, both Kubu Raya and Sintang do not yet have gender mainstreaming regulations in the environmental and forestry sectors.

4.2 Implementing partners

Although the policy regarding Gender Mainstreaming in the environmental and forestry spheres has been established, the implementation stage is still experiencing internal and external obstacles. Regarding internal barriers, the institutions responsible for integrating gender in planning, budgeting, implementing, monitoring, and evaluating environmental and forestry policies, programs, or activities are not yet gender sensitive. The availability of gender-sensitive human resources does not yet support them. In addition, gender mainstreaming regulations in the environment and forestry sector are not yet been operationalized in regional rules of a similar nature as a reference for related agencies in carrying out gender mainstreaming in the environmental and forestry sector in the regions. The availability of sex-disaggregated data in the ecological and forestry scope is also not available in an up-to-date and adequate manner. Meanwhile, externally, socio-cultural values still prevent women from being able to play a strategic role in decision-making.

Understanding of the gender concept is growing at the community and government levels. Such a concept is emerging, although capacity improvement is still needed in a general sense of gender equality and gender mainstreaming. Kubu Raya District, which is a pilot project, has carried out gender mainstreaming, one of which is forming a Social Forestry Business Group (KUPS) under the Village Forest Management Agency (LPHD), where the LPHD collaborates with Forest Management Units (KPH), the Forestry Service, and the Ministry of Environment and Forestry. The establishment of KUPS is intended so that programs owned by the Regency can be implemented right on target in the community where planned programs must incorporate a gender perspective. However, the representation of women in KUPS management in Kubu Raya Regency does not yet exist because the KUPS has not yet been formed, so the core board is 2 (two) male representatives from each village. In addition to creating the KUPS, Kubu Raya Regency also has a Women Farmers Group (KWT). Every KWT has seven farmer groups, each consisting of 140 (one hundred and forty) women. KWT Jaya Bersama is one of the KWTs that empowers female members for agroforestry activities. KWT has collaborated with KPH, Agriculture Office, NGOs, and facilitators. The form of cooperation that is often carried out between KWT and partners is in the form of seed assistance and assistance with agricultural equipment, and some are also related to programs related to agroforestry, including working with BRGM (stands for Peat and Mangrove Restoration Agency). One of the activities that have been carried out to strengthen the role of women is conducting training for women's groups related to increasing the creative economy. For example, basket weaving training, making delivery goods creations, and packing home industry goods so they are ready to sell. Usually, the training activities are carried out in collaboration with the Department of Industry and Trade Micro Business Cooperations (Dekranasda), the Office of Cooperatives, Industry, and Trade, and the Women's Bridal Makeup Organization.

The Sintang district government emphasizes the need for women's involvement in environment-based activities, including cooperation with NGOs. NGOs working with the Sintang District Government always try to involve women in every activity, including proposing that women participate in coordination activities in village areas. Another activity that has been given by the local government to farmer groups in the village is related to rubber. Since 2006, the local government has assisted with superior rubber seeds, which will be carried out until 2023 by

generating good income. (Abstracted based on remarks by the Regional Secretary of Sintang Regency, 22 May 2023).

4.3 Strategic partners

Many funding institutions want to come to Kubu Raya or Sintang to reduce emissions. In addition, many profit-making institutions, especially farmers, are already actively supporting the community's welfare. The district government emphasizes the involvement of women in environment-based activities, including if funding agencies or for-profit institutions want to work with the district government. Therefore, multi-stakeholder collaboration must be built and enhanced to provide optimal benefits for regional progress and people's welfare. Gender issues must always be considered an integral part by opening access to and participation of women in all project interventions, including providing space for women to be involved in decision-making. Thus, national and international commitment to "no one will be left behind" can be realized, and the benefits of forestry sector development can provide fair and equal benefits for women and other marginal groups (Abstracted from the regional secretary's speech and presentation by Bappeda of Sintang Regency, 22 May 2023).

4.4 Executing Entities

This chapter aims to give an overview of the Executing Entities' strategies and capacities on promoting gender equity and gender mainstreaming. The project also aims to enhance existing capacities of field facilitators, GIZ project staff, and independent assistants through trainings (see cross cutting activity #8 in Annex 8b - GAP). Besides, a Technical Advisor for Environmental and Social Safeguards, Gender, and Indigenous Peoples (ESGI Advisor) will be recruited by GIZ to make sure that the project follows a gender sensitive approach and that gender measures are implemented according to the GAP, which will mainstream gender positive action across all project activities. In addition, a M&E system that includes all GAP indicators will be developed.

4.4.1 BPD LH

BPD LH is committed to monitoring and reporting on gender results and impacts which is part of safeguards implementation monitoring¹¹. Gender outcomes and impacts of programs are to be reported annually. Beneficiaries and benefit intermediaries are required to report on gender outcomes and impacts overall during the design (expected impacts), implementation and at program closure. In addition, they need to provide gender disaggregated data where relevant (that is where benefits or results accrue to individuals directly; or where there is a possibility to collect outcome or output data that can be disaggregated by gender).

According to its Environmental and Social Management System (ESMS) Guidelines, BPD LH ratifies environmental and social policies as stated in the BPD LH Environmental and Social Protection Charter No. 3/2022 (Appendix A7) which contains BPD LH top management's commitment to gender equality and protection of vulnerable groups - as part of the commitment to provide access to open information, participation and justice, as well as non-discriminatory treatment to all employees and work partners by not tolerating discriminatory behavior, harassment bullying, bullying, violence and/or intimidation based on differences whether physical, written, verbal or virtual, BPD LH provides the following supporting tools:

- i. Policies and regulations/agreements;
- ii. Monitoring and evaluation mechanisms;
- iii. Complaint and handling mechanisms for gender-based violence;
- iv. Gender-friendly facilities to support the needs and interests of vulnerable groups in the
- v. Implementation of BPD LH institutions as well as programs and/or activities that receive funding support from BPD LH.

¹¹ Decree of the Minister of Finance No. 807/2018 on the Guidelines for Gender Mainstreaming Implementation at the Ministry of Finance; Executive Instruction No.9/2000 on Gender Mainstreaming

BPDH's ESMS Guidelines also demand a social and gender impact assessment study if there is potential for direct, indirect or cumulative impacts on vulnerable communities, including women (Principle 12 – Social quality of society, gender mainstreaming and protection of vulnerable groups). This principle is also closely related with the EMNS Principles 7 and 10. When consulting with local communities, especially women and other vulnerable groups need to be involved (Principle 7 – Protection and participation/involvement of customary law communities). Stakeholder engagement plans are developed, which includes strategies and steps that will be implemented to capture all stakeholder participation, attention and needs especially women, vulnerable groups and communities that have the potential to be harmed by the implementation of the activity (Principle 10 – Involvement of stakeholders and disclosure of information).

In addition, the BPDH recently recruited a Gender Safeguards Specialist to lead and provide assistance on gender safeguards to the BPDH, including to provide assistance to effectively developing and operationalizing related gender mainstreaming mechanism of the organization, ensuring that these comply with both national and international requirements.

4.4.2 Solidaridad

Solidaridad has a gender policy and strategy¹², which provides guidance in a continuing effort to integrate gender into their work. They have developed a practical implementation framework called the Gender ABC, which consists of the following three main elements:

- i. Analyzing and addressing barriers to participation
- ii. Balancing power relations
- iii. Creating togetherness based on shared experiences.

Solidaridad is committed to social development, including gender inclusion, ensuring transformational systemic change. Most importantly, Solidaridad recognises that reducing all forms of inequality (SDG 10) and gender equality (SDG 5) can only become a reality when comprehensive measures to support the transformation of power relations and dismantling of underlying barriers to inclusion are put in force. Therefore, Solidaridad proactively ensures that those who are often marginalised or excluded have equal opportunity to participate in and benefit from Solidaridad Network's work. This requires that power imbalances are addressed and that local communities have genuine ownership, through established participation, influence, and the ability to affect change in their respective contexts.

To achieve this, Solidaridad prioritises a rights-based approach to economic development across the Solidaridad Network - particularly with vulnerable civil society actors. In practice, this means that Solidaridad first identifies different forms of intersectional inequality resulting from power imbalances through a localised analysis, which is followed by locally-led design of interventions to address these barriers and inequalities in their programme. Solidaridad then implements, in partnership with programme stakeholders (both rights-holders and duty-bearers), with the aim of transforming existing norms and unequal power relations to ensure a level playing field and equal benefits for all. Additionally, inclusivity-specific indicators (especially on strengthening women's economic empowerment) are used to monitor and measure progress against the programme's commitments to addressing issues of exclusion. This serves the purpose of implementing programmes that help make systems and supply chains more inclusive, and therefore sustainable, for all.

At the network level, Solidaridad has a Gender and Social Inclusion Thematic Learning Group, gender focal points within regional excellence centers and countries who help drive gender equality and social inclusion. In the Asia region, Solidaridad is focusing on implementing a feminization of supply chains model. This model promotes creating an enabling environment

¹² https://www.solidaridadnetwork.org/wp-content/uploads/migrated-files/publications/SOL_GENDER_booklet%20FINAL-SPREAD.pdf

and enacting structural and policy changes to make supply chains more inclusive. Solidaridad has a dedicated gender team, led by Neha, Senior Manager of Gender, who oversees Asia operations. With over fifteen years of experience in gender issues related to agriculture, climate change, and supply chains, Neha brings invaluable expertise to the team. Additionally, Suksma Ratri, Solidaridad's Gender Focal person in Indonesia, supports the project's implementation in the country. As Solidaridad is expanding their gender-focused portfolio, the organisation plans to increase their country's capacity within the next year.

Conclusions for the project

- Horizontal and vertical coordination with regional governments at the provincial and district levels, especially in integrating gender in the development of the environmental and warehouse sectors, has not yet been implemented, so gender mainstreaming (PUG) has not been carried out in an integrated manner in the development of the environment and bases at the regional level and the site level.
- The availability of data disaggregated by sex in the scope of environment and forestry is not yet available in an up-to-date and adequate manner, even though this data is very much needed in designing a project to monitor and evaluate the results to provide fair and equal benefits for women and other marginalized groups. Meanwhile, externally, there are still sociocultural values that prevent women from being able to play a strategic role in decision-making.

5. Gender responsiveness and expertise in the project/ among project staff in the country

5.1 Equal opportunities in the team

There are no particular barriers between male and female staff to advance their career in GIZ. However, the gender composition in the team was instead an imbalance in GIZ. In addition, this project is a new project. No staff can be assessed. GIZ Indonesia has a clear statement on gender equality, as does the project. Everybody benefits equally from benefits, and the principle of equal pay for equal work is binding. A National employee committee exists, which, among other things, is defending the interests of employees in case of complaints. (GIZ, 2020). Besides supporting the partners in proactive and improved recruitment and promotion processes of female staff, the GIZ project should emphasize the importance of gender mainstreaming clearly and from the design stage to the evaluation of activities. Knowing that partners do particularly well in response to quantified analysis of the costs of gender inequality, the GIZ project could benefit substantially from a commissioned study used for partner communication and capacity development measures.

5.2 Gender expertise of the team members

To promote sustainable development, gender equality must be an integral part of the GIZ approach. Following national and international standards, GIZ has committed itself to considering gender equality in the design of all projects. Promoting gender equality is a stated goal of German and international development cooperation. It is a requirement of the Development Assistance Committee (DAC) of the Organisation for Economic Cooperation and Development (OECD) to conduct a gender analysis for all measures of the so-called Official Development Assistance (ODA) to determine what effects these measures might have on gender equality and to assign a gender equality policy marker. According to the political guidelines of the German Federal Ministry for Economic Cooperation and Development (BMZ, 2001), gender analyses for BMZ-financed projects must be carried out in the very early stages of designing a project or follow-on measure. The results of a gender analysis must be plausibly reflected in the project proposals under the cross-sectoral strategy of the BMZ on gender equality in German development policy from 2014 and with the second Gender Action Plan, 2016 to 2020.

Other commissioning parties, such as the Green Climate Fund (GCF) and the European Union (EU), also require a gender analysis.

Everyone who works for GIZ must participate in gender training. However, there needs to be more specific training offered by GIZ Indonesia. Even though all staff has passed the training, it is still necessary to keep reminding and discussing gender issues in the environment and forestry sector, including its business processes. Currently, GIZ Indonesia is not giving much orientation on implementing and improving gender relations in the project activities. It would be necessary to support projects in implementing the gender mainstreaming policy of GIZ on the ground. This includes adequate knowledge management based on the experience of the different projects in the country. (GIZ, 2020)

Conclusions for the project

- An expert needs to be recruited for the project that provides technical support to ensure women participation in capacity-building activities and mainstream gender across all project activities (see ESGI expert in GAP).
- GIZ Indonesia has a clear statement on gender equality, as does the project. As well as supporting partners in a better and more proactive recruitment and promotion process of female staff, GIZ projects must clearly emphasize the importance of gender mainstreaming from the design stage to the monitoring and evaluation of activities.
- Special importance should be given to preventing, detecting, and responding effectively to incidents of SEAH in line with GCF's Revised Environmental and Social Policy (RESP).
- Gender training for all levels of staff needs to be conducted. Regular gender training for all levels – from management to field staff – is needed. Project staff need to be trained to identify gender issues in the field and how to monitor gender equality in projects.

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