

Gender Assessment and Action Plan

Provision of Project Preparation Services through the GCF Project Preparation Facility (PPF) for the Partnership for Governance Reform (Kemitraan) for the Project *“Building Flood Resilient Community through Adaptive Livelihood and Runoff Management in Petanglong Area of Central Java Province of Indonesia (BRAVE)”*

August 2025

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List of abbreviations

| | |
|-------------|---|
| GBV | Gender-based violence |
| GER | Gross enrolment rate |
| MHH | Male-headed household |
| MMR | Maternal mortality ratio |
| MoWE-CP | Ministry of Women's Empowerment and Child Protection |
| MSME | Micro, small, and medium enterprise |
| PEKKA | Female-headed household |
| Perbup | Regent Regulation |
| Perda | Regional Regulation |
| PKK | Family Welfare Empowerment Group |
| RPJMN | National Medium-Term Development Plan |
| RSIPD | Regional Government Information System |
| SAP | Simplified Approval Process |
| SDG | Sustainable Development Goals |
| STEM | Science, Technology, Engineering, and Mathematics |
| Stranas PUG | National Strategy to Strengthen Gender Mainstreaming |
| ULD | Disability Service Unit |
| UN CEDAW | United Nations Convention on the Elimination of All Forms of Discrimination Against Women |
| VAQ | Violence against women |

1 Introduction and Project Overview

This Gender Assessment has been developed for the Provision of Project Preparation Facility for 'Building Flood Resilient Community through Adaptive Livelihood and Runoff Management in Petanglong Area of Central Java Province of Indonesia (BRAVE) under the GCF Simplified Approval Process (SAP). The objectives of the Gender Assessment are to assess the situation of men and women and the status of gender equality in the project target areas. The objective is to identify risks associated with the project for both women and men, taking into consideration its proposed activities. Upon conducting the risk assessment, the subsequent objective is to develop effective mitigation measures and propose activities that promote women's participation within the project premises.

This Gender Assessment and Action Plan (GAAP) provide a comprehensive analysis of gender impacts and considerations relevant to the GCF project. The assessment integrates national, provincial, and local data, identifying key socioeconomic baselines, existing gender barriers, and specific vulnerabilities within the target area, primarily Pekalongan City and Regency in Central Java.

1.1 Objective

The BRAVE project is designed to build community resilience to climate change in the Petanglong area by focusing on flood resilience, balancing livelihood improvements with ecosystem preservation. The project uses a watershed approach, covering the Kupang and Sengkarang watersheds, to manage the interconnected socio-economic and environmental impacts across the three administrative areas of Petanglong. Key aspects of the project include:

- **Targeted Activities:** The project will implement different strategies for different parts of the watershed.
 - **Upstream:** Focuses on climate-smart agriculture to protect the ecosystem and reduce flood risk in lower areas.
 - **Midstream:** Combines climate-smart agriculture with nature-based solutions and ecosystem approaches to manage runoff and floods through the development of "blue-green spaces."
 - **Downstream:** Concentrates on adaptive aquaculture practices.

1.2 Target beneficiaries

The project aims to benefit 340,000 households of indirect beneficiaries and improved management of 3,700 hectares of productive land. It will contribute to the GCF's USP-2 targets by addressing climate information, food security, ecosystems, infrastructure, and innovation. The project emphasizes a participatory and inclusive approach, showcasing locally led adaptation actions.

1.3 Methodology

The Gender Assessment has been developed using the following approach:

- a. Primary data and information collected through key informant interviews and focused group discussions (FGDs)
- b. Secondary data and information collected through literature review
- c. Concurrent triangulation of primary inputs and secondary data and information collection

From 26th of May 2025 to 9th of June 2025, a total of 18 interviews and 3 FGDs were conducted. Consulted stakeholders included public agencies, civil society organisations and experts.

Based on the Gender Assessment, the Gender and Social Inclusion Action Plan has been developed. The GAAP highlights actions that can be included in the project wide logical framework. The core approach is to embed gender equality and social inclusion across the project activities and operations.

This document follows the structure as proposed by GCF and is closely aligned with the project's activities. Continuous engagement of women and men throughout project implementation is key to a successful roll out of the GAP. Therefore, the Gender and Social Inclusion Action Plan include concrete measures to ensure the equal participation of men and women along with assigned responsibilities and monitoring obligations.

2 Gender Analysis and Assessment

2.1 Socioeconomic and gender baseline information

2.1.1 National strategy

Indonesia's National Medium-Term Development Plan (RPJMN) 2020-2024 established a robust framework for advancing gender equality and women's empowerment, recognizing these as fundamental to achieving broader national development objectives, including economic growth and poverty reduction.¹ This commitment was operationalized through a strong emphasis on gender mainstreaming, involving strategies such as strengthening policies and regulations, accelerating mainstreaming implementation across ministries, institutions, and local governments, and enhancing public understanding of gender concepts.² The plan also served as a crucial instrument for integrating Sustainable Development Goals (SDGs) targets and indicators related to gender into national and sub-national planning processes.³ However, the RPJMN 2020-2024 implementation faced some challenges. There were challenges related to inadequate human resources and the consistent provision and utilization of gender-disaggregated data at various stages of development, which meant that the translation of policy into effective action was difficult, and required further capacity building and consistent application across all government tiers.⁴

Gender equality continues to be a central pillar in Indonesia's National Medium-Term Development Plan (RPJMN) 2025-2029, enacted through Presidential Regulation No. 12 of 2025.⁵ This new plan sets clear goals and indicators for national gender equality priorities, reflecting a strategic integration influenced by collaborative efforts with organizations such

¹ Publication: Indonesia Country Gender Assessment: Investing in Opportunities for Women - Open Knowledge Repository <https://openknowledge.worldbank.org/entities/publication/5d547709-6552-51ee-bf5d-672b328f8663>

² The National Medium-Term Development Plan For 2020-2024 - Perpustakaan BAPPENAS https://perpustakaan.bappenas.go.id/e-library/file_upload/koleksi/migrasi-data-publikasi/file/RP_RKP/Narasi-RPJMN-2020-2024-versi-Bahasa-Inggris.pdf

³ Indonesia's SDGs https://sdgs.bappenas.go.id/website/wp-content/uploads/2023/11/IND_VNR2021_File-upload.pdf

⁴ The National Medium-Term Development Plan For 2020-2024 - Perpustakaan BAPPENAS https://perpustakaan.bappenas.go.id/e-library/file_upload/koleksi/migrasi-data-publikasi/file/RP_RKP/Narasi-RPJMN-2020-2024-versi-Bahasa-Inggris.pdf

⁵ Bridging the Gender Gap in Maluku: The Case for a Regional Action Plan on Gender Equality <https://skala.or.id/en/publications/bridging-the-gender-gap-in-maluku-the-case-for-a-regional-action-plan-on-gender-equality/>

as UN Women.⁶ Notably, gender equality and the empowerment of women are explicitly designated as National Priority 4, alongside education and vocational work, signaling a deepened commitment within the national development agenda.⁷ The upcoming plan introduces additional policies, including an integrated criminal justice system designed to provide comprehensive services to victims of Gender-Based Violence (GBV), with a specific focus on women residing in small islands.⁸ Furthermore, the RPJMN 2025-2029 is expected to prioritize data collection, research, and pilot testing to enhance care services and support care workers, identifying childcare as a key strategic priority.⁹ So there is an evolution in Indonesia's gender policy, moving from broad mainstreaming efforts to more targeted, systemic, and inter-sectoral approaches that aim to address root causes.

2.1.2 Education

Indonesia has made progress with respect to educational attainment, with high lower secondary completion rates for both girls (98.1%) and boys (99.1%) in 2023, and near-universal adult literacy rates, recorded at 97.0% for females and 95.0% for males in 2020.¹⁰

By 2019, the nation reached a Gender Parity Index (GPI) of 1.00 for school enrollment rates among children aged 7-12 years, indicating equal participation.¹¹ This is a significant improvement from a GPI of 0.89 in the 1970s.¹² For 13-15-year-olds and 16-18-year-olds, the GPI stabilized above 1.00 from 2015-2019, reaching 1.02 and 1.03 respectively, showing a slight female advantage at the secondary level.¹³ This trend continues into tertiary

⁶ Progress in Indonesia country in 2024 - | UN Women Transparency Portal

<https://open.unwomen.org/sites/default/files/phpwkhtmltopdf/ID-progress-notes-2025-06-12%2008%3A38%3A47.pdf>

⁷ Government and UN Launch Programmes for Jobs, Skills and Social Protection

<https://indonesia.un.org/en/295953-government-and-un-launch-programmes-jobs-skills-and-social-protection>

⁸ Indonesia | UN Women Transparency Portal <https://open.unwomen.org/en/country-results/ID>

⁹ The Care Economy in Indonesia: A Pathway for Women's Economic Participation and Social Well - World Bank Documents and Reports

https://documents1.worldbank.org/curated/en/099080924014518193/pdf/P5004341d18f240de1bbd51bc3d3920e343.pdf?_gl=1*dfznp4*_gcl_au*MTY4Mjg3ODY1NC4xNzlwNDY4NTEz

¹⁰ Indonesia | World Bank Gender Data Portal

<https://genderdata.worldbank.org/en/economies/indonesia>

¹¹ Inclusion in Indonesia's Education Sector A Subnational review

<https://documents1.worldbank.org/curated/en/603641592335430591/pdf/Inclusion-in-Indonesias-Education-Sector-A-Subnational-Review-of-Gender-Gaps-and-Children-with-Disabilities.pdf>

¹² Ibid

¹³ Ibid

education, where the gross enrolment rate (GER) for higher education reached 39.37% by the end of 2022, with female GER at 33.55% and male GER at 28.91%.¹⁴

However, persistent gender disparities are evident in higher education, especially in Science, Technology, Engineering, and Mathematics (STEM) fields, where women are underrepresented in certain disciplines and the STEM workforce.¹⁵ A digital literacy divide also persists, with men generally exhibiting higher digital literacy, particularly among older age groups.¹⁶ Ingrained social norms and cultural expectations continue to influence educational and career choices.¹⁷ There are significant subnational variations.

There is persistently low and stagnant female labor force participation rate (FLPR). In 2024, the FLPR was 52.6% for females compared to 81.4% for males, representing one of the largest gender gaps in the region, a disparity that has remained largely unchanged for over two decades despite educational gains and declining early marriage rates.¹⁸ The persistence of this gap is attributed to structural barriers, including occupational sex segregation and limited access to credit and markets for women-owned micro, small, and medium enterprises (MSMEs).¹⁹ One of the factors for this is the "care economy," where the scarcity of affordable and quality childcare services often compels many women to withdraw from the labor market after marriage and childbirth.²⁰ Analysis indicates that increasing public expenditure on childcare to 0.5% of GDP from its current 0.04% could significantly boost the female labor force participation rate to 58% and contribute an additional \$62 billion (0.7 percentage points) to the economy, underscoring the direct economic benefits of investing in care services.²¹

¹⁴ Technology in education: a case study on Indonesia - UNESCO Digital Library, accessed on August 4, 2025, <https://unesdoc.unesco.org/ark:/48223/pf0000387827>

¹⁵ Gender issues remain challenge in STEM workforce: Ministry - ANTARA News
<https://en.antaranews.com/news/335869/gender-issues-remain-challenge-in-stem-workforce-ministry>

¹⁶ Gender gap in digital literacy across generations: Evidence from Indonesia
<https://ideas.repec.org/a/eee/finlet/v58y2023ipds1544612323009601.html>

¹⁷ Gender and education in Indonesia
<https://blogs.worldbank.org/en/eastasiapacific/gender-and-education-indonesia-progress-more-work-be-done>

¹⁸ The National Medium-Term Development Plan For 2020-2024 - Perpustakaan BAPPENAS
https://perpustakaan.bappenas.go.id/e-library/file_upload/koleksi/migrasi-data-publikasi/file/RP_RKP/Narasi-RPJMN-2020-2024-versi-Bahasa-Inggris.pdf

¹⁹ Gender Equality for Growth Research and Analytical Program in Indonesia - World Bank
<https://www.worldbank.org/en/country/indonesia/brief/gender-equality-for-growth-research-and-analytical-program-in-indonesia>

²⁰ Ibid

²¹ Ibid

In Central Java, 2015 data showed 97% of 6-year-olds participated in organized learning, but children from the poorest households were three times less likely to complete secondary school.²²

For Batang Regency, Central Java, the latest available data from 2023 further illustrates these trends:

- The male population aged 10 and over who completed primary education was slightly higher (77.86%) than females (75.23%).
- However, in school participation rate, females showed better overall access in several age groups: 100% for females aged 7-12 years (vs. 97.78% for males), 68.09% for females aged 16-18 years (vs. 60.31% for males), and 25.26% for females aged 19-23 years (vs. 11.33% for males).
- Conversely, the percentage of the population aged 10 and over without a diploma was slightly higher for females (24.78%) than for males (22.16%).
- For the elderly population in Batang Regency (2023), 89.30% completed elementary school or less, with a slight gender difference (88.82% male and 89.72% female).
- Literacy rates among the elderly in Batang Regency in 2023 showed a significant gender gap: 84.50% of elderly men were literate compared to only 62.85% of elderly women.

For Pekalongan Regency, Central Java, the average length of schooling for the population was 7.47 years in 2023, which is below the Central Java provincial average of 8.01 years.²³ This indicates that, on average, residents of Pekalongan only complete up to the 7th grade.²⁴

2.1.3 Poverty

Indonesia has achieved historic lows in its national poverty rate, reaching 8.47% in March 2025²⁵, following a temporary increase during the COVID-19 pandemic.²⁶ A substantial segment of Indonesian households remains economically insecure. Approximately 30% of

²²

²³ Rata-rata Lama Sekolah Penduduk Kabupaten Pekalongan Capai 7,47 Tahun pada 2023
<https://databoks.katadata.co.id/layanan-konsumen-kesehatan/statistik/ea5332a9db843f8/ratarata-lama-sekolah-penduduk-kabupaten-pekalongan-capai-747-tahun-pada-2023>

²⁴ Ibid

²⁵ BPS: Urban Poverty on the Rise as Poverty Rates in Rural Areas Drop - News En.tempo.co
<https://en.tempo.co/read/2032485/bps-urban-poverty-on-the-rise-as-poverty-rates-in-rural-areas-drop>

²⁶ Indonesia records progress on key dimensions of poverty before the pandemic
<https://www.undp.org/indonesia/press-releases/indonesia-records-progress-key-dimensions-poverty-pandemic>

households are considered vulnerable to falling into poverty if confronted with economic shocks.²⁷

Multidimensional poverty showed significant improvement in its global index value by 2017²⁸, and the government has also adopted new national tools to address persistent non-income deprivations more effectively.²⁹ Severe multidimensional poverty also saw a significant decrease, falling from 1.24% in 2012 to 0.4% in 2017.³⁰ Geographic disparities between urban and rural areas remain, but recent data suggests a shift, with rural poverty declining faster than urban poverty, which experienced a slight increase in early 2025.³¹

Poverty in Indonesia disproportionately affects certain demographic groups, with female-headed households and children facing distinct vulnerabilities. Female-headed households³² and children³³, continue to face distinct challenges, often exacerbated by the prevalence of informal employment.³⁴ Recent data indicates that as of 2024, approximately 14.37% of the Indonesian workforce is classified as female breadwinners, with nearly half of these women providing 90-100% of their household income.³⁵ This underscores their significant and often primary economic role. During the COVID-19 crisis, a higher proportion of FHHs (56.7%) reported having no savings to cushion the economic impact, compared to male-headed

²⁷ Poverty & Equity Brief - World Bank Documents and Reports

<https://documents1.worldbank.org/curated/en/099124001062512710/pdf/IDU1bc79f79214c1314c0d19a351de1a45668677.pdf>

²⁸ Indonesia records progress on key dimensions of poverty before the pandemic

<https://www.undp.org/indonesia/press-releases/indonesia-records-progress-key-dimensions-poverty-pandemic>

²⁹ Indonesia making calculated changes to alleviate poverty - ANTARA News.

<https://en.antaranews.com/news/359733/indonesia-making-calculated-changes-to-alleviate-poverty>

³⁰ Indonesia - Human Development Reports, accessed on August 4, 2025,

<https://hdr.undp.org/sites/default/files/Country-Profiles/MPI/IDN.pdf>

³¹ BPS: Urban Poverty on the Rise as Poverty Rates in Rural Areas Drop - News En.tempo.co

<https://en.tempo.co/read/2032485/bps-urban-poverty-on-the-rise-as-poverty-rates-in-rural-areas-drop>

³² More Indonesian women take on breadwinner role: Statistics Indonesia – OBSERVER

<https://observerid.com/more-indonesian-women-take-on-breadwinner-role-statistics-indonesia/>

³³ Indonesia records progress on key dimensions of poverty before the pandemic.

<https://www.undp.org/indonesia/press-releases/indonesia-records-progress-key-dimensions-poverty-pandemic>

³⁴ Enhancing Public Finance for More Inclusive Social Protection for Children in Indonesia – Unicef

<https://www.unicef.org/indonesia/media/23856/file/budget-brief-social-protection.pdf>

³⁵ More Indonesian women take on breadwinner role: Statistics Indonesia – OBSERVER

<https://observerid.com/more-indonesian-women-take-on-breadwinner-role-statistics-indonesia/>

households (MHHs) (50.6%), indicating greater financial precarity.³⁶ Women in Indonesia continue to face higher rates of vulnerable employment (59.4% for females versus 45% for males in 2023).³⁷ This means women are less likely to have formal work arrangements, social protection, and safety nets, which inherently increases their susceptibility to poverty and economic shocks.³⁸

2.1.4 Health

Indonesia's health sector has made progress. There is an increased life expectancy of 71 years in 2023³⁹ and a declining total fertility rate of 2.1 births per woman, approaching replacement levels.⁴⁰ Indonesian women also exhibit a slightly better life expectancy than men, reaching 73.3 years for females compared to 69.4 years for males in 2020.⁴¹ Child mortality rates have also seen substantial reductions, with the under-five mortality rate estimated at 20.6 per 1,000 live births⁴² and the neonatal mortality rate at 10.53 per 1,000 live births in 2023.⁴³ Furthermore, national efforts have led to a notable decrease in child stunting, reaching 19.8% in 2024.⁴⁴

Some critical health challenges persist, specifically concerning women's and child health. The maternal mortality ratio (MMR) remains comparatively high, with recent figures ranging

³⁶ Boosting Productivity Through Human Capital Development Program (Subprogram 1): Summary Poverty Reduction and Social Strategy <https://www.adb.org/sites/default/files/linked-documents/54461-001-sprss.pdf>

³⁷ Indonesia | World Bank Gender Data Portal.
<https://genderdata.worldbank.org/en/economies/indonesia>

³⁸ Ibid

³⁹ Indonesia - World Bank Open Data
<https://data.worldbank.org/country/indonesia>

⁴⁰ World Population Prospects 2024: Summary of Results
https://population.un.org/wpp/assets/Files/WPP2024_Summary-of-Results.pdf

⁴¹ A Gender Equity Report - Gender Equity Unit <https://genderhealthdata.org/wp-content/uploads/2024/03/Indonesia-Gender-Report-website.pdf>

⁴² Ibid

⁴³ Predictors of Survival in Under-Five Children with Low Birth Weight: A Population-Based Study in Indonesia – MDPI <https://www.mdpi.com/2039-4403/15/7/238>

⁴⁴ NUTRITION – Unicef. <https://www.unicef.org/indonesia/media/24466/file/nutrition-updates-volume-6.pdf>

from 140⁴⁵ to 173⁴⁶ deaths per 100,000 live births in 2023, significantly above the SDG target of 70.⁴⁷ This high MMR is exacerbated by stark sub-national disparities⁴⁸ and systemic quality deficits in healthcare, where a high proportion of maternal deaths are preventable due to inadequate clinical skills, insufficient infrastructure, and delayed referrals⁴⁹, even with high rates of skilled birth attendance.⁵⁰

Adolescent fertility rates continue to be a concern, with conflicting data highlighting either stagnation or slow decline, but consistently indicating rates significantly higher than regional averages.⁵¹ This issue is deeply rooted in legal (example, the Criminal Code Article 283) and cultural barriers that restrict access to sexual and reproductive health services for adolescents and unmarried couples.⁵² Maternal and adolescent malnutrition, particularly anaemia, remains a foundational challenge, undermining long-term child health despite progress in stunting reduction.⁵³

⁴⁵ Indonesia | World Bank Gender Data Portal

<https://genderdata.worldbank.org/en/economies/indonesia>

⁴⁶ Landscape Analysis on Maternal and Neonatal Health and Nutrition in Indonesia

https://www.nutritionintl.org/wp-content/uploads/2025/07/MNHN-Landscape-Analysis-Indonesia_Mar-2025_Final.pdf

⁴⁷ Indonesia | World Bank Gender Data Portal

<https://genderdata.worldbank.org/en/economies/indonesia>

⁴⁸ (PDF) Trends and causes of maternal mortality in Indonesia: a systematic review

https://www.researchgate.net/publication/382691311_Trends_and_causes_of_maternal_mortality_in_Indonesia_a_systematic_review

⁴⁹ Understanding the Causes of Maternal Mortality in Indonesia – MAMPU

https://mampu.bappenas.go.id/wp-content/uploads/2018/04/1.1.-MAMPU_Monash-Maternal-Mortality-Literature-Review_CLEAN.pdf

⁵⁰ Predictors of Survival in Under-Five Children with Low Birth Weight: A Population-Based Study in Indonesia - MDPI, accessed on August 4, 2025, <https://www.mdpi.com/2039-4403/15/7/238>

⁵¹ Indonesia | World Bank Gender Data Portal

<https://genderdata.worldbank.org/en/economies/indonesia>

⁵² Young Indonesians Experiences of Gender and Sexuality - Johns Hopkins Bloomberg School of Public Health. <https://publichealth.jhu.edu/sites/default/files/2025-05/Young-Indonesian-Experiences-of-Gender-and-Sexuality-English.pdf>

⁵³ Landscape Analysis on Maternal and Neonatal Health and Nutrition in Indonesia

https://www.nutritionintl.org/wp-content/uploads/2025/07/MNHN-Landscape-Analysis-Indonesia_Mar-2025_Final.pdf

There are also unmet needs in family planning⁵⁴, driven by legal restrictions⁵⁵, partner opposition, and fear of side effects⁵⁶, limit universal access to modern methods (77% of women satisfied with modern methods⁵⁷).

2.1.5 Representation and decision making

Women's representation in political decision-making positions remains low despite affirmative policies. In 2014-2019, women held 16.72% of seats in the Indonesian Parliament (DPR) and 25.76% in the Regional Representatives (DPD).⁵⁸ While the proportion of women candidates has increased, the share of seats won by women has grown only gradually. At the village level, women's representation in village institutions is often below 10%, with around 40% of villages having no female representatives in the Village Council (BPD).⁵⁹ This is influenced by traditional norms where women are seen as responsible for domestic activities and less engaged in the public sphere.

According to the ZFRA GESI analysis, in households, decision-making power generally rests with the male head of the family, especially in patriarchal communities.⁶⁰ In the analysis 58% of survey respondents indicated joint decision-making between spouses, women's influence is often limited and dependent on their role within the family.⁶¹ Men typically handle substantial financial matters, while women manage smaller tasks.⁶²

2.1.6 Gender-based violence and sexual harassment

There have been advancements made in addressing violence against women (VAW) and improving health outcomes during the RPJMN 2020-2024 period. The National Survey on VAW (SPHPN, 2024) reported that approximately 1 in 4 women in Indonesia experienced physical and/or sexual violence in their lifetime, a rate notably lower than the 2023 global

⁵⁴ Women's Health in Indonesia: Progress, Challenges, and the Road Ahead

<https://sciencewatchdog.id/2025/03/10/womens-health-in-indonesia-progress-challenges-and-the-road-ahead/>

⁵⁵ BERANI Empowering Lives – Unicef

<https://www.unicef.org/indonesia/media/18791/file/BERANIBooklet-BERANIEmpoweringLives.pdf>

⁵⁶ Women's Health in Indonesia: Progress, Challenges, and the Road Ahead

<https://sciencewatchdog.id/2025/03/10/womens-health-in-indonesia-progress-challenges-and-the-road-ahead/>

⁵⁷ <http://genderdata.worldbank.org/en/indicator/sp-dyn-tftrt-in>

⁵⁸ FAO Gender Assessment in Agriculture in Indonesia

⁵⁹ *Ibid.*

⁶⁰ ZFRA GESI analysis

⁶¹ *Ibid*

⁶² *Ibid*

average of 1 in 3 women.⁶³ Positive trends include a 2.5% reduction in domestic violence cases compared to 2021, and a decrease in both online gender-based violence and Female Genital Mutilation/Cutting among women aged 15-49, with the latter specifically attributed to the effectiveness of ongoing prevention efforts.⁶⁴ Despite these overall positive developments, there is still some ground left to cover. Higher instances of violence were reported among women residing in urban areas, those with at least a high school education, and employed women. Women are also significantly more vulnerable to sexual harassment in public transport. Early marriage is widespread, with one in nine women married before age 18, and girls who marry early are six times less likely to complete upper secondary school and more likely to face domestic violence.⁶⁵ Additionally, younger women, particularly those aged 15-24, remain more susceptible to online gender-based violence.⁶⁶

2.1.7 Demographics

The total population of Indonesia was 283.5 million as of 2024.⁶⁷ Specifically, the female population in 2023 was recorded as 139,934,300 in 2023.⁶⁸ The female labor force participation rate has seen a marginal increase to 53.27% in 2023⁶⁹, but continues to exhibit stagnation around the 50-53% mark over the past two decades⁷⁰, maintaining a substantial disparity compared to male participation rates. This persistent gender gap is a function of deeply entrenched socio-cultural norms, particularly the impact of marriage and childbearing, which frequently lead to women withdrawing from the workforce and often shifting into the

⁶³ Progress in Indonesia country in 2024 - | UN Women Transparency Portal

<https://open.unwomen.org/sites/default/files/phpwkhtmltopdf/ID-progress-notes-2025-06-12%2008%3A38%3A47.pdf>

⁶⁴ Ibid

⁶⁵ ZFRA GESI analysis

⁶⁶ Progress in Indonesia country in 2024 - | UN Women Transparency Portal

<https://open.unwomen.org/sites/default/files/phpwkhtmltopdf/ID-progress-notes-2025-06-12%2008%3A38%3A47.pdf>

⁶⁷ Indonesia - World Bank Data <https://data.worldbank.org/country/indonesia>

⁶⁸ Indonesia: Female labor force participation. Retrieved from

https://www.theglobaleconomy.com/Indonesia/Female_labor_force_participation/

⁶⁹ Ibid

⁷⁰ Social Norms and Women's Economic Participation in Indonesia. Retrieved from

<https://investinginwomen.asia/wp-content/uploads/2023/05/Lembaga-Demografi-Faculty-of-Economics-and-Business-Universitas-Indonesia-Social-Norms-and-Womens-Economic-Participation-1.pdf>

informal sector.⁷¹ The scarcity of affordable and quality childcare services is identified as a critical structural barrier.⁷²

2.1.8 Gender Roles in Aquaculture and other subsectors

Across different regions and subsectors, women have diverse roles, which show that they contribute to the economic activities of the region. In the villages of Jolotigo and Silurah, in the former, almost all coffee farming activities are carried out by men, and in the latter, women are involved in post-harvest activities and sorting of coffee beans. The role of women in post-harvest and sorting is an asset. It shows that women already have critical skills in improving coffee quality. Moreover, women are pivotal in the agricultural communities, as even in Simego, they are a part of various activities, including farm labour, decision-making on purchasing inputs, and selling produce in local markets, while balancing farm work with domestic duties.

While farming for corn in Jolotigo Village, Talun District, Pekalongan Regency, women are considered to be of paramount importance during harvesting and post-harvest (drying), pivotal to maintaining product quality. Capacity building in this area can empower women and increase added value. Lastly, women are also involved in the farming of milkfish commodity. Tasks such as pond management and other physically demanding tasks are male-dominated, yet women play a prominent role in lighter tasks or supporting roles, with men and women being involved in agriculture and aquaculture labour being a commonality. Women often play crucial roles in post-harvest activities such as sorting, processing (e.g., preparing for presto milkfish), and direct selling in local markets.

2.2 Legal, Institutional and Policy Framework

2.2.1 International Pledges

Indonesia has ratified key international instruments, including the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979) and is committed to the Beijing Declaration and Platform for Action (1995). The country has also adopted the Sustainable Development Goals (SDGs), with SDG 5 specifically targeting gender equality and women's empowerment. In 2015, Indonesia pledged to reduce the gender gap in labor force participation by 25% by 2025 as part of the G20 commitments.⁷³

The updated Gender Policy requirements of the Green Climate Fund emphasise a set of objectives aimed at making projects gender-responsive across design, implementation, and

⁷¹ Women's Labour Force Participation in Indonesia: An Empirical Analysis.

https://melbourneinstitute.unimelb.edu.au/data/assets/pdf_file/0005/4622468/wp2023n06.pdf

⁷² Gender Equality for Growth Research and Analytical Program in Indonesia.

<https://www.worldbank.org/en/country/indonesia/brief/gender-equality-for-growth-research-and-analytical-program-in-indonesia>

⁷³ Indonesia Country Gender Assessment Investing in Opportunities for Women, World Bank

monitoring. Moreover, through the policy requirements, there is an attempt at inclusive participation where women are engaged in consultations and decision-making, coupled with capacity building through gender-responsive approaches.

The prepared Gender Assessment and Gender Action Plan (GAP) centres around the updated Gender Policy as the basis for its preparation, with the suggested interventions and indicators aiming to respond to the requirements and objectives set out by GCF. Therefore, the GCF's Updated Gender Policy requirements serve as the foundation for preparing a gender assessment and action plan that not only mitigates risks but also actively promotes women's empowerment.

2.2.2 National and local legal framework

At the national level, the Indonesian Constitution guarantees equal rights for men and women, supported by various laws and regulations. Key legislation includes:

- **Law No. 13 of 2003 on Manpower (Labor Law)**, amended by **Law No. 6 of 2023** to enact a Government Regulation in Lieu of Law on Job Creation. This law governs employment terms, though it contains provisions that can inadvertently create an unequal playing field for women (e.g., differential parental leave policies).
- **Law No. 23/2004 on the Elimination of Domestic Violence**: This law serves as the primary legal framework for addressing domestic violence in Indonesia. It defines domestic violence as a criminal act and outlines protections for victims.
- **Law No. 35 of 2014 for Child Protection**: Beyond this, the government has continued to issue new regulations. This includes the comprehensive online child protection regulation enacted in March 2025.
- **Law No. 18/2017 on the Protection of Indonesian Migrant Workers**: This law is the current framework for protecting Indonesian migrant workers.
- **Regulation of the Indonesian Migrant Workers Protection Board No. 1 of 2021**.
- **Law No. 7 of 2017 on General Elections**: Mandates at least 30% female representation among parliamentary candidates.
- **Law No. 6/2014 on Village Development, amended by Law No. 3 of 2024 (Village Law)**: Explicitly acknowledges the vital role of women in rural economy and supports their empowerment at the village level.
- **Presidential Instruction No. 9/2000 on Gender Mainstreaming**: This instruction remains a foundational policy for gender mainstreaming in Indonesia. Its principles have been integrated into various national development plans and policies at both the national and local levels.
- **National Medium-Term Development Plan (RPJMN) 2020-2024**: This plan has concluded, with Indonesia now transitioning into the new planning cycle. The RPJMN 2020-2024 set specific targets for gender equality in education, employment, and political representation.

- The **RPJMN 2025-2029** guides the country's current development priorities, including gender equality and mainstreaming targets as described earlier in this document.

2.2.3 National and local institutional framework

Indonesia continues to prioritize gender mainstreaming, led by the Ministry of Women's Empowerment and Child Protection (MoWE-CP), which provides technical assistance and assesses performance. The commitment is solidified by the National Strategy to Strengthen Gender Mainstreaming (Stranas PUG), a presidential regulation currently in the legal harmonization stage. This national strategy aims to address existing challenges in gender mainstreaming across the country. A significant recent development is the integration of gender-responsive budget tagging into the new Regional Government Information System (SIPD), a move intended to provide a clearer framework for sub-national governments and address the previous inconsistencies caused by system transitions and a lack of clear central guidance.

The government is also working to strengthen the implementation of Gender-Responsive Budgeting. The goal is to promote the use of this new tagging system in the preparation of regional government budgets, with a planned promotion for the 2026 fiscal year. In collaboration with the Ministry of Finance and other stakeholders, clear guidelines are being developed for regional governments to use the new budget tagging system. This initiative, which focuses on 812 sub-activities across seven critical sectors, aims to improve accountability, ensure resources are allocated equitably, and refine policies based on gender-disaggregated data.

2.2.4 BRAVE project target area regulations

All three jurisdictions operate within the overarching national framework established by Presidential Instruction No. 9/2000 mentioned above, and the Ministry of Home Affairs' guidelines, which require them to formalize gender mainstreaming and budgeting. They all have established, or are in the process of establishing, legal and institutional structures to support these efforts, whether through specific regional regulations, work plans, or dedicated working groups:

Pekalongan City has formally committed to gender mainstreaming in its development through a series of public policy documents. The central legal instrument is *Peraturan Daerah Kota Pekalongan Nomor 13 Tahun 2014*, which was established to address 'disparities and gender injustice' by integrating gender perspectives into the planning, budgeting, implementation, monitoring, and evaluation of development policies.⁷⁴ This commitment is also reflected in the city's latest planning documents, such as *Peraturan Wali Kota Pekalongan Nomor 23 Tahun 2024*, which outlines the 2025 regional work plan.

⁷⁴ Walikota Pekalongan Provinsi Jawa Tengah Peraturan Daerah Kota Pekalongan Nomor 13 Tahun 2014 Tentang Pengarusutamaan Ge. <https://peraturan.bpk.go.id/Download/250658/94perda-no13-th-2014.pdf>

Pekalongan Regency has produced a highest number of such policies in Central Java, including 17 Regional Regulations (*Perda*) and 25 Regent Regulations (*Perbup*), which points to a strong formal commitment to gender mainstreaming.⁷⁵

Batang Regency has developed a detailed and comprehensive legal framework for gender mainstreaming in the region. This is codified in the recent *Peraturan Daerah Kabupaten Batang Nomor 2 Tahun 2024*, which provides a clear legal basis and a roadmap for gender mainstreaming implementation.⁷⁶ The regulation has explicit objectives of providing a reference for government officials to integrate gender into all stages of development planning, from budgeting to monitoring and evaluation.⁷⁷

2.3 Review of Gender and Vulnerable Groups in the Target Area

2.3.1 Population and households

Pekalongan City recorded a population of 318,180 in June 2024,⁷⁸ with a projected population density reaching 13,667 people per square kilometer by 2035. Pekalongan Regency, in contrast, had a population of 1.019 million in mid-2024, with a lower but still substantial density of 1,200 people per square kilometer.⁶ Over the past five years, Pekalongan Regency has experienced a Compound Annual Growth Rate (CAGR) of 2.72%. The combined population for the Greater Pekalongan Area, encompassing both the City and Regency, is estimated at approximately 1.2 million residents. This high and increasing population density, particularly in urbanized areas, directly correlates with a higher level of exposure to environmental hazards such as floods and tidal inundation.

The age distribution in Pekalongan City (June 2024) indicates that 66.56% (211,790 individuals) are of working age, 22.59% (71,876) are children aged 0-14 years, and 10.85% (34,515) are senior citizens.⁷⁹ Pekalongan Regency (June 2024) presents a similar demographic profile, with 64.5% (662,170 individuals) in the working age bracket (15-59

⁷⁵ Kabupaten Pekalongan Terbanyak Membuat Kebijakan PUG - Suara Merdeka,

<https://www.suaramerdeka.com/jawa-tengah/pr-0487575/kabupaten-pekalongan-terbanyak-membuat-kebijakan-pug>

⁷⁶ BUPATI BATANG PROVINSI JAWA TENGAH PERATURAN DAERAH KABUPATEN BATANG NOMOR 2 TAHUN 2024 TENTANG PENGARUSUTAMAAN GENDER DENGAN R,

<https://peraturan.bpk.go.id/Download/354924/ph001515-peraturan-daerah-no-2-tahun-2024.pdf>

⁷⁷ *Ibid.*

⁷⁸ 2024 BPS Data: 22.59% of Pekalongan City's Population is Still Children – Databoks

<https://databoks.katadata.co.id/en/demographics/statistics/2ff3c66b32349b8/2024-bps-data-2259-of-pekalongan-citys-population-is-still-children>

⁷⁹ *Ibid.*

years), 23.46% (240,820) children (0-14 years), and 12.04% (123,550) elderly (over 60 years).⁸⁰

Data from neighboring Batang Regency (2023) further highlights that elderly women outnumber men, with a sex ratio of 87.58, meaning 87.58 men per 100 women. A significant portion (37.83%) of the elderly population in Batang are widowed, with women forming the majority of this group. The confluence of high population density and a substantial demographic proportion of inherently vulnerable groups, such as children and the elderly, creates a situation that amplifies overall community vulnerability. A denser population means more individuals are directly exposed to hazards, and within this exposed group, a larger percentage possesses reduced mobility, diminished physical resilience, and increased reliance on external support during crises.⁸¹ This situation could place strain on emergency services and community support systems, potentially overwhelming them during large-scale disaster events. The rapid population growth adds to this challenge by intensifying demands on already strained resources- this could lead to unplanned urban expansion into high-risk areas, deepening the cycle of vulnerability.⁸²

2.3.2 Climate change impacts and vulnerabilities

Based on the ZFRA GESI analysis, flood was the most commonly experienced disaster, followed by coastal flood, extreme wave and abrasion, drought, and landslide in Pekalongan City and Regency. Women are cited as the most vulnerable group, followed by people with disabilities, ethnic minorities, and elderly people. The target area on the north coast of Java Island faces complex flooding issues due to land subsidence, tidal flooding, and river overflows, exacerbated by sea-level rise and extreme rainfall.

Vulnerable groups, including women, children, the elderly, and people with disabilities, face disproportionately heightened risks from these climate impacts.⁸³ Research indicates that women, boys, and girls are 14 times more likely than men to die during a disaster, and women constitute 80% of individuals displaced by climate change.⁸⁴ Their primary caregiving responsibilities often impede their ability to evacuate promptly or safely. The lack of private

⁸⁰ *Ibid.*

⁸¹ Gender equality in the context of multi-hazard early warning systems and disaster risk reduction - World Meteorological Organization WMO <https://wmo.int/ar/node/25533>

⁸² Pekalongan Flood Risk and Impact Assessment <https://zcralliance.org/blogs/pekalongan-flood-risk-and-impact-assessment-predicts-90-of-the-city-will-be-inundated-by-2035-how-is-climate-change-impacting-indonesia/>

⁸³ Assessment of the sensitivity of climate risk variables in opposed to climate hazards (study case: Pekalongan City) https://www.bio-conferences.org/articles/bioconf/pdf/2025/22/bioconf_fisaed2025_01020.pdf

⁸⁴ Women's leadership and gender equality in climate action and disaster risk reduction in Africa - Food and Agriculture Organization of the United Nations <https://openknowledge.fao.org/server/api/core/bitstreams/7b990a1d-1da7-45ac-8d56-2647a3c30e65/content>

property, limited access to high-yielding varieties, agricultural inputs, training, extension services, credit, and markets, coupled with restricted decision-making power, significantly increases the vulnerability of female farmers to changing climatic conditions.

2.3.3 Women in the agricultural sector

Under Indonesian law, both men and women are legally entitled to land ownership and inheritance rights. However, in practice, women frequently possess less actual ownership. For instance, in Java, approximately 65% of land owned by married couples is registered solely under the husband's name.⁸⁵ Cultural and religious practices often impose limitations on women's land rights and their control over shared property. Specifically, customary and Islamic laws, which remain widely followed, tend to favor men in inheritance distribution.⁸⁶ This unequal access to land directly translates into unequal access to credit, as land certificates are commonly utilized as collateral for loans.⁸⁷

2.3.4 Decision-making power and participation in governance

According to the ZFRA GESI analysis, regional governments face significant challenges in integrating gender mainstreaming into all areas of development due to the absence of updated, clear directives from the central government. The analysis further suggests that gap creates inconsistencies, particularly in aligning regional initiatives with national gender mainstreaming goals. For instance, despite progress in regions like Central Java, where gender-sensitive budgeting is mandated through a governor's circular, the lack of coordination at the national level slows broader implementation across other regions. Based on our fieldwork data, one government entity reiterated this issue and flagged that the government of Pekalongan regency is in the process of drafting a regional regulation on gender mainstreaming, which is currently under discussion in the local legislative council.

The issue of gender mainstreaming is not yet fully understood by the Government of Pekalongan Regency, despite prior training on the preparation of documents that should include gender analysis- KII Stakeholder

If this regulation is approved, a Regional Action Plan Document on Gender Mainstreaming will be prepared within one fiscal year. This should alleviate issues stemming from lack of female participation as well as incorporation of gendered activities as part of local initiatives.

⁸⁵ Rural Women's Land Rights in Java, Indonesia: Strengthened by Family Law, But Weakened by Land Registration <https://core.ac.uk/download/pdf/267981641.pdf>

⁸⁶ Land Ownership and Women Empowerment | WRI Indonesia <https://wri-indonesia.org/en/insights/land-ownership-and-women-empowerment>

⁸⁷ Climate Risk And Impact Assessment Pekalongan <https://zcralliance.org/resources/item/climate-risk-and-impact-assessment-pekalongan/>

2.4 Gender expertise in the partner organisations (MCI and Kemitraan)

2.4.1 MCI

In the area of Gender and Social Inclusion, MCI has conducted extensive work that extends beyond Indonesia's borders, reflecting its commitment and experience to inclusive development. With MCI being a global humanitarian organisation serving the vulnerable communities, they believe in building trust as the cornerstone for their work and ensuring they do not cause any harm. As a result, they have drafted an extensive document highlighting the ethical principles embedded in their policies and procedures, serving as their Code of Ethics. The Code of Ethics covers a range of scenarios and dilemmas that practitioners may come across in the field, and this serves as a framework on how to respond while ensuring the highest ethical standards.

Apart from the Code of Ethics, MCI has credible work in developing strategies and action plans associated with Gender and Social Inclusion. The "Gender Equality, Diversity and Social Inclusion Strategy" (2020-2023) presents a thorough plan to remove barriers, address root causes of inequalities and promote gender equality. The document, covering three years, sets a plan for success along with the inclusion of women, girls, men, boys and LGBTQI+ persons in communities. The Strategy, drafted by MCI, is inspired by the inclusive feminist principles and approaches that they believe can provide a powerful framework and path forward for the organisation. Mercy Corps has a two-layered agenda towards inclusiveness, with one side focusing on the internal teams and another emphasising the programmes being carried out. Furthermore, each has a dedicated framework on how to improve inclusivity and empowerment. At the end, the combination of both sides being gender-sensitive and inclusive would be pivotal in ensuring the best results.

MCI has published a Gender Equality and Social Inclusion Integration Toolkit, designed to guide and help team members integrate GESI meaningfully into Programs. Mercy Corps came forward with five GESI Minimum Standards that were created to assist team members in integrating GESI into programs. These standards are to be considered as the first steps to support the integration and implement a GESI Responsive program, and they are considered as the minimum of what is needed. By integrating GESI, MCI ensures all participants can influence the program approaches and benefit equitably from activities while considering different needs, vulnerabilities, and capacities. The five standards are associated with the phases of the programme, namely identification, design, planning, implementation and closure. MCI ensured that GESI components be considered during the programme lifecycle, such as designing a tailored GESI strategy. The Minimum Standards have been integrated into Mercy Corps' Program Management Policy. Internally, MCI reinforces its commitment to GESI through inclusive recruitment practices and regular staff training on gender and social inclusion.

In the ZFRA (evolved into ZCRA) program, MCI has operationalized Gender Equality and Social Inclusion (GESI) principles by conducting participatory risk assessments that actively engage women and marginalized groups, while also encouraging youth involvement. The program facilitates inclusive community forums where diverse voices contribute to climate resilience planning. Specific activities include gender-sensitive capacity building, such as

adaptive skills training to enhance women's economic resilience, the promotion of equitable access to climate adaptation resources, and the integration of GESI indicators into monitoring frameworks. Community engagement is carried out through participatory approaches that foster local ownership and ensure that interventions reflect the real needs and aspirations of the communities.

Lastly, MCI has published the ZFRA GESI Analysis Report, providing insights on barriers and challenges for women, men, and vulnerable populations to engage and benefit from Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA) efforts . This report, findings from which have also been cited in this document, provides local-level nuanced information. The report emphasised the enhancement of resilience of urban and rural communities to climate hazards, the promotion of adoption of good climate resilience practices, an increase in funding and improvement in policy making to ensure climate resilience for communities. The report includes a thorough literature review and primary data analysis to understand the climate-induced vulnerability faced by women. They have adopted a mixed methodology, using both qualitative and quantitative data collection related to DRR and CCA, utilising the gender and inclusion lens. While the study had constraints, such as a limitation on the key stakeholders being engaged for KIIs, there were extensive thematic areas thoroughly researched with several recommendations. This included the recommendation that to ensure projects have greater inclusion, empowerment and gender-responsive approaches in decision-making and climate resilience efforts, steps need to be taken both at the planning level and implementation levels. This will also apply to the BRAVE project, where it is expected that the project focus on overarching goals that promote the active participation and empowerment of women and marginalised groups, with a particular emphasis on inclusive decision-making processes and GESI-sensitive policy advocacy.

2.4.2 Kemitraan

Kemitraan has produced ample literature on Gender and Social Inclusion, with the aim of addressing the vulnerabilities and building resilience among the communities, especially women. Kemitraan, in their Gender Assessment and Gender Action Plan, emphasised that in disasters, women are more vulnerable than men. Due to limited access to resources such as financial, natural, institutional and social, women are more likely to suffer. Moreover, women's productive and reproductive activities make them disproportionately vulnerable to changes in biodiversity, cropping patterns and diseases.

Kemitraan aspires to uphold the significance of gender equality and social inclusion at all levels. The organisation aims to establish fair, democratic, and sustainable governance for the people of Indonesia. It advocates for institutionalising the principles of good and clean governance among government, civil society, and business, while considering human rights, gender balance, the marginalised, and environmental sustainability.

Kemitraan has published its GESI policy, and the objective of that policy is to have it implemented across four interconnected levels:

- At the institutional level, to not only allocate necessary resources to support GESI, but also to support the adoption and implementation of a gender equality and social inclusion approach by incorporating social and cultural diversity in governance.

- At the project level, to ensure equal and inclusive participation of women and members of marginalised groups.
- It is also implemented at the stakeholder level to contribute to the inclusivity of diverse groups that serve as stakeholders of Kemitraan.
- Lastly, Kemitraan aims to develop an institutional culture and enabling environment that integrates gender equality and social inclusion across diverse stakeholders and relevant policy processes, frameworks, and initiatives on good governance.

Kemitraan, in their Gender Action Plan, has provided a comprehensive overview of the gender disparities across gender in Pekalongan by pointing out that, due to traditional gender roles, women are more concerned with the household tasks and caregiving duties. Thus, they are more impacted by floods that inundate the home and cause illnesses in children, and with the city being at near the coast, floods are frequent. Despite efforts in the city, the villages and peri-urban areas have not been incorporated into gender-related disaster prevention and management. Considering the dilemmas, Kemitraan prepared a Gender Action Plan based on a holistic gender analysis. The plan identified the difference in gender roles, access, participation, benefits, and control of women and men in relation to climate change adaptation in the city. The document aimed to facilitate the integration of gender considerations into policies, programs, and strategies related to climate change initiatives.

Considering the emphasis on Pekalongan city, Kemitraan has a Gender Action Plan for Adaptation to Climate Change specific to that place. The priority area they identified, first and foremost, was the lack of decision-making power among the women of the area. This, coupled with the inactive nature of the women's organisation, paved the way for women's low participation and voice in the policy-making and related agencies. To address this, Kemitraan, in their Gender Action Plan, proposed that partnerships can organise separate focus group discussions with women and consultation with Women's Groups to ensure greater involvement of women. Kemitraan, in this document, focused on four more priority areas, where they identified a dilemma, followed by the gaps that led to the issue, and concluded with a potential action to ensure greater inclusivity. At the heart of these suggestions was the effort to address the barriers women face and then work towards policy interventions that can support the women of Pekalongan city.

2.4.3 For BRAVE

In the BRAVE project, a gender consultant will be hired during the inception phase to work closely with the project team in detailing and integrating the Gender Action Plan (GAP) into the Project Implementation Plan. Meanwhile for day-to-day oversight of implementation, a Gender Focal Point will be designated within the project team at a level equivalent to a coordinator (as a functional role rather than a structural position), and will be trained directly by the Mercy Corps Asia Regional Social Integration Advisor. This role will support and maintain direct coordination with the Program Manager as well as direct communication line with the MC Asia Regional Social Integration Advisor, to ensure the effective implementation of the integrated GAP. All project team members will receive briefings and induction on safeguarding and Mercy Corps Indonesia's GEDSI policies, delivered by the Mercy Corps Asia Regional Social Integration Advisor. In addition, annual refresher sessions will be conducted by the Mercy Corps Indonesia Gender Focal Point and the BRAVE Project Gender Focal Point.

A total of USD 14,000 is allocated in Year 1 to engage a Gender Consultant who will support the project during the inception phase in refining and operationalizing the Gender Action Plan (GAP) and ensuring its integration into the Project Implementation Plan. To ensure sustained oversight of gender integration throughout project implementation, a Gender Focal Point will be designated within the project team as a functional role embedded in the existing team structure. An additional incentive of USD 11,250 is allocated over the five-year implementation period, provided on top of the staff member's base salary in line with the program team structure. In addition, the project allocates USD 12,000–15,000 USD over five years to support the involvement of the Mercy Corps Asia Regional Social Integration Advisor and Mercy Corps Indonesia Gender Focal Point, who will provide technical guidance, quality assurance, and periodic capacity strengthening to ensure alignment with GEDSI and safeguarding standards throughout project implementation.

2.4.4 Sexual Exploitation, Abuse, and Harassment (SEAH) Risks and Mitigations

The project incorporates a range of measures to prevent and respond to Sexual Exploitation, Abuse, and Harassment (SEAH), guided by Mercy Corps Indonesia's (MCI) existing safeguarding frameworks. MCI's Code of Ethics and Prevention of SEAH (PSEAH) Policy provides the foundation for prohibiting SEAH across project operations, including requirements for contractors, subcontractors, and partners to adhere to the same standards through procurement clauses and compliance checks.

The project also utilizes Mercy Corps' Community Accountability Reporting Mechanism (CARM), which allows both community members and project workers to confidentially submit complaints or feedback, including SEAH-related concerns, through multiple channels. In cases of reported incidents, Mercy Corps follows a survivor-centered response approach, ensuring survivors receive appropriate support services and assistance with reporting to authorities where needed. Additional mitigation measures include safeguarding provisions in procurement processes, compliance briefings for partners and consultants, and ongoing awareness raising. Outreach materials and further gender-sensitive communication on SEAH risks will be developed during project implementation to strengthen community awareness and prevention.

The risk of SEAH in the project is assessed as low likelihood and low impact across national, societal, and project levels. At the national level, potential risks include limited legal frameworks, weak enforcement mechanisms, and low prosecution rates related to SEAH. These will be mitigated through strict enforcement of the Accredited Entity's SEAH policy and engagement with relevant government ministries and gender-based violence networks. Societal risks include sociocultural norms that may not challenge SEAH, low public awareness of rights, and limited survivor services, which will be addressed through community sensitization, training for project stakeholders, collaboration with local authorities, and the identification of male champions to support safeguarding efforts. Project-level risks, such as limited protection services in the project area, potential fears among women that participation could expose them to SEAH, or increased vulnerability in certain project activities, will be mitigated through awareness campaigns, community consultations, partnerships with government stakeholders, and the dissemination of SEAH prevention

messages and reporting mechanisms, including the use of accessible grievance redress systems for communities and project workers.

2.5 Results of Consultations

2.5.1 Overview of consultation events

For a coherent understanding of gender related issues, gaps and feedback from relevant stakeholders, we deployed multiple tools for carrying out primary research. Over a span of three weeks, we conducted key informant interviews and focus group discussions that enhanced our understanding of the prevailing gender related concerns and dilemmas.

The data collection began with the interviews. From 26th of May 2025 to 9th of June 2025, a total of 18 interviews were conducted. The stakeholders of these interviews varied from each other with the team approaching a diverse range of respondents. Considering the need for understanding the perspective of the government, the interviews incorporated government personnel. The stakeholders included the Ministry of Women's Empowerment and Child Protection, relevant local agencies in Central Java, Pekalongan City and Pekalongan Regency, Disability Inclusion Services Units existing in Central Java and Pekalongan Regency, and KIIs with specific village members.

After the conclusion of the key informant interviews, the focus shifted towards Focus Group Discussions. There were three focus group discussions that took place with the total number of participants exceeding ninety over the course of the three sessions.

To ensure inclusivity and diversity, with the aim of including local communities representing men, women, boys and girls, not only the interviews, but also the Focus Group Discussions consisted of diverse organisations across the various regions of the project. Through this, the inclusion factor was well-incorporated, with the annexure providing more details, and it also ensured that the consultations served as a true representation and reflection of the three target areas in Petanglong. Through a selective and targeted approach, the people interviewed hailed from pivotal agencies, such as the Planning Agency, Women's Empowerment, Child Protection, Population Control, and Family Planning Agency, Agriculture and Food Service Agency, Fisheries and Maritime Agency, Children's Forum, Female Head of Family and many more agencies from Pekalongan City, Pekalongan Regency, and Batang Regency.

A summary of relevant issues raised, and responses provided through the KII and FGD data collection is given below:

Table 1 Summary of consultations

| Summary of key aspects | Raised by | Response |
|---|---|--|
| <p>Barrier to participation: The potential barriers to participation can be categorised in three ways. Internal: lack of knowledge, technology, and financial access. In the inundated or flooded area, there is a lot of sexual violence, divorce, and early marriage. This also hinders women's participation. Women face social and cultural constraints, limited skills, low income, and restricted mobility due to caregiving responsibilities.</p> | <p>BRAVE FGD Gender Action Plan – Pekalongan City, Ministry of Women Empowerment and Child Protection, Psychologist and Head of Population Control and Family Planning Social Service Agency of Pekalongan City government, Head of Fatayat NU (Islamic based women organization)</p> | <p>There is a need to promote access to credit for women without collateral, e.g., PNM Mekaar (Microfinance). Many financing programs are available, and information needs to be spread to the fishery and fishery processing. It is necessary to broaden women's access to capital and credit with more accessible requirements.</p> <p>The lack of time due to domestic work limits women's participation in public life and development programs.</p> <p>Trainings should be conducted locally and cover transportation costs and replacement of lost income for female participants to increase accessibility and retention.</p> |
| <p>External: social norms, institutional policies. The stereotype that women, and especially PWDs, will be more of a burden because they are not capable. Segregated organisations such as the female farmer association and the PKK. It tends to limit women's participation, assuming that they have been represented by those organisations.</p> | <p>BRAVE FGD Gender Action Plan – Pekalongan City</p> | <p>Optimise blue space in the midstream because there has been plenty of water in the downstream.</p> <p>Construction of blue-green space creates potential risk for women and PWDs.</p> <p>The provision of blue-green spaces can help in reducing instances of domestic and sexual violence if pathways are safe and accessible.</p> |

| Summary of key aspects | Raised by | Response |
|---|--|--|
| While general organisations are dominated by men. | | |
| Cultural perception and physical constraints (e.g., depth of fishponds) limit women's involvement in fish farming. No women participate in the fish farming, besides the risk of managing fish farming, which is caused by social constructs. | BRAVE FGD Gender Action Plan – Pekalongan City, Milkfish Farmer | Support for PEKKA, so when they participate in the training, the living cost for the family is secured. Blue space needs management, safety procedures, and access for PWDs. |
| Livelihoods: Inconsistent income from male-dominated livelihoods forces women to take on supplementary or primary economic roles. | Staff of LKKP, Milkfish Farmer | Women find ways to meet family needs through small-scale trading or by selling goods to supplement income, particularly when their husbands' earnings are insufficient or inconsistent due to bad weather. |
| Women's Role in the Value Chain for Agriculture and Fisheries: In both agriculture and fisheries, the men are more dominant in decision-making related to land selection. Even with the production inputs, women do not have as significant a role as men. In agriculture, women are active in accessing credit, although financial responsibility remains with men. | BRAVE FGD Gender Action Plan – Batang City, BRAVE FGD Gender Action Plan – Pekalongan City, BRAVE FGD Gender Action Plan – Pekalongan Regency, Head of Fatayat NU, Milkfish Farmer, Female Farmer Jolotigo | Female-Headed Households (PEKKA) contribute by providing skills training for elementary school children and other students through seedling activities, and they also disseminate information by collaborating with government agencies. Women play a role in maintaining agricultural commodities from planting to processing for sale. The Food Security and Agriculture Agency has a program called the Boat School for school dropouts in coastal areas, through which women can work toward capacity-building and contribute to value addition in the fisheries sector. Women are more involved in post- |

| Summary of key aspects | Raised by | Response |
|---|--|--|
| | | harvest activities for both agriculture and fisheries, transforming raw catch into value-added products. |
| Children's Problems: Children in Pekalongan continue to face significant challenges, particularly in the areas of bullying, stunting, and sexual violence. Stagnant water areas can become high-risk zones for sexual violence involving children. | Coordinator of Forum Anak (Children Forum) Kota Pekalongan | The planning and development of blue-green spaces- including parks, recreational fields, and water-related urban areas- are crucial to integrate a child-rights-based approach. This includes ensuring that the design: Considers the specific needs of different age groups and abilities; Provides safe, accessible, and engaging environments for all children; It is accompanied by a maintenance and management strategy to keep spaces clean, active, and well-supervised. |
| Gender Participation in Village Decision-Making: Male representation still significantly outweighs that of women, suggesting a continued need to promote gender-balanced participation in governance processes. | Farmer, Bapperida of Pekalongan Regency | Village development activities no longer involve only men, as the women have begun to play a more active role. Stakeholders in decision-making forums now include the Family Welfare Empowerment Group (PKK), female farmers, religious leaders, and leaders of prayer groups (jamaah). In villages, both men and women have equal access to financial services. In fact, certain microfinance schemes such as PNM Mekaar, a national program specifically designed to support women entrepreneurs are exclusively targeted at women. This indicates the presence of gender-responsive financial |

| Summary of key aspects | Raised by | Response |
|--|--|---|
| | | inclusion mechanisms that support women's economic empowerment. Women's participation is often symbolic, as their proposals in forums are not always integrated into final plans. A Regional Regulation on gender mainstreaming is being drafted to provide a legal basis for more inclusive program planning. |
| <p>Issues for PWDs: PWDs have limited access to climate information and the early warning system. Information is not available according to their need, such as sign language or light coding. PWDs are also not invited to the disaster preparedness and disaster management/evacuation simulation. Moreover, data of PWDs (population, type, gender, age, etc) remains a great barrier. Many families hide their disabled children because they feel shame.</p> | <p>Activists of GPAD Pekalongan, Head of Friends of Diffable, Unit LIDI of Disaster Management Agency of Pekalongan Regency, Unit ULD (Disability Service Unit) of Central Jawa Province</p> | <p>GPAD facilitates PWDs to participate in public events/activities. Once a year, a PWD representative is invited to the development planning process. In the development planning, GPAD facilitates PWDs to voice their concerns for an inclusive environment, not just accessible infrastructure. Sometimes, accessible infrastructures are available, but the community does not respect them. However, there is limited access or invitation to other policy developments or regulations. City government involve GPAD to reach PWDs to provide assistance and logistic support distribution. The provision of green and blue spaces gives opportunities for PWDs to improve public space access. The design should consider PWDs' specific needs. Involving the PWDs during the design will provide good insight and get their perspectives on the space. In the later stage, they can also participate in maintaining the space. Data on PWDs remains a great barrier to establishing</p> |

| Summary of key aspects | Raised by | Response |
|---|--|---|
| | | effective services, as many families hide their children with disabilities due to shame, and the data is often stored offline. The participation of PWDs is sometimes passive and limited to mere attendance. |
| <p>PWDs Livelihood: In the economic sector, most PWDs engage in informal work such as batik production, odd jobs, and limited participation in fisheries. Wage disparities remain an issue, especially in informal settings where some workers earn as little as IDR 600,000 per month (minimum wage Rp. 2.5 million per month). Although there have been efforts to support PWD entrepreneurship through government grants and the formation of business groups (KUB), many of these initiatives fall short due to rigid administrative requirements and a lack of follow-up support.</p> | <p>Head of Friends of Diffable, Unit LIDI of Disaster Management Agency of Pekalongan Regency, Bapperida of Pekalongan Regency</p> | <p>There exists a strong advocacy for integrated support models where initial capital (e.g., raw materials), technical assistance, and guaranteed market access are provided together. It was emphasised that the importance of shifting from symbolic inclusion to practical implementation, ensuring that products made by PWDs are purchased and promoted by local institutions. Furthermore, there is encouragement for organisations like Mercy Corps to provide not only training but also operational support and integrated economic opportunities. There is a call for local governments and procurement systems to apply affirmative action policies- such as Law Number 8 of 2016 concerning Persons with Disabilities, which requires private companies to employ at least 1% of persons with disabilities from the total number of employees or workers- to enhance inclusion. PWDs prefer individual ventures over group initiatives due to higher risk of internal conflict. PWDs face both internal barriers (e.g., limited education, skills, or confidence)</p> |

| Summary of key aspects | Raised by | Response |
|---|---|--|
| | | and external ones (e.g., discrimination and lack of inclusive workplaces). Support for driving license issuance for persons with disabilities has been proposed. PWDs have potential in digital marketing skills for the marketing phase of their products. |
| Contingency and Disaster Planning: Climate impacts are not gender-neutral and disproportionately affect women and PWDs. Women and PWDs are often excluded from preparedness simulations. Aid distribution can be uncoordinated, leading to unequal access, especially for female-headed families. The specific needs of vulnerable groups, such as sanitary products and specific nutrition, are often overlooked. Evacuation centers may not be women- and child-friendly, increasing the risk of gender-based violence. The community has become desensitized to tidal flooding as a disaster. | Social Service Agency of Pekalongan Regency, Head of KSB Jeruksari Village, Unit LIDI of Disaster Management Agency of Pekalongan Regency, Head of Fatayat NU, Social Service Agency of Pekalongan City government, Unit ULD (Disability Service Unit) of Central Jawa Province, Ministry of Women Empowerment and Child Protection, The Head of Kelurahan Bandengan, LKKP, Bapperida of Pekalongan Regency | The Social Service Agency suggests that capacity-building initiatives for volunteer networks like TAGANA are needed, including training and disaster evacuation simulations. PWDs require different responses based on their impairments, and evacuation facilities often need to be tailored to their needs, including portable toilets and mobility aids. PWD volunteers are crucial for effectively assisting others, as they feel a greater sense of shared experience. Women's organizations like Fatayat NU have a disaster response unit (GARFA) that addresses the needs of vulnerable groups by providing items such as diapers, sanitary products, and undergarments. Women participate in disaster response efforts, particularly in logistics and public kitchens, but logistics for vulnerable groups are often overlooked. |
| Blue-Green Space Planning: The planning and development of green and blue public spaces presents risks such as the potential for sexual | BRAVE FGD Gender Action Plan – Pekalongan City, Ministry of Women Empowerment and Child Protection, | Blue and green spaces should provide multiple benefits- social, economic, psychological, and environmental- and include productive activities for women. The provision of |

| Summary of key aspects | Raised by | Response |
|--|--|---|
| violence for women and PWDs if not properly managed. Poorly managed public spaces can become hotspots for social issues. The community may not respect or maintain accessible facilities, rendering them ineffective. Proposals for infrastrucute including green/blue spaces may be limited in development planning forums, which focus on physical infrastructure. | Social Service Agency of Pekalongan City government, The Head of Kelurahan Bandengan | safe pathways and public areas can help reduce instances of domestic and sexual violence. The design must consider the specific needs of PWDs, and they should be involved in both the design and maintenance stages to ensure facilities are effective and respected. There is a need to optimize blue spaces in upstream areas. |

2.6 Key recommendations for gender mainstreaming

The following section provides an overview of key recommendations which have been translated into the Gender and Social Inclusion Action Plan:

Output 1.1: Landscape resilience assessment is developed

Output 1.2: Climate Resilient community groups formed and capacitated

Box 1 Relevant issues and barriers related to Output 1.1 and 1.2

- Lack of knowledge, technology, and financial access as internal barriers to participation.
- Stereotypes limiting participation of women and PWDs.
- Inadequate human resources and inconsistent provision/utilization of gender-disaggregated data at various stages of development.
- Lack of comprehensive sex-disaggregated data and robust gender analysis across sectors.
- Weak implementation of gender mainstreaming, particularly at sub-national levels, compounded by limited institutional capacity and lack of clear mandates.

Recommendations:

- **If possible, conduct a comprehensive gender and social inclusion needs assessment in Pekalongan City, Pekalongan Regency, and Batang Regency.** This assessment should specifically identify the unique needs, capacities, and barriers faced by diverse groups, including women, female-headed households, PWDs, children, and the elderly, ensuring that the resilience assessment is truly inclusive and representative.
- **Integrate gender-disaggregated data collection and analysis into all phases of the landscape resilience assessment.** This includes collecting data on land ownership, decision-making roles, access to resources, and exposure to hazards, disaggregated by gender, age, disability status, and other relevant social markers, to inform a nuanced understanding of vulnerability.
- **Engage local women's organizations and community-based organizations from the outset.** Their active involvement will help identify specific community-level vulnerabilities and traditional knowledge related to resilience, ensuring the assessment reflects local realities and facilitates women's participation.
- **Provide gender-sensitive training for staff, consultants and community members involved.** This training should equip them with the skills to conduct gender analysis, identify gender-specific impacts of climate change, and ensure a gender-sensitive approach in data collection, interpretation, and reporting.
- **Ensure the assessment methodology explicitly accounts for the intersectional vulnerabilities of women and PWDs.** This includes assessing barriers to information access (lack of sign language or light coding for PWDs) and the impact of social norms on participation, ensuring these factors are integrated into the resilience analysis.

Output 1.3: Climate-informed land use, water resource, and livelihood action plans developed

Box 2 Relevant issues and barriers related to Output 1.3

- Men are more dominant in decision-making related to land selection and production inputs in agriculture and fisheries.
- Women frequently possess less actual land ownership despite legal entitlement, hindering access to credit.
- Traditional norms and cultural expectations influence educational and career choices, limiting women's roles in certain sectors.
- Weak implementation of gender mainstreaming at sub-national levels, leading to inconsistencies in aligning regional initiatives with national gender mainstreaming goals.
- The issue of gender mainstreaming is not yet fully implemented by the city and regency governments

Recommendations:

- **Ensure equitable representation and active participation of women, including female farmers, female fish farmers, and female-headed households, in all participatory planning processes for land use and water resource management, and livelihood action plan.** This requires setting explicit targets for female participation in village meetings and deliberations, and providing support to overcome time constraints and domestic burdens.
- **Integrate gender considerations into the development of land use and water management plans and livelihood action plan to address unequal access to land and resources.** The plans should explicitly recognize and support women's land rights, their roles in post-harvest activities and fisheries production outcomes, and facilitate their access to credit and productive assets, potentially leveraging microfinance schemes in place.
- **Develop communication strategies that disseminate information about land use and water management plans and livelihood action plan in accessible and culturally appropriate formats for both men and women, including PWDs.** This ensures that all community members are informed and can provide meaningful input, fostering genuine participatory planning.

Output 1.4: Blue-green space mapped and designed

Box 3 Relevant issues and barriers related to Output 1.4

- Construction of blue space creates potential risk for women and PWDs.
- Blue space needs management, safety procedures, and access for PWDs.
- Cultural perception and physical constraints limit women's involvement in fish farming, which could extend to blue-green spaces.
- PWDs have limited access to climate information system, and are not invited to disaster preparedness simulations.
- Accessible public spaces may help reduce instances of domestic violence and sexual abuse, provided pathways remain safe and accessible.
- Limited access to information and digital skills for women, particularly in rural areas.

Recommendations:

- **Prioritize a gender-sensitive and inclusive design process for all blue-green spaces.** This must involve women and PWDs in co-design workshops and consultations to ensure the spaces meet their specific needs, considering safety, accessibility and diverse recreational and livelihood functions.
- **Integrate safety features and mechanisms to prevent gender-based violence (GBV) and sexual harassment into blue-green space designs.** This includes adequate lighting, clear

sightlines, designated safe zones, and accessible pathways from residential areas, particularly in flood-prone zones where GBV is reportedly higher.

- **Ensure blue-green spaces are designed to deliver multiple co-benefits beyond water management, including social, economic, psychological, and environmental advantages.** This could involve incorporating areas for community gatherings, small-scale livelihood activities, and child-friendly play areas, thereby enhancing their utility and community ownership.
- **Develop clear management and maintenance strategies for blue-green spaces that explicitly involve women and PWDs.** This includes establishing community-led management committees with equitable representation, providing training on maintenance, and exploring opportunities for PWDs to participate in maintaining these spaces.
- **Incorporate digital literacy and information access considerations into the design, such as QR codes for information on space use, safety protocols, or climate information, ensuring accessibility for all users.** This can help bridge the digital literacy divide and ensure vital information reaches women and PWDs.

Output 2.1: Climate-smart agriculture implemented in upstream and midstream villages

Box 4 Relevant issues and barriers related to Output 2.1

- Men are more dominant in decision-making related to land selection and production inputs in agriculture.
- Women play a role in maintaining agricultural commodities from planting to processing for sale, but direct engagement in cultivation is limited.
- Persistent gender disparities in higher education, especially in STEM fields, and a digital literacy divide.
- Unequal burden of unpaid care work limits women's time for formal employment and skill development.
- Limited competencies or skills, low-income levels, social and cultural constraints (expectation to remain at home), and limited access to technology/mobility restrictions for women.

Recommendations:

- **Conduct a gender needs assessment specifically for climate-smart agriculture training and implementation in upstream and midstream villages.** This assessment should identify existing knowledge gaps, preferred learning modalities, and specific barriers (such as, time constraints due to care responsibilities, mobility) for women farmers, and tailor training programs accordingly.
- **Design CSA training programs to be gender-sensitive and practical, addressing both men's and women's roles in the agricultural value chain.** While men dominate cultivation, women's significant role in post-harvest processing should be leveraged and enhanced through specific training on value-added techniques, food preservation, and market access for processed goods.
- **Actively engage women's organizations (such as, PKK, female farmer associations) and community-based organizations (CBOs) in the planning and implementation of CSA initiatives.** These organizations can serve as crucial conduits for disseminating information, mobilizing women participants, and providing peer support, helping to overcome social and cultural barriers to participation.
- **Provide support for women's participation in CSA training, where possible, to alleviate the unequal burden of care.** This practical support is essential to ensure women's full and meaningful engagement.

- **Facilitate women's access to climate-smart agricultural technologies and digital literacy training.** This includes introducing appropriate, labor-saving technologies that can reduce women's workload and providing training on digital tools for climate information, market prices, and agricultural best practices, addressing the existing digital divide.

Output 2.2: Adaptive aquaculture is implemented by aquaculture farmer groups

Box 5 Relevant issues and barriers related to Output 2.2

- Cultural perception and physical constraints (such as depth of fishponds) limit women's involvement in fish farming, with no women currently participating in primary fish farming activities.
- Men are more dominant in decision-making related to production inputs in fisheries.
- Women have control over production outcomes in the fisheries sector and are active in accessing credit, though financial responsibility remains with men.
- Limited access to credit for women without collateral.
- Limited competencies or skills, low-income levels, social and cultural constraints, and limited access to technology/mobility restrictions for women.

Recommendations:

- **Incorporate a gender lens while finalizing activities for aquaculture to identify and implement the precise barriers preventing women's participation in primary fish farming activities.** This analysis should inform the design of adaptive aquaculture practices that are physically accessible and culturally appropriate for women, potentially exploring alternative aquaculture methods or roles that accommodate these constraints.
- **Promote and support women's involvement in value-added schemes for aquaculture products, such as fish processing (example- milkfish processing), packaging, and marketing.** This leverages women's existing roles in controlling production outcomes and post-harvest activities, providing income-generating opportunities that are culturally acceptable and economically empowering.
- **Facilitate women's access to credit and financial services without requiring traditional collateral, such as through microfinance programs like PNM Mekaar, which are specifically designed to support women entrepreneurs.** Information about these financing programs should be widely disseminated to fishery and fishery processing groups.
- **Provide targeted technical assistance and training to women's groups on adaptive aquaculture practices, emphasizing value chain enhancement and business management.** This includes training on quality control, hygiene, branding, and market linkages, building their competencies and fostering economic independence.
- **Establish or strengthen women's groups in fisheries sector and integrate them into broader decision-making forums.** This ensures their voices are heard in the development and implementation of adaptive aquaculture strategies, promoting their prominence in the public sphere.

Output 2.3: Runoff management through Blue-Green Spaces established

Output 2.4: Sub-district level contingency plan established

Construction of blue space creates potential risk for women and PWDs; blue space needs management, safety procedures, and access for PWDs.

Box 6 Relevant issues and barriers related to Output 2.3 and 2.4

- PWDs have limited access to climate information system, with information not available in accessible formats (such as, sign language, light coding).

- PWDs are not invited to disaster preparedness and disaster management/evacuation simulations.
- Lack of comprehensive data on PWDs (population, type, gender, age) is a significant barrier.
- Higher instances of violence reported among women in urban areas and those affected by frequent flooding/sea-level rise.
- Uncoordinated relief efforts during emergencies sometimes lead to unequal aid distribution, particularly for female-headed families.

Recommendations:

- **Ensure the design and establishment of blue-green spaces, risk communication procedure and flood contingency plans are fully inclusive and gender-responsive.** This requires active participation of women, female-headed households, and PWDs in the planning, design, and validation processes, ensuring their specific safety, mobility, and communication needs are met.
- **Develop and disseminate early warning information as part of contingency plans (on flood preparedness and response) in multiple, accessible formats, including visual and auditory, and sign language interpretations, and through various channels.** This ensures PWDs and other vulnerable groups receive timely and understandable warnings.
- **Integrate women and PWDs into disaster preparedness and evacuation simulations if these are part of the local community trainings.** These simulations should be designed to identify and address specific barriers to evacuation for these groups, ensuring safe and accessible routes and facilities, and building their capacity to respond effectively.
- **Establish community-led committees for blue-green space management, with mandatory equitable representation of women and PWDs.** This will foster local ownership and ensuring accountability for inclusive practices.
- **Develop flood contingency plans that explicitly address the unique needs of women and vulnerable groups, including female-headed households, children, and the elderly.** This includes ensuring equitable aid distribution, establishing safe and private facilities in evacuation centers (such as separate sleeping areas, GBV support), and providing tailored nutritional support for evacuees.

Output 3.1: Evidence-based policy recommendations developed and disseminated

Box 7 Relevant issues and barriers related to Output 3.1

- Weak implementation of gender mainstreaming, particularly at sub-national levels, due to lack of clear central guidance and inconsistent application.
- The issue of gender mainstreaming is not yet fully understood by the Government of Pekalongan Regency.
- Inadequate human resources and inconsistent provision/utilization of gender-disaggregated data at various stages of development.
- Low women's representation in political decision-making positions and village institutions.
- Limited access or invitation for PWDs to other policy developments or regulations.

Recommendations:

- **Ensure multi-level stakeholder engagement processes (example- consultations, workshops) for policy summary formulation are gender-balanced and inclusive.** This requires proactive outreach to women's organizations, PWD advocacy groups, and female community leaders, providing logistical support to facilitate their participation and ensuring their perspectives are systematically captured.

- **Integrate gender analysis and disaggregated data from the project's lessons learned into the policy summary.** The summary should explicitly highlight gender-specific impacts, successful gender-responsive interventions, and remaining gender gaps, providing evidence-based arguments for policy changes.
- **Emphasize the importance of formalizing mechanisms for continuous engagement of women and PWDs in policy dialogue beyond the project lifecycle.** This could include advocating for quotas or designated seats for women and PWD representatives in policy review committees and planning bodies.

Output 3.2: Enabling policy frameworks adopted for climate-resilient IWRM

Box 8 Relevant issues and barriers related to Output 3.2

- Weak implementation of gender mainstreaming despite existing legal and institutional frameworks, particularly at sub-national levels, compounded by limited institutional capacity and lack of clear mandates.
- Regional governments face significant challenges in integrating gender mainstreaming due to absence of updated, clear directives from the central government.
- The issue of gender mainstreaming is not yet fully understood by the Government of Pekalongan Regency.
- Low women's representation in political decision-making positions and village institutions.
- Limited access or invitation for PWDs to other policy developments or regulations.

Recommendations:

- **Ensure the enabling policy framework explicitly integrates or links to gender-responsive budgeting principles, leveraging the new Regional Government Information System (SIPD) tagging system when this is functional.** The framework should provide clear guidelines for sub-national governments to allocate resources equitably and track expenditures for gender equality outcomes.
- **Incorporate provisions within the policy framework that mandate the systematic collection, analysis, and utilization of sex-disaggregated and disability-disaggregated data across all relevant sectors.** This is crucial for evidence-based policy-making and monitoring progress towards gender equality and inclusion targets.
- **Ensure the policy framework includes specific provisions for the protection and empowerment of persons with disabilities, mandating their inclusion in climate action planning, disaster risk reduction, and livelihood development initiatives.** This should align with Law Number 8 of 2016 concerning Persons with Disabilities, advocating for affirmative action policies in employment and procurement.

Output 3.3: Climate-resilient livelihood business models operationalized

Box 9 Relevant issues and barriers related to Output 3.3

- Women's labor force participation rate is low and stagnant, attributed to structural barriers like occupational sex segregation and limited access to credit/markets for women-owned MSMEs.
- Poverty disproportionately affects female-headed households and women in vulnerable employment.
- PWDs engage in informal work with wage disparities; government grants and business groups fall short due to rigid administrative requirements and lack of follow-up support.
- Limited competencies or skills, low-income levels, social and cultural constraints, and limited access to technology/mobility restrictions for women.
- Cultural perception and physical constraints limit women's involvement in fish farming.

Recommendations:

- **Design resilient livelihood business models that specifically target and address the economic vulnerabilities of women, female-headed households, and PWDs.** This includes identifying and promoting value chains where women and PWDs can participate equitably.
- **Integrate comprehensive support models that combine initial capital, technical assistance, and guaranteed market access for businesses led by women and PWDs.** This shifts from symbolic inclusion to practical implementation, ensuring their products are purchased and promoted by local institutions and procurement systems.
- **Integrate gender-sensitive training and capacity-building programs as part of engagement processes to introduce these business models, focusing on adaptive practices, financial literacy, business management, and digital skills.** These programs should be tailored to overcome existing skill gaps and address social/cultural constraints, potentially offering flexible schedules or on-site childcare.
- **Explore gender-responsive financial inclusion mechanisms to provide accessible credit and financing for women and PWD entrepreneurs.** The business models should facilitate women's active role in accessing credit while also addressing the underlying financial responsibility dynamics within households.

Output 3.4: Inclusive, climate-resilient market systems established**Box 10 Relevant issues and barriers related to Output 3.4**

- Limited access to credit and markets for women-owned micro, small, and medium enterprises (MSMEs).
- Women are more active in accessing credit, although financial responsibility remains with men.
- Women play an important role in post-harvest activities, particularly in the processing of agricultural commodities.
- In terms of access to capital, there is generally no significant disparity between men and women; women often receive preferential treatment through targeted financing schemes
- Limited competencies or skills, low-income levels, social and cultural constraints, and limited access to technology/mobility restrictions for women.

Recommendations:

- **Strengthen women's roles within commodity value chains, particularly in post-harvest processing and value-added activities where they already have significant engagement.** This includes providing targeted training on quality control, market linkages, and business development, and facilitating their integration into actor networks that connect producers to markets.
- **Enhance women's access to tailored financial products, leveraging existing gender-responsive microfinance schemes.** This involves actively disseminating information about available financing programs to women's groups in agriculture and fisheries, and exploring mechanisms to ensure women have greater control over the financial responsibility associated with these loans.
- **Develop continuous technical advisory services that are gender-sensitive and accessible to women and PWDs.** This requires flexible delivery methods culturally appropriate communication, and content that addresses women's specific needs and challenges in accessing agricultural inputs and market information.

3 Gender and Social Inclusion Action Plan

Table 2 Gender and Social Inclusion Action Plan

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|---|---|--|---------------------|--|------------------|---------|
| Outcome 1: The development planning processes in Sengkarang and Kupang watersheds are participatory and climate-informed | | | | | | | |
| Cross-cutting | The project will recruit a gender expert as a consultant in the inception period to carry out detailed gender analysis and develop gender action plan, which results will be incorporated into project implementation plan (PIP). Ensuring the PIP reflects women and PWD participation in capacity- building activities and mainstream gender across all project activities. The Project Manager then will ensure the implementation of Gender Action Plan throughout project period | No dedicated gender consultant currently assigned to ensure systematic gender mainstreaming across project activities | One gender consultant recruited in Year 1 of project implementation. | 1 gender consultant | A gender consultant is recruited in Year 1 of project implementation | Kemitraan, MCI | C13,125 |

⁸⁸ The current baseline is narrated in a qualitative manner due to lack of quantitative data values. The baseline will be carried out in quarter 3 & 4 of the Year 1 of implementation, which will cover quantified information specific to indicators

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|----------------------|--|--|--|--|--|------------------|--------|
| Cross-cutting | The project will set up of gender inclusive monitoring system with performance targets disaggregated by gender, age, disability, and geographic location to collect data for monitoring and evaluation per sub-activity. The monitoring system will also ensure that targets defined in this Gender and Social Inclusion Plan are tracked. | Monitoring systems on operational to track gender-disaggregated indicators systematically, | Gender responsive M&E system is operational. | 1 gender responsive M&E system | Year 1- Year 5 | Kemitraan, MCI | 1028 |
| Cross-cutting | Training of MCI's Code of Ethics and GESI minimum standards to project staff and implementation partners | 0% of staff trained on Code of Ethics and GESI Minimum Standards | Percentage of staff trained on the Code of Ethics and GESI Minimum Standards | 100% | Code of Ethics and GESI Minimum Standards is in place and enforced during project implementation | Kemitraan, MCI | 3,981 |
| Cross cutting | Ensure gender-balanced representation in project governance structures, including the Project Steering Committee (PSC). The Project will encourage nomination of women representatives from government agencies, community organisations, women's groups, and disability organisations. Gender matters will be included in the agenda during PSC meetings. | Women are not well represented in similar project specific meetings | Percentage of women represented in Project Steering committee meeting | At least 20% representation of women in the Project Steering Committee and other project decision-making bodies. | Year 1 onwards | Kemitraan, MCI | 22,251 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|--|---|--|--|---|------------------------|------------------|--------|
| Output 1.1: The targeted communities and project stakeholders have access to integrate climate-based evidence for climate resilient planning | | | | | | | |
| Activity 1.1.1: Conduct climate risk and impact assessment for Sengkarang watershed (with long-term/decadal projections). Activity 1.1.2: Develop ecosystem services valuation assessment | Climate risk impact, Ecosystem valuation assessments are GESI sensitive | Climate risk assessment and ecosystem valuation data not available in Sengkarang | Number of Gender inclusive climate risk impact and ecosystem valuation assessments completed | 2 studies | Year 1-Y2 (Q1-Q3) | Kemitraan, MCI | 11.966 |
| | | | | | | | 7.528 |
| Output 1.2: Community-based climate change adaptive management plans and designs have been developed to enhance community resilience | | | | | | | |
| Activity 1.2.1: Formation and strengthening of climate-resilient community groups in target villages. | Participation of members from vulnerable groups will be promoted. | No climate resilient groups organized in the project location | Climate Resilient community groups formed and capacitated (gender disaggregated with 40% women trained | 33 climate resilient groups (trained people-women: 198, men: 297, total: 495) | Year 1- Year 2 (Q1-Q3) | Kemitraan, MCI | 6.841 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|--|--|--|---|---|---------------------------------|------------------|--------|
| | | | and included in composition of the groups) | | | | |
| Activity 1.2.2. Develop community resilience action plans through inclusive stakeholder participation | <p>The planning process will take into consideration women's, PWD and vulnerable groups barriers (e.g. suitable location, adequate timing, childcare opportunities, women only groups, if needed, direct invitation of women).</p> <p>Through including women in consultation process (40% of women, vulnerable groups participants), the Plans will explicitly address gender-specific roles, responsibilities, and access to resources (All 33 integrated community-level plans explicitly address gender roles)</p> | Men are more dominant in decision-making | Number of integrated community resilience action plans developed | 33 community resilience action plans developed (Male: 103,745, Female: 69,167 Total: 172,908) | (Year 1 (Q4) - Year 5) | Kemitraan, MCI | 31.065 |
| 1.2.3: Hydrological analysis of the watershed area to provide insights into runoff patterns and discharge rates, serving as | The consultations take into consideration women's barriers (e.g. suitable location, adequate timing, childcare opportunities, women only groups, if needed, direct invitation of women). Mapping and field assessment reports will be GESI sensitive. | Women and vulnerable groups are rarely included in infrastructure planning consultations, and public spaces are often designed without considering gender-specific | Number of blue-green space designs validated by local stakeholders through gender inclusive participation | 4 sites validated for blue green spaces by stakeholders Participating stakeholders: (Male: 25,936 Female: | Year 1 (Q3 -Q4) Year 3 (Q1-Q2) | Kemitraan, MCI | 1.208 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|--|---|--|------------|------------------------------|----------|------------------|---------------------------|
| <p>input for site selection and the development of blue-green space design living within the proximity of the indicative location(s)</p> <p>Activity 1.2.4. Securing approval of blue green spaces sites through stakeholder validation and risk perception analysis</p> <p>Activity 1.2.5: Landscape design of the blue-green space</p> | <p>Proportion of women and vulnerable groups participate in consultations with local stakeholders on blue-green spaces site selection (40% of attendees at stakeholder consultations are women and vulnerable groups). The Women Empowerment and Child Protection Agency will be among local government agencies to be consulted in the design process.</p> | <p>safety and accessibility needs.</p> | | <p>17,291, Total: 43,227</p> | | | <p>4,370</p> <p>2,382</p> |
| <p>Outcome 2: Communities in the targeted watersheds implement climate-resilient livelihoods and integrated watershed/runoff management practices that reduce climate-related risks</p> | | | | | | | |
| <p>Output 2.1: Communities in the targeted watersheds are supported to implement the climate-informed and climate-resilient livelihood options</p> | | | | | | | |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|--|---|---|--|---|----------------|------------------|--------|
| Activity 2.1.1: Conduct climate-smart field schools for agriculture and aquaculture to promote climate-resilient farming and adaptive aquaculture practices. | The field school planning will take into consideration women's barriers (e.g. suitable location, adequate timing, childcare opportunities, women only groups, if needed, direct invitation of women) invitation of vulnerable groups) | Women participate mainly in post-harvest activities and small-scale trading, while men dominate production decisions, land ownership, and access to agricultural inputs | Proportion of women participating in climate-smart field schools (minimum of 40% women participate) | Agriculture communities 300 farmers households (Male: 180, women 120) Aquaculture communities farmer groups comprising 220 people comprising farmers (Male: 96, Female: 124) | Year 2- Year 5 | Kemitraan, MCI | 17.584 |
| Activity 2.1.2: Expand and contextualize the Climate Information System (CIS) to support community resilience action plan implementation across upstream, midstream, and coastal communities, focusing on | Climate information system set up will be easily accessible to women and PWDs through facilitation provide by the project team | | Percentage of female vs. male farmers and PWDs who have access to the CIS information (40% female participation) | Agriculture communities 1200 people in 300 farmers households (Male: 720, women: 420) Aquaculture communities 880 people in 220 households (Male: 529, Female: 352, PWD: 5%) ⁸⁹ | Year 2 | Kemitraan, MCI | 19.625 |

⁸⁹ PWD target is set to 5%. This is in alignment with Population census of Indonesia (2020) which indicates that 5% of Population have some form of disability

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|--|---|---|---|-----------------|------------------|--------|
| coffee, carrots, milkfish, and grouper commodities | | | | | | | |
| Activity 2.1.3: Build the financial and business management capacity of farmer and fish-farmer groups to function as aggregators for their members | The PM will review the training materials to ensure that gender aspects are integrated sufficiently | Women participate mainly in post-harvest activities, farmer groups, agricultural and aquaculture decision-making are predominantly male-dominated, with limited female participation in training and climate-resilient practices. | <i>Number of gender inclusive farmer groups strengthened in climate resilient agriculture and aquaculture practices (minimum 40% women participation)</i> | Agriculture communities 6 farmer groups involving 300 HHs (Male: 180, Female: 120) Aquaculture communities 10 farmer groups comprising 160 people (Male: 96, female: 64) | Year 2 | Kemitraan, MCI | 32.775 |
| | Women in Project will receive targeted training on financial literacy and financial management, which will specifically support them in carrying out their roles as financial managers | Women are not engaged in financial and business management activities related to livelihood due to social norms | Number of women capacitated as financial managers through better financial and business management skills | Agriculture 120 females Aquaculture 64 females | Year 2 | Kemitraan, MCI | |
| Activity 2.1.4: Implement participatory conservation | Gender inclusive principles will be applied in preparation of conservation plans and women will be engaged in the | Men dominate decisions related to land selection and production | Proportion of women participating in developing | 18 villages where conservation | Year 2 - Year 5 | Kemitraan, MCI | 78.255 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|--|--|---|---|----------------|------------------|----------|
| measures and establish climate smart agriculture demonstration plots | conservation implementation, particularly around their farmland. This will be complemented by establishment of 9 demonstration plots for agriculture with inclusive female participation | inputs in agriculture and fisheries. | and implementing conservation plans (minimum of 40% women participants) | activities are conducted 5,900 households Male: 14,160, Female: 9,440, Total: 23,600 | | | |
| Activity 2.1.5: Establish adaptive aquaculture demonstration plots complemented with improved feeding management practices and introduce value added schemes for women farmer groups | Training material for plots will be GESI sensitive and (Access to all 9 demonstration plots is provided equally to women) | Women have lack of access to training on climate smart agriculture | Percentage of women participating in trainings on climate agriculture demonstration plots (minimum of 40% women participants in trainings related to the demonstration plots) | 10 farmer groups comprising 160 people (Male: 96, female: 64) | Year 3 | Kemitraan, MCI | 25.885 |
| | Project team will engage with targeted group of women to acquire their consent and involvement in value added schemes based on needs conveyed | Women's participation in aquaculture production activities and related technical training is very limited due to cultural norms and physical constraints associated with | Number of women participating in value-added schemes (60 woman involved in value-added scheme trained) | 4 women farmer groups (60 females trained) | Year 2- Year 5 | Kemitraan, MCI | I 25.885 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|---|--|---|--|-----------------|------------------|--------|
| | | fishpond management. | | | | | |
| Activity 2.1.6 Facilitate village engagement and advocacy in upstream, midstream, downstream and coastal communities to support knowledge exchange with farmer and fish-farmer groups | Village engagement sessions involving women and men | Women don't have access to awareness raising activities on climate smart agriculture | Number of engagement sessions conducted (40% female participation) | 25 villages 6420 households Male: 15,408, Female: 10,272 Total: 25,680 | Year 3 | Kemitraan, MCI | 20.018 |
| Output 2.2 : Integrated runoff management and flood preparedness systems established in targeted sub-districts | | | | | | | |
| Activity 2.2.1: establishment of Blue green spaces informed by sectoral risk and opportunity analysis Activity 2.2.2: Provide systems and procedures for monitoring, communication and operational | The PM will review the design materials to ensure that gender aspects are integrated sufficiently. There will be Break-out sessions for women-only groups will be part of the consultation processes to allow free expression of ideas and opinions among women and PWDs. The final design and set up of the blue-green spaces incorporates GESI-sensitive features (all 4 blue-green spaces incorporate GESI-sensitive features) | | <i>No blue green spaces working groups established and community not engaged for validation</i> | | Year 2 - Year 4 | | 14.104 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|--|---|---|--|-----------------|--------------------------------------|--------------------|
| management of Blue- Geen Spaces Activity 2.2.3: Securing validation of designs and establishment of blue-green spaces management working groups and opportunity assessment | | | <i>Number of GESI integrated blue-green spaces established through management working groups</i> Percentage of women and PWDs included in membership of Blue Green Spaces working groups | 4 blue green spaces formed benefiting- Male: 103,745 Female: 69,163, Total: 172,908 (5% disabled groups) 40% of women will be members, number will be determined once blue green spaces working groups are formed | Year 2 - Year 4 | Kemitraan, MCI Kemitraan, MCI | 12.211 |
| Activity 2.2.4: Develop sub-district level contingency plans Activity 2.2.5: Train local communities on flood preparedness and response | The final contingency plan explicitly includes actions and provisions that address the distinct needs of females, PWDs and other vulnerable groups. The gender expert should make sure that the contingency plan clearly identifies, for vulnerable groups, how to access critical resources during an | Disaster preparedness and response systems often do not consider the specific needs of women, PWDs, and vulnerable groups. Women and PWDs are rarely included in preparedness | <i>Number of women trained in flood preparedness and contingency planning (40% female participation)</i> | 400 community members trained (Male: 240, Female 160) | Year 3 - Year 5 | Kemitraan, MCI | 3.138 5.086 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|--|---|---|--|---|-----------------|------------------|-------|
| | <p>emergency.(all 4 sub-district plans have GESI provisions)</p> <ul style="list-style-type: none"> The trainings take into consideration women's barriers (e.g. suitable location, adequate timing, child care opportunities, women only groups, if needed, direct invitation of women) The trainings material will be GESI sensitive and will take into consideration special barriers of vulnerable groups (e.g. suitable location, adequate timing, ethnic groups, if needed, direct invitation of vulnerable groups) | simulations or planning processes. | | | | | |
| Outcome 3: Enabling environment to replicate and scale-up climate-resilient IWRM exists | | | | | | | |
| Output 3.1. Government stakeholder's academia, private sector, community and media are informed of best practices of climate-resilient and climate-informed livelihood options, and policy recommendations. | | | | | | | |
| Activity 3.1.1: Conduct policy analysis at provincial and local levels to determine policy recommendations Activity 3.1.2: Facilitate multi-level advocacy | Policy recommendations will be GESI- sensitive which will be based on policy analysis s that will assess gender biases in existing/ new subsidies and policies (2 out of 2 policy analyses). In addition, representatives of gender-focus and PWD organizations will be involved | <i>Policy analysis and policy dialogues related to watershed management and climate resilience do not systematically incorporate gender equality and social</i> | <i>Number of GESI inclusive policy recommendations shared with policymakers (inclusion of gender-focus and PWD organizations</i> | 2 GESI inclusive recommendations on summaries shared with Policy makers with 10 multi-stakeholder consultations involving | Year 2 - Year 5 | Kemitraan, MCI | 6,071 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|--|--|---|---|-----------------|------------------|---------|
| and policy dialogues to advance the integration of Integrated Water Resources Management (IWRM) principles into local and provincial policies Activity 3.1.3. Develop and disseminate a summary for policy makers (SPM) based on lessons learned | in the multi-stakeholder dialogue | <i>inclusion considerations, and engagement of gender-focused or PWD organisations in consultations is limited.</i> | <i>in consultations for development of summary recommendations)</i> | participation of 40% women | | | 163,582 |
| | | | | | | | 9,273 |
| Activity 3.1.4: Co-develop a climate-resilient IWRM framework through stakeholder consultation (to integrate landscape and climate resilience perspectives) Activity 3.1.5. conduct media outreach and visibility campaigns and maintain | Climate-resilient IWRM will be GESI-sensitive. In addition, representatives of gender-focus and PWD organizations will be involved in the stakeholder consultations . Furthermore, Decision-making tools will be GESI-sensitive and PM will ensure that IWRM principles are GESI sensitive | Current water resource management and planning frameworks do not systematically integrate gender equality and social inclusion considerations or use decision-support tools to assess gender-differentiated impacts. | Number of GESI inclusive IWRM developed through use of decision support tools | 1 GESI inclusive IWRM framework developed | Year 2 - Year 5 | Kemitraan, MCI | 29,705 |
| | | | | | | | 4,827 |
| | | | | | | | 1,972 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|--|--|---|--|----------------|------------------|--------|
| knowledge repository Activity 3.1.6 Co-develop decision-making tools for sector-specific (CIS) with relevant local partners Activity 3.1.6. Co-develop decision-making tools for sector-specific (CIS) with relevant local partners Activity 3.1.7. Amplify the project learning and evidence to inform the climate resilience policy development at the national level | | | | | | | 6,604 |
| Output 3.2. Communities in the targeted watersheds have access to supports with climate-resilient livelihood business models and finance | | | | | | | |
| Activity 3.2.1: Detailed Market scoping analysis both for | PM will ensure that the business model is set up such that it is responding to the needs of females and vulnerable groups (poor | Farmer and fish farmer groups are largely male dominated, with limited | <i>Number of farmers/fish farmer groups adopting business</i> | 4 commodity specific business models developed | Year 3- Year 5 | Kemitraan, MCI | 26,430 |

| Activities | Measures to strengthen Gender Equity | Baseline ⁸⁸ | Indicators | Target | Timeline | Responsibilities | Costs |
|---|---|------------------------|------------|--------|----------|------------------|--------------|
| | management, which will specifically support them in carrying out their roles as financial managers. In Both in aquaculture and agriculture sector, the involvement of women farmers in seedling preparation and maintenance, record-keeping, and financial management positions them as key actors in ensuring the continuity of cultivation activities and in maintaining eligibility to access the financial products that will be developed and/or access strengthened | | | | | | |
| Activity 3.2.5: Document and disseminate lessons learned on the replication potential of business models | Evidence of the type of incentives designed to recruit women and increase their capacity will be collected with the project activity reports (included in at least 2 of the 4 lessons learned reports produced and disseminated) | . | | | | | 3,785 |
| Activity 3.2.6 Conduct regular monitoring and evaluation on technical performance of the close-loop model | | | | | | | 7,395 |

A SEAH risk assessment was carried out as part of the proposal development process. Below is a summary of the SEAH risk screening results and their mitigation measures.

| Risks | Mitigation measures |
|--|--|
| Policy and code of conduct | MCI's Safeguarding Policy covering SEAH, in the Code of Ethics, especially on Sexual Exploitation and Abuse, and Sexual Harassment Commitments |
| Supervision and training | <p>A dedicated focal person for SEAH, as mentioned in the MCI's PSEAH Policy, to act as a trained and designated safeguarding focal point for team members or visitors who wish to report or discuss sexual misconduct</p> <p>Training for all related parties on MCI's Code of Ethics, MCI's Prevention of SEAH Policy, and MCI's CARM Policy</p> |
| Recruitment and performance assessment | <p>Recruitment procedures in place with interview panels staffed by at least two people</p> <p>Candidates' identities checking at interview and reference request</p> <p>Formal contract for all workers</p> <p>Written procedures for performance appraisals, promotions, and any performance-related pay increases</p> |

| | |
|-----------------------------|--|
| Grievance Redress Mechanism | <p>MCI's CARM System for anonymous feedback, including SEAH-related complaints</p> <p>Community sensitisation process will include efforts to ensure the understanding of communities of their rights to be respect and dignity at all times in their engagement with MCI's programmes</p> <p>Community members and participants should, at a minimum, understand that Mercy Corps holds its team members, partners, contractors and consultants to the highest ethical standards; that they should always be treated with respect and dignity, that all aid is free, and that no one should ever ask anything of them in exchange for assistance, including money, goods, services, or sex.</p> |
| Investigation and response | <p>Under the PSEAH Policy, article 3.1.8. Mercy Corps Team Members, Partners, or Visitors must immediately report any concerns or suspicions regarding sexual exploitation, abuse or harassment by any humanitarian, aid or development worker, whether employed by Mercy Corps, a Mercy Corps Partner or any other humanitarian or aid organization</p> <p>MCI will take position to support for Survivors and to do Survivor-Centred Response. In accordance with the Safeguarding Core Standards Policy</p> |

| | |
|-----------------------------|---|
| Awareness raising | <p>Gender-sensitive and culturally appropriate outreach materials will be prepared as part of the project implementation</p> <p>Potential SEAH risks will be communicated to the community through CARM Mechanism</p> <p>Regular feedback will be obtained through CARM data collection process</p> |
| Procurement and partnership | <p>All of the consultants will undergo compliance checks, one of which is related to this policy, and we will always have to conduct safeguarding briefings for every consultant and partner selected</p> |
| Physical workspace | <p>Separate facilities for men and women are possible to be provided based on internal needs assessment</p> <p>MCI's Sexual Misconduct Policy covers risks in workplace safety</p> |
| Contextual risks | <p>Work with relevant gender/social welfare Government ministries and departments, other anti-gender-based violence organizations or networks;</p> <p>Strong enforcement of the AEs SEAH (and/or its equivalent) policy;</p> <p>Enforcement of SEAH related laws as it pertains to the project/program.</p> |

| | |
|---------------|--|
| | <p>Work with local government or authorities to sensitize community members on SEAH safeguarding;</p> <p>Identify male champions where applicable to act as allies on SEAH safeguarding;</p> <p>Provide SEAH training to project stakeholders and communities.</p> |
| Project risks | <p>As above societal risks and;</p> <p>Support local officials in campaigns on prevention of SEAH;</p> <p>Leverage existing relationships with government stakeholders; identify champions / supporters / changemakers within the government (specifically on SEAH);</p> <p>Conduct SEAH awareness-raising within the community;</p> <p>Where such severe barriers exist, extensive community consultation is required to understand all the social and issues that may further reinforce SEAH – and identify (inclusive and participatory) measures to address these barriers;</p> <p>Undertake SEAH sensitization campaigns/trainings and/or disseminate relevant SEAH messages to the targeted communities;</p> |

| | |
|--|--|
| | <p>Include SEAH messages (including reporting mechanisms) in construction sites, e-buses (and other modes of transport)</p> <p>Provide in the community on SEAH risks, how to report them and the services available including SEAH GRM.</p> |
|--|--|

Monitoring Progress on Gender Action Plan

Progress in implementing the Gender Action Plan (GAP) will be monitored through the project's Monitoring and Evaluation (M&E) system, which will track gender-related indicators and targets defined in this plan. Data will be collected and reported in a gender-disaggregated manner (including by sex, age, and disability where possible) to assess participation, benefits, and outcomes for women, men, and vulnerable groups.

The Accredited Entity (AE) will report on the implementation progress of the GAP through the Annual Performance Reports (APRs) submitted to the Green Climate Fund during project implementation. These reports will include updates on key GAP activities, progress against indicators and targets, challenges encountered, and corrective actions taken where necessary.

If any significant changes or revisions to the Gender Action Plan are required during implementation, the AE will inform the GCF and provide justification for the proposed modifications, ensuring that gender equality and social inclusion objectives remain adequately addressed throughout the project lifecycle.

Alignment of Gender Targets

The targets outlined in this Gender Action Plan (GAP) are aligned with Indonesia's international and national commitments to gender equality and women's empowerment. At the international level, the GAP supports the achievement of Sustainable Development Goal 5: Gender Equality, as well as the broader gender equality commitments embedded within the United Nations Framework Convention on Climate Change and climate adaptation frameworks. The proposed targets are also consistent with Indonesia's national policy framework on gender equality, including the national strategy on gender mainstreaming and relevant laws and regulations promoting women's participation and protection of vulnerable groups. The GAP targets are further aligned with the gender policy and social inclusion commitments of the Accredited Entity (AE), ensuring that gender equality and social inclusion are integrated across project planning, implementation, monitoring, and evaluation.

The targets presented in this GAP were informed by the gender assessment conducted for the project and by consultations with stakeholders, including both women and men from the project target areas. These consultations included key informant interviews and focus group discussions with representatives from government agencies, community organizations, women's groups, disability organizations, farmer and fisher groups, and other local stakeholders. Feedback from these consultations helped identify barriers faced by women and vulnerable groups and informed the design of practical measures and realistic participation targets. The targets may be further refined during project implementation to reflect evolving local needs and ensure effective gender-responsive project delivery.

Annex A

Consultations**Gender Disaggregated table on consultations**

| Activity | Female | Male | Total |
|--------------------------|--------|------|-------|
| Key Informant Interviews | 15 | 12 | 27 |
| FGD Pekalongan City | 12 | 15 | 27 |
| FGD Pekalongan Regency | 18 | 19 | 37 |
| FGD Batang Regency | 10 | 12 | 22 |
| Total Participants | 55 | 58 | 113 |

Gender Component: Interviews

| No | Date | Name of Interviewee | Organization |
|----|----------------------|---------------------|---|
| 1. | Monday, 26 May 2025 | Mr. A | City Planning Agency of Pekalongan Regency |
| 2. | Monday, 26 May 2025 | Mr. B and Ms. C | Head of Bandengan Village of Pekalongan City |
| 3. | Monday, 26 May 2025 | Ms. D | Disability Inclusion Services Unit of Pekalongan Regency |
| 4. | Tuesday, 27 May 2025 | Mr.C | Simego Village of Pekalongan Regency |
| 5. | Tuesday, 27 May 2025 | Mr. D and Ms. E | Pemosbud Bapperida of Pekalongan Regency/ Government and Socio-Cultural Division- Planning Agency of Pekalongan Regency |

| No | Date | Name of Interviewee | Organization |
|-----|------------------------|-------------------------|---|
| 6. | Wednesday, 28 May 2025 | Mr. E | Fatayat NU of Pekalongan Regency |
| 7. | Wednesday, 28 May 2025 | Ms. F | Sahabat Difabel of Pekalongan City |
| 8. | Wednesday, 28 May 2025 | Ms. G and Ms. H | Health Agency of Pekalongan City |
| 9. | Wednesday, 28 May 2025 | Mr. F | Disaster Management Group Jeruksari Village |
| 10. | Wednesday, 28 May 2025 | Mr. G, Mr. H and Mr. I | Social Agency of Pekalongan Regency |
| 11. | Wednesday, 28 May 2025 | Ms. I | Jolotigo Village Pekalongan Regency |
| 12. | Thursday, 29 May 2025 | Ms. J | Social Agency of Central Java |
| 13. | Thursday, 29 May 2025 | Mr. J | Study Circle of Pekalongan City |
| 14. | Thursday, 29 May 2025 | Ms. K | Disability Inclusion Services Unit of Central Java |
| 15. | Friday, 30 May 2025 | Ms. L, Ms. M, and Ms. N | Female Head of Family of Pekalongan Regency |
| 16. | Friday, 30 May 2025 | Ms O, Ms P, Ms Q | Gerakan Peduli Anak Difabel of Pekalongan City/ Movement to Care for Children with Disabilities |
| 17. | Friday, 30 May 2025 | Ms R | Childrens Forum of Pekalongan City |
| 18. | Tuesday, 10 June 2025 | Ms. S and Ms T | Ministry of Women's Empowerment and Child Protection of Central Java |
| 19. | | | Kemitraan |

Gender Component: FGDs

| No | Date | Location | Participants | Organization |
|----|------------------------|---|---------------|--|
| 1 | Thursday, 05 June 2025 | Aston Hotel Pekalongan (FGD of Pekalongan City) | 27 attendance | <ol style="list-style-type: none"> 1. Pekalongan City Study Circle of Pekalongan City 2. Aisiyiah Organisation of Pekalongan City 3. Farmers of Jeruksari Village 4. Pekalongan City Trade, Cooperatives and SMEs Service 5. Sahabat Difabel of Pekalongan City 6. Bandeng Presto Group of Pekalongan City/ milkfosh group 7. Farmers of Jeruksari village 8. Companion Difable 9. Bandeng Presto Group/ milkfish group 10. Community Empowerment, Women and Child Protection Service of Pekalongan City 11. Female Head of Family of Pekalongan City 12. Head of Krapyak village 13. Regional Disaster Management Agency of Pekalongan City 14. Head of Bandengan village 15. Health Agency of Pekalongan City 16. Planning Agency of Pekalongan City 17. Fisheries and Maritime Agency of Pekalongan Regency 18. Fisheries and Maritime Agency of Pekalongan Regency 19. Head of Degayu village 20. Planning Agency of Pekalongan City 21. Planning Agency of Pekalongan City 22. Argiculture and Food Service Agency of Pekalongan City |

| No | Date | Location | Participants | Organization |
|----|---------------------|---|---------------|---|
| | | | | 23. Fisheries and Maritime Agency of Pekalongan City 24. Subdistrict of North Pekalongan 25. University of Pekalongan 26. Pekalongan City Trade, Cooperatives and SMEs Service 27. Farmers of Jeruksari village |
| 2 | Kamis, 12 Juni 2025 | Meeting Room of Planning Agency of Pekalongan Regency | 37 attendance | 1. Simego Village 2. Forum Serasi Madani of Pekalongan Regency 3. Public Work and Spatial Planning Agency of Pekalongan Regency 4. Public Work and Spatial Planning Agency of Pekalongan Regency 5. Women's Empowerment, Child Protection, Population Control, and Family Planning Agency of Pekalongan Regency 6. Fatayat NU of Pekalongan Regency 7. Female Head Family of Pekalongan Regency 8. KSB (Disaster Management Village) of Jeruksari village 9. Aisiyah Organisation of Pekalongan Regency 10. Childrens Forum of Pekalongan Regency 11. Public Work and Spatial Planning Agency of Pekalongan Regency 12. Fisheries and Maritime Agency of Pekalongan Regency 13. PPDFI of Pekalongan Regency (Disability Group) 14. Childrens Forum of Pekalongan Regency 15. Socio-Cultural Planning Division of City Planning Agency of Pekalongan Regency 16. Field of Socio-Cultural Planning of City Planning Agency of Pekalongan Regency |

| No | Date | Location | Participants | Organization |
|----|----------------------|---|---------------|---|
| | | | | 17. Female head of Pekalongan Regency 18. City Planning Agency of Pekalongan Regency 19. Female of Tratebang village 20. Social Agency of Pekalongan Regency 21. City Planning Agency of Pekalongan Regency 22. City Planning Agency of Pekalongan Regency 23. Health Agency of Pekalongan Regency 24. City Planning Agency of Pekalongan Regency 25. City Planning Agency of Pekalongan Regency 26. Cooperatives, small and medium enterprises, and labor Agency of Pekalongan Regency 27. Cooperatives, small and medium enterprises, and labor Agency of Pekalongan Regency 28. City Planning Agency of Pekalongan Regency 29. City Planning Agency of Pekalongan Regency 30. City Planning Agency of Pekalongan Regency 31. Farmers of Semut Village 32. Female Group of Semut village 33. City Planning Agency of Pekalongan Regency 34. City Planning Agency of Pekalongan Regency 35. Agriculture and food services Agency of Pekalongan Regency 36. Agriculture and food services Agency of Pekalongan Regency 37. City Planning Agency of Pekalongan Regency |
| 3 | Monday, 16 June 2025 | Meeting Room of Planning Agency of Batang Regency | 22 attendance | 1. FORKOMBI (Forum Komunikasi Mahasiswa Batang Indonesia)/ Batang Indonesia Student Communication Forum |

| No | Date | Location | Participants | Organization |
|----|------|----------|--------------|--|
| | | | | 2. Childrens forum of Batang Regency 3. Childrens forum of Batang Regency 4. City Planning Agency of Batang Regency 5. Subdistrict of Wonotunggal 6. Disability Group of Batang Regency 7. Food and Argiculture Agency of Batang Regency 8. Female head of Batang Regency 9. Women's Empowerment, Child Protection, Population Control, and Family Planning Agency of Batang Regency 10. Department of Public Works and Spatial Planning of Batang Regency 11. Department of Public Works and Spatial Planning of Batang Regency 12. Department of Public Works and Spatial Planning of Batang Regency 13. Subdistrict of Warungasem 14. Planning Agency of Batang Regency 15. Planning Agency of Batang Regency 16. Planning Agency of Batang Regency 17. Planning Agency of Batang Regency 18. Planning Agency of Batang Regency 19. Planning Agency of Batang Regency 20. Planning Agency of Batang Regency 21. Planning Agency of Batang Regency 22. Planning Agency of Batang Regency |

