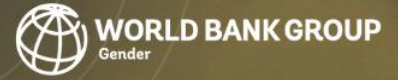




#AccelerateEquality



WORLD BANK GROUP 2024–2030 GENDER STRATEGY CONSULTATION MISSION FEEDBACK SUMMARY

November 20–23, 2023

Jakarta, Indonesia

**Government, Private Sector, Development Partners, and Civil Society
Organizations**

MISSION OVERVIEW

Between November 20 and 23, 2023, the World Bank Group held consultations on the proposed World Bank Group Gender Strategy 2024-2030 with representatives from government, private sector, development partners, and civil society organizations (CSOs) working in the gender space in Indonesia. These discussions aimed to engage, learn, get feedback, better understand opportunities and challenges for gender equality and empowerment, and identify potential areas for collaboration. Key inputs from the consultations are summarized below and will be considered in developing the strategy. Detailed meeting summaries are provided in the annexes.

KEY MESSAGES AND FEEDBACK

- Representatives **endorsed the proposed strategic objectives** as highly relevant and well-aligned with the Government of Indonesia’s medium- and long-term development plans. Consultations emphasized the need to expand and enable economic opportunities for women, dealing with both supply- and demand-side constraints, especially in increasing access to and take-up of care, and to engage women as leaders in all sectors.
- The consultations **welcomed the proposed drivers of change**, especially collective action (including involving men and boys for gender equality) as well as innovation and financing. Stakeholders discussed social norms that inhibit progress for gender equality at the local level, acknowledging significant subnational differences.
- There was an extensive discussion on addressing issues of **female labor force participation, the care economy, social norms, and intersectionality**.
 - The government noted the high level of diversity in Indonesia, as well as the disparate geography that can make equitable progress challenging. Issues of intersectionality were discussed, stressing that programs should be inclusive and address all needs of special population groups.
 - Stakeholders highlighted the high share of girls completing education in Indonesia, and the concerning fact that it does not translate into good long-term labor market outcomes. Evidence

indicates that key constraints to female labor force participation include social norms and pressure from families and communities. Availability of affordable and quality care services is also a concern. There was agreement that education in the early years could be one vehicle for addressing social norms, as well as to mainstream gender and instill messages for gender equality and equity.

- There was interest in better sex-disaggregated data and in learning from the World Bank Group's best practices in other countries, particularly around female labor force participation and the care economy.
- There was much interest in how to **strengthen institutions** and **women's leadership and safety**.
 - Stakeholders, including the private sector, highlighted key institutional barriers – both formal and informal – that impede on women and girls' ability to participate in society equally. These included legal barriers that prevent women from owning assets or accessing capital, as well as societal norms that emphasize women's role as homemakers and caregivers.
 - CSOs described their work at the local level to address gender inequalities, as well as to address women's access to health and the prevention of GBV. The importance of engaging with local communities, including religious leaders, and utilizing indigenous knowledge was emphasized. The role of engaging early and throughout the life cycle, engaging men and boys, and the opportunities and challenges provided by digital transformation were also discussed.
 - The field visit to Jabon Mekar Village demonstrated the potential for engaging women as leaders to improve community outcomes. It made clear the power of women's leadership and women's collectives, including giving women a voice in their households, communities, markets, and government.
- Most stakeholders agreed on further **public and private investments in care services**.
 - Government representatives spoke about the integration of the care economy into the national medium-term and long-term strategies to address the gap in childcare and eldercare services, which gained momentum after Indonesia's G20 and ASEAN presidencies. They also shared details about the inter-ministerial care economy roadmap and national action plan that are currently being prepared.
 - The World Bank team shared its engagement with the government and civil society on the care economy agenda, including analytics, support to public policy dialogue, and technical support and operational pilots. Similarly, the International Finance Corporation (IFC) discussed its program on childcare, highlighting the important role of the private sector during a roundtable of private sector companies, which featured discussion on their experience in offering childcare to their employees.
- Stakeholders indicated that **working collaboratively** with local CSOs and community groups, as well as development partners and the private sector, will be essential to ensure a coordinated, widespread approach to issues of FLFP, care, and social norms. Working at every life stage to address household norms and expectations, including with men and boys, will also be critical.
- Meetings with government officials suggested how the World Bank Group could further contribute to the Indonesian government's efforts to address gender inequalities, including through analytics,

innovations, and examples from other contexts, and financing. The **country program is well positioned for implementing the proposed World Bank Group gender strategy in alignment with Indonesia's priorities.**

ANNEX 1: FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH THE GOVERNMENT OF INDONESIA

November 20, 2023

World Bank Group Office, Jakarta, Indonesia (Malaka-Madura Room)

Participating Organizations:

- Coordinating Ministry of Human Development and Cultural Affairs, Government of Indonesia
 - Directorate General of Islamic Religious Education, Ministry of Religious Affairs, Government of Indonesia
 - Directorate of Early Childhood Education, Ministry of Education, Culture, Research and Education, Government of Indonesia
 - Executive Office of The President, Government of Indonesia
 - Human Rights and Humanitarian Ministry of Foreign Affairs, Government of Indonesia
 - Ministry of Agrarian Affairs and Spatial Planning, Government of Indonesia
 - Ministry of Environment and Forestry, Government of Indonesia
 - Ministry of Health, Government of Indonesia
 - Ministry of Home Affairs, Government of Indonesia
 - Ministry of Law and Human Rights, Government of Indonesia
 - Ministry of Manpower, Government of Indonesia
 - Ministry of National Development Planning, Government of Indonesia
 - Ministry of Social Affairs, Government of Indonesia
 - Ministry of State Own Enterprise, Government of Indonesia
 - Ministry of Tourism and Creative Economy, Government of Indonesia
 - Ministry of Villages and Disadvantage Regions, Government of Indonesia
 - Ministry of Women Empowerment and Children's Protection, Government of Indonesia
 - Ministry Public Works, Government of Indonesia
 - National Commission on Disability, Indonesia
 - National Commission on Violence Against Women, Indonesia
 - Office of the Vice President of the Republic of Indonesia
 - State Electricity Company, Indonesia
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- **Alignment with government priorities:** Participants appreciated the draft global strategy, noting that the strategies stipulated align with the strategies of the Government of Indonesia, especially regarding the challenge of increasing female labor force participation. Government representatives expressed interest in the World Bank Group sharing lessons of success from other countries that could be applied to the Indonesian context.
 - **Challenge of gender equality:** There was a consensus that gender equality is one of the most challenging development issues, and that inclusion – and pathways for facilitating economic inclusion, particularly with regards to the care economy – is critical.

- **Social and gender norms:** Participants agreed that noting and shifting harmful gender norms is critical, and that education could be one vehicle for implementing change. Ministries focusing on family education could also explore opportunities to mainstream messages for gender equality and equity.
- **Priority areas:** It was acknowledged that good data and monitoring and evaluation (M&E) are critical, and that an action plan for improvement of data instruments would be useful. Other areas for focus include access to assets (land, financial services, etc.), gender-based violence (GBV), and intersectionality (special needs, indigenous groups, etc.).

ANNEX 2: FORMAL CONSULTATION LED BY THE INTERNATIONAL FINANCE CORPORATION (IFC) ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH THE PRIVATE SECTOR AND DEVELOPMENT PARTNERS

November 20 – 21, 2023

Jakarta, Indonesia

Participating Organizations:

- AC Ventures
- Agence Française de Développement (AFD)
- Alpha JWC
- Amartha
- ANGIN
- Asian Development Bank
- BCA
- Bill and Melinda Gates Foundation
- BTPN
- Data Center Indonesia (DCI)
- Department of Foreign Affairs and Trade (DFAT), Australia
- European Union (EU)
- Evermos
- Ford Foundation Indonesia
- Global Affairs Canada (GAC)
- Happy Bear
- ILO Better Work
- Islamic Development Bank
- Japan International Cooperation Agency (JICA)
- Nike
- NORAD
- OCBC NISP
- Oxfam GB
- Perbanas
- Prasetya Mulya
- Prospera
- Rudgers WPF
- Siloam
- State Secretariat for Economic Affairs (SECO)
- The Asia Foundation
- UN Women
- Unggaran Sari Garments (USG)
- United Nations Children's Fund (UNICEF)
- United Nations Population Fund (UNFPA)
- United States Agency for International Development (USAID)

- Yava Bali
 - Yayasan Humanis dan Inovasi Sosial (HIVOS Indonesia)
- Participants **endorsed the proposed strategic objectives** of the proposed World Bank Group Gender Strategy 2024–2030, including IFC’s priority areas to deliver the strategy. The consultations **welcomed the proposed drivers of change**, especially collective action (including involving men and boys for gender equality), innovation, and financing. Participants also emphasized the importance of strategic alliance/ collaboration across organizations to facilitate learning and drive positive changes at scale.
 - Stakeholders, including the private sector, highlighted key formal and informal **barriers that impede women and girls’ ability to participate in society equally**. These included legal and institutional barriers preventing women from owning assets, accessing capital, or simply getting a medical checkup without their husbands’ consent, as well as societal norms emphasizing women’s role as homemakers and caregivers.
 - Most stakeholders agreed on further public and private **investments in care services** and the importance of ensuring children's safety and protection in the process.
 - There was an extensive discussion on issues surrounding **female labor force participation, care economy, social norms, and intersectionality**.
 - Some topics of importance and shared interests among IFC clients and partners included:
 - **Removing barriers to women’s employment and leadership**
 - Unchanged social norms are the biggest hurdle for women’s full participation in the workforce. There is a strong suggestion to address social norms at the household and workplace levels to facilitate women’s economic participation. One potential private sector solution identified from the consultation workshop is working with companies to create media advertisements that endorse gender equality.
 - Prioritize the creation of a broader regional knowledge-sharing network to share business cases and industry best practices to help inspire organizations to apply these practices and for IFC to design appropriate initiatives to integrate gender equality strategy into workplace policies.
 - To overcome occupational segregation, one recommendation is to develop an industry-specialized hiring process to generate a talent pool from early on. Private companies could engage directly with schools to offer internship programs, information-sharing sessions, and pre-recruitment stages.
 - Encourage the development of more transformative approaches and solutions to accelerate the journey towards gender equality, for instance, better alignment to address root causes of gender inequality such as access to childcare and gender-based violence and harassment (GBVH).
 - The importance of women’s leadership and representation in supply chains, given the importance and potential for Indonesia’s manufacturing sector.
 - Collaborate across the private sector to mainstream respectful workplace initiatives by emphasizing the importance of protection for all sexes. The role of regulators and global buyers is critical in acquiring industry buy-in to improve women’s representation, address GBVH issues, and create partnerships to drive meaningful change.

- **Accelerating financial inclusion**

- Women customers and women-led MSMEs are strategic business segments for financial institutions in Indonesia. Banks could ensure female customers receive equal access to financial services through the rollout of women-focused financial products.
- Beyond delivering financial products, it is also crucial for financial institutions to extend the range of support they can provide for women and women-led MSMEs. Due to domestic responsibilities, Indonesian women often have limited access to information and opportunities for professional development. There could be a benefit to providing support, such as remote training, mentoring, and other services, to assist women in improving their access to the financial market.

ANNEX 3: FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH DEVELOPMENT PARTNERS

November 21, 2023

World Bank Group Office, Jakarta, Indonesia (Malaka-Madura Room)

Participating Organizations:

- Agence Française De Développement (AFD)
 - Asian Development Bank (ADB)
 - Bill and Melinda Gates Foundation
 - Department of Foreign Affairs and Trade (DFAT), Australia
 - European Union (EU)
 - Ford Foundation Indonesia
 - Global Affairs Canada (GAC)
 - International Labour Organization (ILO)
 - Islamic Development Bank (ISDB)
 - Japan International Cooperation Agency (JICA)
 - Norway Ambassador to Indonesia, NORAD
 - Oxfam GB
 - Rutgers WPF
 - SECO
 - The Asia Foundation
 - UN Women
 - United Nations Children's Fund (UNICEF)
 - United Nations Population Fund (UNFPA)
 - United States Agency for International Development (USAID)
 - Yayasan Humanis Dan Inovasi Sosial (Hivos Indonesia)
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- **Collective action:** Partners appreciated the draft strategy, noting that given the challenge of gender equality, working collectively is critical from the planning stage to M&E.
 - **Key issues:** Participants agreed that the care economy is a critical priority to support increasing FLFP. In addition, the challenge of shifting norms, including women's own perceptions of household roles, and the criticality of preparing the next generation to reduce harmful norms and have an understanding of gender equality were emphasized.
 - **Working with partners:** The importance of working with CSOs and local governments to ensure effective change from the ground up was underscored.

ANNEX 4: FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY WITH CIVIL SOCIETY ORGANIZATIONS, UNIVERSITIES, AND THINK TANKS

November 22, 2023

World Bank Group Office, Jakarta, Indonesia (Malaka-Madura Room)

Participating Organizations:

- 1000 Days Fund
- AKATIGA Bandung, West Java
- Association For Women In Small Business Assistance (ASPPUK)
- Cakra Wikara Indonesia (CWI)
- Center For Gender Studies, SKSG University of Indonesia
- Center For Indonesian Policy Studies (CIPS)
- Centre for Strategic and International Studies (CSIS)
- Climate Policy Initiative
- Fatayat NU
- Institut Kapal Perempuan
- Institute Mosintuwu, Poso, Central Sulawesi
- Kemitraan
- Kongres Wanita Indonesia (KOWANI)
- Lakpesdam NU
- LP3ES
- Perempuan AMAN/Women of Indigenous People Alliance of the Archipelago (PEREMPUAN AMAN)
- PIKUL Foundation
- Plan International
- PPPA DPP GAMKI
- Research Center For Law, Gender And Society, Gadjah Mada University
- Rifka Annisa Women Crisis Center, Yogyakarta
- Save The Children
- Savy Amira WCC
- Semua Murid Semua Guru
- SMERU
- SPEK-HAM, Solo, Central Java
- Tentang Anak
- The Prakarsa (Society Initiative for State Welfare and Alternative Development)
- Wahana Visi Indonesia
- Wahid Foundation
- Women Headed Households Empowerment (PEKKA)
- Yayasan BAKTI Makassar, South Sulawesi
- Yayasan Flower Aceh
- Yayasan Jurnal Perempuan (YJP)
- Yayasan Kesehatan Perempuan
- Yayasan Rumah Kita Bersama

- **Changing norms is challenging:**
 - Especially when a woman's status in society is tied to her marital status.
 - It is crucial for the strategy to be tied to norms and actively work on changing how people see women as leaders.
 - Even though rules now recognize women's roles in society, it is critical to bring this recognition into families and marriages, making things more just.
 - There is a gap between how people see women publicly (as leaders) and at home. The strategy aims to bridge this gap for a clearer view of women's roles, both in public and at home.
 - There is also regional variation in social norms, presenting different challenges. Certain regions see slower progress than others, often attributed to traditional gender norms and roles.
 - STEM fields lag due to traditional gender norms, emphasizing the criticality of investing in access to these fields for girls and women.

- **Foundations for gender equality are still underdeveloped.**
 - Evaluations reveal that on-the-ground approaches need to be pragmatic, often following guidelines in a very specific manner.
 - The quality of women's participation remains low, with gender equality efforts often appearing more as a "cosmetic".
 - There is a lack of understanding regarding many aspects, including norms and the local context.
 - A deeper examination of the root causes of attitudes and norms is necessary. Sometimes, there are shifts in attitudes and behaviors, but the reasons behind these changes are not clear.

- **Specific attention is required for groups such as disabled and elderly individuals who may face challenges in accessing training and services.**
 - The three strategic objectives are robust, but additional information on their collaborative formulation should be included in the drafting.
 - Collaboration between grassroots women's organizations and the government is crucial, as those on the ground have firsthand knowledge, producing essential data.
 - Mental health counseling services are lacking in many areas.

- **Considerations for the World Bank Group's projections and the need for innovative approaches are essential.**
 - Progress in promoting gender equality is slow, and without a more specific focus, such as asset ownership, substantial change may not occur.
 - In the policy context, targeting asset laws for women's ownership is crucial.
 - It is important to enhance work opportunities for women, especially through effective training on accessing government opportunities.
 - There is a need to raise awareness of gender issues, which could be done by incorporating gender equality into training programs.
 - Targeting young men is important to achieve favorable gender outcomes.

- **Schools need to be healthy and friendly for young women.**
 - Unofficial teachings, not in the curriculum but conveyed by teachers, often reinforce gender norms.
 - Discrimination in how teachers treat women, including restrictions on how female students dress, needs addressing.
 - Clean water and resources, as well as menstrual health, are major concerns in many schools.

- **Opportunities to build coordination and synergies between institutions, especially for gender-based violence (GBV) were highlighted.**
 - Accessibility of GBV services, particularly for individuals with specific conditions, remains challenging, especially outside Java.
 - Coordination with stakeholders faces challenges despite policies, especially concerning prevention and management of GBV.
- **Health issues and stunting:**
 - Involving fathers in the care of the first 1000 days of children's lives was emphasized.
- **Challenges in child services and care work need addressing, with future considerations for business applications to provide gender-responsive infrastructure.**
 - Integration of gender-responsive services is necessary.
 - Limited access to training is a challenge for micro, small and medium enterprises (MSMEs), emphasizing the need for guidelines on preventing sexual violence in the workplace.
- **Land ownership, particularly for indigenous women, is relevant, with considerations for their limited involvement in land transactions.**
 - GBV is also pertinent in indigenous communities, where women have few rights in managing natural resources.
 - Investing in civil society is effective in hard-to-reach areas.
- **A business model for drip irrigation, supported by financial providers, benefits women by shortening their workday.**
 - Post-project evaluations with an evidence-based approach are conducted.
 - Applying social accountability is a key strategy.
 - Encouraging the World Bank Group to adopt a lifecycle lens in the gender strategy, considering different life stages and intergenerational norms.
 - Involving more girls' voices and including them in decision-making processes is crucial.
- **Ensuring child rights and gender equity for both girls and boys is vital.**
 - High rates of child marriage persist despite existing regulations and legal frameworks.
 - Challenges related to online GBV and the importance of sexual and reproductive health education in schools.
 - Youth involvement in addressing climate change is crucial.
- **Women's leadership was deemed critical, but challenges persist in the choices women face between caring responsibilities and leadership responsibilities.**
 - Legislative parties play a role in shaping gender dynamics.
 - Empowering local capacity, particularly in natural resources, is crucial. Recognizing that women in villages, often perceived as the weakest group, may actually be stronger than men in terms of economic ownership of assets and land.
- **Tremendous progress has been made in legal and policy reform.**
 - Capacity building is needed for policymakers and communities.
 - Long-term care investments are essential for various groups, including parents, children, and people with disabilities.

ANNEX 5: FIELD VISIT TO JABON MEKAR VILLAGE FOR THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY

November 23, 2023

Jabon Mekar Village, Indonesia

- The visit to Jabon Mekar Village demonstrated the potential for women’s leadership in improving community outcomes.
- Ibu Ina, who is in her third term as Village Head, spoke along with local leaders about women’s political leadership and participation of women in the village governance.
- Visits to PAUD (early childhood education facility) to observe pre-school education services, noting the gaps implied by the limited working hours and the shortage of skilled caregivers; and a Posyandu (Integrated Service Post) to observe health services for mothers and children, including for maternal health and stunting prevention, allowed for interactions with Posyandu cadres, midwife, parents and beneficiaries. Conversations with women farmers and entrepreneurs focused on their work and economic opportunities at the local level.
- The visit was inspiring and made clear the power of women’s leadership and women’s collectives, including to give women a voice in their households, communities, markets, and government.