

EUROPEAN COMMISSION  
DIRECTORATE-GENERAL FOR INTERNATIONAL COOPERATION AND  
DEVELOPMENT

EUROPEAN EXTERNAL ACTION SERVICE



The Director-General



Secretary General

## **Gender Action Plan III – 2021-2025** **Country Level Implementation Plan – CLIP INDONESIA**

### **1. Context for EU action gender equality and women's empowerment in the country**

Indonesia is a country of many facets, both in terms of its culture and of its people. With a diverse population spanning a variety of ethnic groups, religions and, political leanings, the Constitution and state philosophy of *Pancasila* aim to develop a strong, peaceful and democratic society based on common values.

Progress has been made to promote gender equality and women empowerment, and to protect the rights of women in Indonesia. The Indonesian Constitution mandates equal rights for men and women. Indonesia has ratified the major international conventions that uphold principles of gender equality and the empowerment of women, particularly the United Nations (UN) Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and its Optional Protocol to the CEDAW. In meeting its international obligation as a state party to the CEDAW, Indonesia submits regular reports explaining the current issues and progress that have taken place. Moreover, as a member of the Human Rights Council for the 2020-2022 period, Indonesia has submitted and continued to be committed to submitting Universal Periodic Review (UPR) where gender issues are continuously highlighted. The fourth cycle of Indonesia's UPR review is scheduled for 2022.

In the area of workers' rights, Indonesia ratified the International Labor Organization's (ILO) Convention number 100 on Equal Remuneration for Men and Women Workers for Work of Equal Value and is a party to a host of other ILO Core Conventions. There are several national laws and regulations to protect women and children from violence, to increase the number of women in politics, and to promote gender mainstreaming in planning and gender budgeting.

With regard to the Sustainable Development Goals (SDGs), Indonesia is committed to implementing the SDGs as part of its 2030 development agenda. For SDG #5: Gender Equality, a National Gender Mainstreaming Policy was endorsed through a Presidential Decree that guides the National Long-Term Development Plan (RPJPN) 2005-2025. The Decree requires all government agencies at local and national levels to mainstream gender into their planning, implementation, monitoring, and evaluation of all programmes.

Indonesia has two main agencies that have significant roles in promoting gender equality and women empowerment in the country. The Ministry of Women Empowerment and Child Protection (MoWECP) is responsible for providing the technical leadership needed for gender mainstreaming for various government policies and their implementation, and in principle leads the national gender machinery in the country. Another important institution is the National Commission on Violence against Women (*Komnas Perempuan*) – a specific national human rights institution established in 2005 to build a conducive environment for the elimination of all forms of violence against women in Indonesia. The Commission has the mandate to monitor and carry out fact-finding on issues related to violence against women and girls.

Despite this progress, gender disparities still exist. In 2020, the United Nations Development Program (UNDP) placed Indonesia in the 121<sup>st</sup> position out of 189 countries in its Gender Inequality Index, which provides insights into women's under-representation in education, politics, and the labour market, as well the country's reproductive health inequalities as measured by maternal mortality ratio and adolescent birth rates. Indonesia also ranks 85<sup>th</sup> out of 153 countries in the Global Gender Gap Index of the World Economic Forum. The Index similarly benchmarks gender-based disparities, from economic participation and opportunity to educational attainment, health and survival, and political empowerment.

### Gender-based violence (GBV)

The first reliable nationwide survey on GBV in Indonesia was conducted by the MoWECF and the United Nations Population Fund (UNFP) in 2017. The survey showed that Indonesia's rate of violence against women is on par with the global rate: 1 in 3 women are affected by sexual violence in their lifetime. Access to justice for women victims is problematic. Comprehensive data on documented cases is difficult to come by and most cases are not processed properly in the legal procedure due to lack of resources from the police and often end with a warrant of termination for investigation. Moreover, due to its controversial nature, the adoption of the draft bill on the elimination of sexual violence has been delayed since 2014.

The COVID-19 pandemic has further exacerbated the risk of violence towards women, with restrictions pushing activities into homes. *Komnas Perempuan* recorded an increase in the number of reported GBV, in the public sphere and online, with nationwide cases since the start of the pandemic in early 2020. Victims' access to various assistance services such as legal aid, psychological assistance, and social assistance have also been hampered during the pandemic.

Child marriage, which mostly targets girls, is a persisting problem in Indonesia. In 2018, 1 in 9 young girls was married before the age of 18. The MoWECF has targeted a reduction of 8.74% in child marriage by 2024. The recently revised Marriage Law raised the minimum age of marriage to 19 years old both for men and women, in conformity with the Child Protection Law. However, the high number is partly due to rooted gender norms, low levels of education, and discriminating legislation. The current Marriage Law, for example, contains a provision of a parent's consent, which means parents could get their daughters to marry at as young as 13 years old.

### Sexual and reproductive health rights

Indonesia has various legal instruments that protect women's sexual and reproductive health rights. The Ministry of National Planning and Development (*Bappenas*) has stipulated that reproductive health issue is a priority in its "Three Zeroes" policy: (1) eliminating preventable maternal death; (2) reducing unmet needs for family planning; and (3) eliminating GBV and harmful practice against women and children.

A persisting harmful practice against women and girls in Indonesia is Female Genital Mutilation (FGM) or *sunat perempuan*. Approximately 60 million women and girls are estimated to have undergone FGM particularly during an early age. Regulation and policy on FGM are unclear. This contributes to the continuity of such practices particularly within the Muslim communities in the country.

The Indonesian authorities have continued a long-established practice of unlawfully apprehending LGBTQ people in private spaces. Indonesia's central government has never criminalized same-sex relations, but no national laws specifically protect LGBTQ people against discrimination. In 2020, lawmakers pushed legislation that would force LGBTQ people into government-sanctioned rehabilitation centres to 'cure' them of their sexual orientation or gender identity.

### Economic and social rights of women and girls

The COVID-19 pandemic has caused a large number of Indonesian migrant workers to repatriate and, therefore, lose their livelihoods. Approximately 83% of these migrant workers are women. The increased unemployment rate due to the pandemic also correlates with an increased number of women entering the informal sector with the possibility of not returning to formal employment.

The social safety net programmes of the Government are in high demand during the pandemic, with an increase from 9.2 to 10 million beneficiary families. The distribution of these assistive programmes is yet to specifically target women and their intersectionality, i.e. women and children with disability, elderly women.

The ongoing pandemic has also impacted the access to education of girls in Indonesia. More than 1.2 million girls (pre-primary to high school) are reported to have dropped out of school, in addition to 15 million girls already out of school before the pandemic. Many children cannot access online learning at home because some areas do not have adequate internet connection or the family cannot afford the cost of internet provision. Difficulties to access education also correlate with the increased risk of child marriage. It is predicted that there will be 2.5 million girls at risk of child, early and forced marriage by 2025 as a result of the pandemic.

#### Women leadership and political participation

After the fall of Indonesia's New Order, there was a resurgence of the Indonesian Women's Movement which sought to enhance the role of women in policy, politics and the corporate sector. Contemporary Indonesia has seen more active participation of women in leadership positions, including one president and several prominent ministers. However, gender inequality remains an unresolved issue in the political field. Despite the 30% quota targeted in the Political Parties Law, women are still under-represented in the Indonesian Parliament. The 2019 election showed that only 20.2% of parliamentary seats were won by women, many of whom attained these positions by virtue of their background (political dynasty/patronage) rather than their professional accomplishments.

In the corporate sector, most women are entry-level professionals. In fact, only 5% of CEOs and board members are women. For managerial roles, women are the least represented in corporations. The situation is complicated by the culture of hierarchy and collectivity, which can perpetuate the belief that men should hold leadership roles as they are perceived to be more competent. The Minister of State-Owned Enterprises has stressed his commitment to promoting gender equality and women leadership in State-Owned enterprises with a target to achieve 20% of female leadership in the Board of Directors by 2023.

#### Women, peace and security agenda

In line with Indonesia's commitments as a member of both ASEAN and the UN, Indonesia established the Presidential Decree on the Protection and Empowerment of Women and Children in Social Conflict. One of the top priorities of Indonesia's foreign policy is to support the empowerment of women as agents of peace. At the regional level, Indonesia has initiated the establishment of the Southeast Asian Network of Women Peace Negotiators and Mediators in 2020. The Network aims to enable women from the region to advance inclusion and meaningful participation of women in all phases of peace processes, as mediators and negotiators.

#### Women's roles in climate change, green transition and digital transformation

Women are disproportionately affected by climate-related disasters as they depend heavily on natural resources due to their limited access to assets, financing, and technologies. This increases their vulnerability to economic shocks, particularly for women working in disaster and climate-sensitive sectors such as tourism and agriculture. Since February 2019, the COVID-19 pandemic has overlapped with about 23 natural disasters or related incidents in Indonesia. Women are not only

disproportionately affected, but also at a disadvantage to build back better because of lack of decision-making power. Due to the pandemic, professional services that used to help vulnerable groups have temporarily suspended their services as their energies were focused on handling the pandemic. As a result, women, as well as other vulnerable groups such as persons with disabilities and children, have difficulties in seeking protection from the violence they have experienced.

Women entrepreneurs play a key role as Indonesia empowers young people to become the ‘agents of change’ in the green economic transition. Multiple studies have shown that women express greater concern for the environment than men. Unfortunately, Indonesian women face higher barriers as entrepreneurs, such as greater difficulties in accessing financial support.

The 5% gap in access to technology between women and men carries serious repercussions, marking the systemic gender inequality in the Information and Communication Technology (ICT) world. The far-reaching consequences are limitations of women and girls’ opportunities to access education, land, well-paid jobs, and start new businesses. The Indonesia Roadmap for Digital Transformation (2020-2024) has yet to identify such gap within the four strategic sectors: digital infrastructure, digital administration, digital economy, and digital community.

Many women still face inequalities like affordability, access to sound digital structure, and availability that stop them from effectively adopting the latest digital tools. However, women SMEs are at the forefront of adopting digital tools to stay afloat during the pandemic. Even more encouragingly, 82% of women SME owners as surveyed by UN Women and Pulse Lab Jakarta use digital solutions and find them helpful in juggling work and domestic responsibilities.

To encourage women’s participation in the green economy, special efforts must be made to empower women, their leadership, and their participation in the decision-making process. Through this, women's contribution to the green economy and digital transformation can be increased; thus, improving working and living conditions for both women and men.

As the largest economy in Southeast Asia, Indonesia had charted impressive economic growth since overcoming the Asian financial crisis of the late 1990s. With its consistent economic growth, Indonesia reached the upper middle-income status in 2019. However, as with other countries in the world, the pandemic has caused negative economic growth and reduced the country’s income per capita. The World Bank downgraded Indonesia to lower-middle-income status as of July 2021, an overall trend that might hamper women’s socio-economic empowerment and the protection of their rights.

## **2. Selected thematic areas of engagement and objectives**

Gender equality and women’s empowerment remain a priority in the EU and Indonesia’s relations as reflected in various EU dialogues and cooperation programmes with Indonesia. The challenges posed by the COVID-19 pandemic will continue to exacerbate existing inequalities between women and men in almost all areas of life. The selection of the areas of engagement in the EU relations with Indonesia and its specific thematic objectives is, therefore, to take into consideration the gender-responsive recovery in addressing the impact of the pandemic.

Reflecting on the recent trends and the recovery efforts required in Indonesia in addressing the COVID-19 pandemic and the issues addressed in the gender country profile, the following areas of engagement and specific thematic objectives will become the priorities of the EU and its Member States in Indonesia for the implementation of the Gender Action Plan III for the period of 2021 to 2025.

1. Area of engagement: **ensuring freedom from all forms of gender-based violence**  
Specific objectives:

- 1.1. Women, men, girls and boys in all their diversity are better *protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement.*
  - 1.2. Women, men, girls and boys, in all their diversity, are *agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict.*
  - 1.3. Women, men, girls and boys in all their diversity, who experience sexual and gender-based violence have increased *access to essential services and protection.*
  - 1.4. *Women's rights organisations, social movements and other civil society organisations* are influential in ending gender-based violence
2. Area of engagement: **promoting economic and social rights and empowering girls and women**  
Specific objective:
- 2.1. *Increased access for women in all their diversity to decent work in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems.*
3. Area of engagement: **promoting equal participation and leadership**  
Specific objectives:
- 3.1. Enabling conditions created for *equal participation of women, men, girls and boys, in all their diversity, in decision-making.*
  - 3.2. *Women's organisations, other CSOs and women human rights defenders* working for gender equality and women's and girls' empowerment and rights *work more freely and are better protected by law.*
4. Area of engagement: **addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation**
- 4.1. Increased *participation of women and girls in all their diversity in decision-making processes on environment and climate change issues.*
  - 4.2. Women, men, girls and boys in all their diversity *participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions.*

The selected areas of engagement and their specific objectives are in line with the Human Rights and Democracy Country Strategy for Indonesia 2021-2024 and the Roadmap for Engagement with Civil Society in Indonesia 2021-2024.

### 3. Targeted action(s) supporting gender equality and women's empowerment

Due to its level of GDP, and as a G20 country, Indonesia will receive only limited funding under the Neighbourhood, Development and International Cooperation Instrument (NDICI-Global Europe) of the European Commission. Similarly, other major donor countries, including EU Member States, have started to end their bilateral development cooperation with Indonesia and are currently about to phase out their programmes.

The Multi-annual Indicative Programme (2021-2027) for Indonesia intends to establish a cooperation facility in pursuing strategic interests and coherent policy outreach in issues of common interests, including gender equality and women's empowerment. The Cooperation Facility programme of EUR 12 million is identified as a G-1 intervention. The programme will apply a gender-responsive approach throughout its implementation and gender will be mainstreamed throughout the actions under the facility. Support to structured dialogues with women's organisations, youth organisations, civil society organisations, and local authorities are envisaged.

The EU and Member States will continue to carry out targeted programs to promote gender equality and women's empowerment in Indonesia through working with civil society organisations. Targeted interventions with G-2 marker to address the selected areas of engagement and thematic specific objectives will be developed under the thematic programmes (mainly human rights and democracy, civil society, and global challenges) of the NDICI-Global Europe. The EU will work with civil society organisations, including women organisations and youth organisations, to implement these targeted interventions. These initiatives will also engaged with national gender machineries (i.e. Ministry of Women Empowerment and Child Protection and *Komnas Perempuan*) to provide support and capacity building as necessary.

It is planned to have at least 85% financing of the support to civil society through the thematic priorities of NDICI-Global Europe to Indonesia will have gender equality as the principle and significant objectives. Indicative indicators to measure contribution of these targeted interventions to achieve GAP III objectives are mentioned in the annex to this CLIP. Additional indicators, depending on the scale of the interventions, might be developed during the preparation phase of the interventions.

The gender country profile is considered a living document and will be updated regularly to analyse new challenges in the fields of gender equality and women's empowerment in Indonesia. Sectoral gender analysis will be developed to implement EU-funded initiatives. This gender analysis will include the mapping of various programmes (existing and planned) that support gender equality and women's empowerment within the selected areas of engagement and the thematic specific objectives. Requirements to provide disaggregated data (at minimum disaggregation by sex) and to carry out gender analysis in specific sectors will be specified in Guidelines for Call for Proposals.

The synergy between various interventions is needed to ensure efficiency of the use of resources and effectiveness in their implementation and, therefore, ensure the achievement of the specific objectives set by this CLIP. Collaboration between the EU Delegation and Member States, with other donors and relevant actors, including women's organisations, as identified in the gender country profile, will contribute in accelerating the transformative changes needed in gender equality and women's empowerment in Indonesia. Regular consultations and/or dialogues (minimum once a year) between various interventions and relevant stakeholders will be facilitated by the EU Delegation jointly with Member States to discuss progress and relevant issues on gender equality and women's empowerment. These will serve as a platform to ensure synergy and coordination between various interventions and stakeholders.

#### **4. Engage in dialogue for gender equality and women empowerment**

Policy and political dialogue have always been an essential element of EU-Indonesia relations. Gender equality has been an important point of the agenda, particularly in the annual EU-Indonesia human rights dialogue. The Indonesia Human Rights and Democracy Country Strategy 2021-2024 puts specific emphasis on supporting human rights defenders working on gender-related issues and promoting non-discrimination based on gender.

The EU is currently negotiating a free trade agreement (*Comprehensive Economic Partnership Agreement* - CEPA) with Indonesia with the objective to facilitate new market access, increase trade between the two countries and expand direct investment. Respect and protection of human rights, including women's rights, is an important element in the negotiation.

The priority of the EU Roadmap for Engagement with Civil Society in Indonesia 2021-2024 is to promote an enabling environment for CSOs and structured participation of CSOs in domestic policies, governance reforms, and gender equality. The EU will continue to engage in various dialogues with civil society organisations on regular basis (at minimum once a year), particularly women's organisations, to discuss issues related to the selected areas of engagement of the GAP III.

The EU Delegation and several Member States are actively engaged in the Gender Equality and Women's Empowerment Coordination Group (GEWECG). The Coordination Group consists of bilateral, multilateral, development partners, and UN agencies resident in Indonesia, with UN Women serving as a permanent secretariat. Meetings are held at least twice a year. The Coordination Group serves as a forum for like-minded partners to support Indonesia and ASEAN on coordination, policy dialogue and joined-up advocacy to promote gender equality and women's empowerment. One of the planned initiatives of the Coordination Group is to establish a high-level dialogue on gender equality issues in Indonesia. The EU is supporting this initiative and will be ready to engage actively once the dialogue platform is set up.

In conclusion, the following dialogue platforms will be used to discuss issues relevant to the selected areas of engagement of the GAP III:

1. Annual EU-Indonesia Human Rights Dialogue.
2. EU-Indonesia Political Dialogue.
3. Dialogues and consultations with women's organisations, youth organisations, civil society organisation, and local authorities.
4. Dialogues and consultations with national human rights institutions particularly *Komnas Perempuan* and *Komnas HAM*.
5. Gender Equality and Women's Empowerment Coordination Group.

These dialogues will help to create a shared understanding on issues relevant to Indonesia, the perspectives and approaches to the effective promotion of gender equality, and women's rights in the country.

## **5. Outreach and other communication / public diplomacy activities**

Indonesia is a democratic country with a vibrant civil society and media. The EU has an open communication policy with the Government of Indonesia and various stakeholders, including civil society organisations and women's organisations. The EU strategy on the implementation of the GAP III will be communicated to various counterparts in Indonesia. However, in communicating on the issues deemed to be sensitive (i.e. FGM, etc.) a cautious approach is needed.

To lead by example, the EU and its MS are committed to support the "No Manel" campaign in Indonesia. All public activities and events organised and hosted by the EU in Indonesia will ensure that women will be given the opportunities to become speakers or panelists. The EU will also continue to encourage current and future programmes and projects to apply the same policy.

The EU will continue to collaborate with the Ministry of Women Empowerment and Child Protection and other government agencies, *Komnas Perempuan* and Indonesian National Human Rights Commission (*Komnas HAM*), women human rights defenders, women's organisations and civil society organisations, private sectors, and business association, as well as international organisations (particularly UN Women), to hold public diplomacy events.

Raising awareness and speaking about gender equality and women's rights relevant to the selected areas of engagement and its thematic specific objectives will be integrated into the public diplomacy and communication strategy of the EU in Indonesia. The EU's website and social media channels in Indonesia (Twitter, Facebook, Instagram, YouTube) will be used to highlight and generate awareness on gender equality issues and women's rights issues. The material will include human impact stories from EU-funded projects that will highlight partnership and transformative changes in the lives of the beneficiaries. Engagement with local women's youth influencers is also envisaged.

On an annual basis, the EU will carry out specific campaigns to promote gender equality and women's empowerment in Indonesia, in line with the commemoration of international days, among others but not limited to:

- International Women's Day (8 March)

- International Day of Democracy (15 September)
- International Day for Tolerance (16 November)
- World Children's Day (20 November)
- International Day for the Elimination of Violence against Women (25 November)
- International Day of Persons with Disabilities (3 December), International Human Rights Day (10 December).

Financing for public diplomacy and outreach programs will use various resources, i.e. support measures of thematic allocations under NDICI, P&I budget, FPI funding for public diplomacy and the Delegation's visibility programme. Existing annual public diplomacy activities such as the EU4Wartawan and EU-DigiThon competitions will be utilised to promote the issues relevant to the selected thematic areas of engagement and their specific objectives.

## **6. Technical Facility and/or financial resources allocated to support GAP III implementation**

The EU and its Member States are committed to investing in gender equality and women's empowerment in their relations with Indonesia. With the phasing out of development aid to Indonesia, the limited funding available under the NDICI-Global Europe will be used efficiently to reach the GAP III objectives. The financial resources to support the implementation of GAP III in Indonesia will mainly come from the Multi-annual Indicative Programming (MIP) 2021-2024 of EUR 12 million and the thematic priorities of the NDICI-Global Europe (i.e. human rights and democracy and civil society). The amount of these thematic priorities allocated for Indonesia has not yet been determined. Leveraging funding from other instruments, i.e. geographical funding allocation for Southeast Asia (ASEAN regional), will be required to ensure effective policy dialogues that will push towards transformative change of gender equality in Indonesia.

Gender country profiles will be updated on regular basis. Sectoral gender analysis will be required under new programmes or projects. Using support measures funding under the country allocation for Indonesia of the thematic programmes of the NDICI-Global Europe, a gender expert/consultant will be made available to assist the EU Delegation and the Member States to mainstream gender equality in various dialogues and programmes or projects, including outreach, communication, and public diplomacy activities. Trainings on gender equality and women empowerment will be organised on regular basis (minimum once a year) targeting EU Delegation and Member States' staff members as well as project staff.

*Date: 30 July*

*Signature by Head of Delegation: Vincent Piket*

Annexes:

- Summary table of indicators
- Gender Country Profile – Indonesia