

GENDER ANALYSIS

Project No.: 35182
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Indonesia: Flood Management in Selected River
Basins Sector Project

GENDER ANALYSIS

I. Introduction

1. Because of its climate and topography, Indonesia is very prone to flood hazard. Every year flooding severs vital transport arteries and often cuts access to ports and airports, restricting commerce and the transfer of goods and services. Gender inequality heightens vulnerability of women and men to the impact of disaster including flooding. The Government of Indonesia (the government) Law No. 24/2007 on disaster management stipulates the principle of equality which cannot set out matters that differentiate against amongst others religious, ethnic, race, group, gender, or social status. Law No. 24/2007 also includes a disaster management milestone on early warning system. The importance of effective early warning system is also highlighted as one of core action programs under priority 9 – environment and management of natural disasters – in the five year medium-term development plan (RPJMN) 2015- 2019, which defined an equitable and just nation as one of eight national development missions. “Just” nation means that there is no discrimination in any form, among individuals, gender, nor among regions. The development of early warning system is further entailed in the National Disaster Management Plan 2010-2014 and the National Action Plan for Disaster Risk Reduction 2010-2012, both of which recognize that gender inequality will have an impact on the fate of women in disaster situations, and unequal position will be exacerbated by the special needs of women in disaster situations.

2. The Flood Management in Selected River Basins Sector Project (the Project) will support the government and communities to manage and mitigate flood risks better. This will be achieved through the implementation of process-oriented flood risk management (FRM) that provide a well-balanced mix of non-structural interventions, institutional and capacity building, and structural works to mitigate the negative impacts of floods. The impact will be reduced economic and social losses from flood events in selected river basins. The outcome will be reduced flood risks in selected river basins, including those in the Cidanau–Ciujung–Cidurian and Ambon–Seram RBTs, through FRM.

3. To achieve its expected outcome, the project will have the following four outputs:

- (i) **Planning for flood risk management enhanced.** The project will support the RBOs to (a) improve hydrometeorological data management; (b) develop flood models as the basis for the preparation of flood risk management plans (FRMPs); (c) develop flood forecasting, early warning system and mapping of hazards, exposure, vulnerability, risk, and emergency response; and (d) establish communication procedures. This will be complemented by institutional strengthening, planning, and coordination in those provinces and districts that will use FRMPs in updating provincial, district, and/or city government spatial, midterm, and annual plans.¹
- (ii) **Land management improved and flood infrastructure upgraded.** The project will support RBOs to prepare detailed engineering designs (DEDs); meet environmental and social safeguards; conduct tendering and O&M planning; and implement infrastructure subprojects that are technically, socially, environmentally, and economically justified. The infrastructure subprojects comprise the (a) rehabilitation and upgrading of existing flood control structures; and (b) construction of new

¹ The FRMPs will be periodically revised to take into account asset and economic growth, updated hydrometeorological data, and changes in land use and policy. The FRMPs will also be used as a basis to update spatial, midterm, and annual plans by the local government; and issue related regulations (addressing land use, river corridors, solid waste management, spatial planning, and building).

structures such as river dikes, spillways, coastal protection, retention basins, and check dams. Through the project, communities in middle catchments will improve selected degraded land areas by implementing soil and water conservation measures to reduce soil erosion.² The project will also (a) empower farmers groups in the Cidanau–Ciujung–Cidurian RBT to adopt sustainable agriculture practices, including terracing and development of retention ponds; and (b) implement measures to stop landslides and thus reduce sediment yields in both RBTs.

- (iii) **Capacity for community-based flood risk management enhanced.** To complement structural measures and improve flood resilience, community-based flood risk management (CBFRM) groups in the flood plains that benefit from the early warning system will be established, strengthened, and engaged in (a) identifying flood risks at the local level; (b) prioritizing community-based measures to reduce flood risk; (c) implementing priority measures to reduce flood risks, such as solid waste management and construction and repair of small water infrastructure; and (d) improving disaster preparedness by preparing an emergency response plan and developing corresponding standard operating procedures.
- (iv) **Policy, coordination, and capacity at national level improved.** To ensure effective policy and planning coordination, the project will support independent monitoring, evaluation, and strategic coordination under the National Steering Committee for Water Resources. A national strategy and a set of guidelines will be prepared to institutionalize the FRM approach. The project will support the executing and implementing agencies to undertake project supervision and strengthen the planning, implementation, and management capacities of the implementing agencies.

4. The Cidanau (1,450 km²), Ciujung (1,860 km²), and Cidurian (815 km²) river basins (3 Cis) are managed by a single entity, the Balai Besar Wilayah Sungai Cidanau–Ciujung–Cidurian (BBWS 3 Cis).³ The 3 Cis RBT lies mainly within Banten Province, the most westerly province of Java,⁴ and covers an area of 4,125 km² and a population of 3.63 million people.⁵ It intersects the administrative areas of four districts (Lebak, Pandeglang, Serang, and Tangerang in Banten Province and Bogor in West Java Province) and two municipalities (Serang and Cilegon). Apart from the urban and industrial areas of Serang, Cilegon and Tangerang, most of the Cis RBT is devoted to agriculture with horticulture in the mid-catchment areas and rice in the plains. There are also palm and rubber plantations in Lebak and Serang districts. Flooding occurs on the relatively flat floodplain along virtually the entire length of the river reach to the sea. River discharge capacities have decreased due to the high rate of erosion in the upper watersheds, in which deforestation and unsustainable farming practices occur. Flooding along the Ciujung frequently causes considerable damage in the flood plain and disruption of main roads, including the toll road that connects Java to Sumatra.

5. The Balai Wilayah Sungai Maluku (BWSM) manages the river basins located on the islands of Ambon and Seram, in Maluku Province in eastern Indonesia. These river basins are grouped under the Ambon–Seram RBT. Seram Island, with a population of 278,108, covers an area of 18,625 km². Irrigated agriculture covers 224 km² but the main economic activity is fisheries, as it is on Ambon Island. Landslides and erosion are common due to deforestation in

² The project will empower farmers groups in the Cidanau–Ciujung–Cidurian RBT to adopt sustainable agriculture practices, including terracing and development of retention ponds. The project will also implement measures to mitigate landslides and associated reductions in the sediment yields in both RBTs.

³ Balai (Besar) Wilayah Sungai are the river basin organizations established by the Directorate General of Water Resources, Ministry of Public Works and Housing in accordance with the Water Law 7/2004.

⁴ A very small portion of the Ciujung river basin is under the administrative jurisdiction of West Java Province.

⁵ National Agency of Statistics (PODES). 2008.

the upper river basins. Ambon island, covering 942 km², comprises five very small, steep river basins, including Batu Merah (7.21 km²), Way Ruhu (17.25 km²), Way Tomu (5.5 km²), Way Batu Gajah (6.58 km²), and Way Batu Gantung (6.58 km²). All are prone to flash floods. Batu Merah and Way Ruhu rivers run through the city of Ambon which is the capital and main seaport of Maluku Province, and has a population of 390,825 people. The Ambon basin is subject to severe flooding mainly caused by (i) torrential rain, (ii) contraction of the river section in many places, and (iii) backwater caused by tidal effects. In addition, landslides frequently occur in the highly fragile mountain slopes that are also heavily populated.

6. In each output and in each areas of the sub-projects, gender analysis have been done to ensure that Gender Action Plan (GAP) is being prepared accordingly and adequate resources will be allocated to implement it.

II. Gender Mainstreaming in Indonesia

7. Indonesia ranks 108th out of 187 countries on the 2014 Gender Development Index.⁶ Although many Indonesians have moderate ideas on gender equality and women's liberty, patriarchy still persists. In addition, some issues such as early marriage, polygamy, forced divorce, illegal marriage and female circumcision are evident and discussed in the country. The rate of women's participation in key decision-making positions at the national level and local level is still low. The rate of women's participation in the Indonesian parliament is around 18% (2009). The Law No.10/2008 on General Election stipulates that there must be at least 30% female represented in the Parliament.

8. Gender equity is a crosscutting issue and in addition to the legal mandate in Indonesia, there is a societal need to stimulate gender equality in social and economic structures but also in mindsets, attitudes and beliefs of individual women and men. Both women and men contribute to sustaining gender inequality. The National Gender Policy Framework operates under the principle that women and men have equal rights under the law and also highlight the present imbalance of power between the genders that should be addressed with targeted programs and policies. The regulation concerning gender is stipulated in Law No. 7/1984 on the Ratification of the Convention on the Elimination of All Form of Discrimination Against Women. This law encourages the assurance of equality and equity for women and men. Gender mainstreaming became national policy under Presidential Executive Order No. 9/2000 on Gender Mainstreaming in National Development in which the President instructs all ministers, military commanders, chief of Police Departments, governors, heads of districts and mayors, and heads of government agencies to conduct gender mainstreaming in their policies, programs and activities within their areas of responsibility. The implementation of the Gender Mainstreaming executive order is under the mandate of the Ministry of Home Affairs which subsequently issued Ministerial Decree No. 15/2008 on Gender Mainstreaming for Regional Development that recommended the development of policies and programs that pay attention to the experience, aspirations, needs and problems of women and men into the planning, implementation, monitoring and evaluation of all policies and programs in various fields of life and development. In the current national mid-term development program, gender mainstreaming is one of the key implementation strategies, and gender equity measures are among success indicators of the development program.

9. Gender mainstreaming is defined under these laws as a strategy to integrate gender issues and policy on gender equity or women's empowerment into policies, program and

⁶ United Nations Development Programme. 2014 Human Development Index. <http://hdr.undp.org/en/content/gender-development-index-female-male-ratio-hdi>. (accessed 4 March 2015).

activities of all development programs, both at national and sub-national levels. To enable gender mainstreaming to be conducted effectively and sustainably, an institution or agency should have criteria or prerequisites to be fulfilled. These prerequisites include (i) commitment of the leader; (ii) a designated institution, agency, or focal point; (iii) the availability of skilled staff; (iv) the availability of methods or technical approaches; (v) the availability of budget for the process; (vi) the availability of an accountability mechanism; and (vii) the involvement of the community.

10. The Ministry of Women Empowerment and Child Protection serves as facilitator in the creation of the prerequisites within each government ministry or agency. The following activities are implemented to introduce and support the readiness of government ministries and agencies:

- (i) **Build understanding on gender equity and build commitment.** The Minister of Women Empowerment and Child Protection will serve as an advocate to other ministers and governors. At the national level, a Minister can demonstrate commitment by issuing a Ministerial Decree assigning a focal point or responsible unit ministry to implement the gender-mainstreaming process throughout the ministry. At the provincial level, a Governor can demonstrate his/her commitment by establishing a gender-mainstreaming agency within the provincial organization's structure.
- (ii) **Build the capacity of the agency or ministry.** The Ministry of Women's Empowerment and Child Protection supports training on gender, gender mainstreaming methods, gender responsive planning and budgeting and development of monitoring mechanism. Assistance to develop standard procedures for gender integration within each ministry and agency is also provided through partner staff. A similar process and partnership occurs in the provinces.

11. The National Mid-term Development Program (RPJMN 2015-2019) highlights gender as one of its mainstreaming principles for all development activities, covering: (i) the mainstreaming of sustainable development; (ii) the mainstreaming of good governance; and (iii) the mainstreaming of gender. Each ministry or agency should refer to this policy in its own five-year strategic plans. The five-year strategic plan should be expanded into annual plans with each annual planning and budgeting process integrating gender into its development programs and activities.

12. Since 2009, gender responsible budgeting has been implemented. Seven ministries Ministry of National Development Planning (BAPPENAS), Ministry of Agriculture, Ministry of National Education, Ministry of Health, Ministry of Public Works and Housing, State Ministry of Women's Empowerment and Child Protection (SMWC) and Ministry of Finance were appointed as pilot institutions for gender responsible budgeting by the Ministry of Finance Regulation No.119/PMK.02/2009.

13. The Law on Gender Equality remains to be completed to date. The SMWC is the focal institution responsible for women's empowerment and child protection. Its roles are to prepare policies, to provide technical assistance to other ministries and to report regularly the implementation status to the President. Concrete efforts are to promote gender mainstreaming at national and local level (advocacy to national policies and technical assistance to gender responsible budgeting) and to development laws regarding women's protection and child protection. SMWC has more than 300 officers and five main work units (gender mainstreaming, the improvement of women's lives, women's protection, child protection and community

empowerment).

III. Sector Concerns on Gender

14. Indonesia has experienced an improvement in narrowing the gender gap in some key areas of endowment (e.g. health and education), opportunities, voice and agency, and necessary legislation for gender mainstreaming, but challenges remain. Gender parity index in education has been achieved. Key sectoral concerns on gender equality have been noted by national government as follows:⁷

- (i) **Education.**⁸ Gender equality and education has been one of the key achievements for Indonesia. The millennium development goal (MDG) targets on gender parity in net enrollment are on track to be met by 2015, especially if disparities at the provincial level are addressed. Focus is now on systematic measures to increase access to improved outcomes from a more gender responsive education. The challenge remains to mainstream a gender perspective in education which involves assessing the implication of any planned educational actions (legislation, policies or programs) to boys and girls, in all areas and at all levels.
 - a. There is little gap between boys and girls with respect to net enrolment rate (90%). However, there is disparity among regions. In some areas, enrolment rate of secondary education for girls is higher than that of boys.
 - b. Although the illiteracy rate decreased annually, the literacy rate among females (89.6%) is lower than that for males (95.6%).
 - c. In vocational schools, women take courses on domestic and administrative works, whereas men choose technical and industrial courses.
- (ii) **Health.**⁹ Gender equality and health in Indonesia show positive results and remaining challenges in the four key health areas related to the MDGs. Important efforts have been made to increase women's access to health services but Indonesia needs to work hard on reducing the high maternal mortality rate, increasing access to water and sanitation as well as HIV prevention and treatment for the increasing number of adult women living with HIV.
 - a. Although maternal mortality rate has declined, there is still high rate. The rate of birth attended by skilled health personnel has increased from 65.3% (2000) to 77% (2009). However, there is wide gap between urban and rural area.
 - b. More boys are malnourished than girls.
 - c. The access to family planning services is limited to married couples and does not meet needs for unmarried people and adolescents. The contraceptive prevalence rate is still low with 61% using any methods. The major contraceptive methods are injection and pill. The use of male condom is low.
 - d. It is estimated that 193,000 people are infected with HIV in 2009, and half of them are transmitted by heterosexual intercourse. Half of AIDS cases are

⁷ Japan International Cooperation Agency. O.P.C. Corporation. 2011. *Country Gender Profile: Indonesia Final Report*. (Consultant Interview Note).

⁸ Ministry of National Education issues the Decree No.84/2008 on Guidelines for the Implementation of Gender Mainstreaming in the Education Sector at the Central, Provincial and Regency/Municipality Levels and Education Units.

⁹ Strategic Plan 2010-2014.

young people aged 20–29 years.

- (iii) **Agriculture, Forestry, and Fisheries.** The average annual growth of women entering labor market is higher than men, but women continue to face lower labor's participation and higher unemployment rates, poorer quality work and lower wages, limited access to agriculture, forestry and fisheries resources, discrimination in hiring and promotion, and a higher level of economic informality. Women constitute most of the self-employed, unpaid family workers, and migrant workers, making them susceptible to personal and financial insecurity, trafficking and other human rights violations. Closing these gender gaps requires focusing on the equal employment opportunities, link and match of women's trainings and skills with the labor market including in all those three sectors, underlying factors of labor market segmentation, and wage gaps and career opportunities.
 - a. The Presidential Instruction on Gender Mainstreaming in National Development was issued in 2000. The Agriculture Development Strategy sets women's empowerment as one of priority issues. Gender analysis on agriculture sector, mitigation of women's burden (e.g. development new equipment and access to micro credit) and implementation of training for women.
 - b. The Marriage Law (1974) stipulates the joint ownership of property. However, there are few cases of registration with joint titling. This is because married couples are not informed about joint titling when they register.
 - c. Around 75% of rice producers are women. Women engaged in fisheries are wives and family members of fishermen, and men go fishing, while women engage in fish processing and marketing.
- (iv) **Environment and Disaster Management.**¹⁰ There has been significant learning from Aceh Tsunami on good practices for gender responsive disaster management. These need to inform and further strengthen all related national and local-level policies, institutions and programs to tackle the root causes of gender-based vulnerabilities, ensure use of gender analysis and sex-disaggregated data, as well as give equal weight to men's and women's rights and capacities.
 - a. Presidential instruction was issued in 2000. The Ministry of Environment prepared the booklet called "Women's Movement for Environmental Care" which introduces the relationships between environmental issues and women.
 - b. Need for environmental education for women especially for domestic works (e.g. water management in home and garbage disposal).
 - c. The Disaster National Action Plan indicates gender mainstreaming, such as women's participation in disaster management, provision of information on disaster management and gender sensitive research.

IV. Gender Issues on Flood Management

15. The National Action Plan for Disaster Risk Reduction 2010-2012 (NAP-DRR) prepared by BAPPENAS with assistance from the World Bank and UNDP refers to the Hyogo Framework

¹⁰ Oxfam. 2012. *Promoting Gender Equality in Disaster Risk Reduction: Oxfam's Experience in Southeast Asia*. Oxford.

for Action and the Law No. 24/2007. The Plan includes one specific chapter on gender mainstreaming, but it does not promote gender mainstreaming for the entire action plan. The local governments in Yogyakarta, Central Java and Maluku have already moved ahead in preparing Local Disaster Management Action Plans, recognizing the importance of gender mainstreaming.

16. Badan Nasional Penanggulangan Bencana (BNPB, or National Agency for Disaster Management) as the lead agency at national level for disaster risk management so far has no unit or working group focusing on gender mainstreaming. They need to create awareness about the importance of gender mainstreaming in disaster risk reduction at national and local level disaster management institutions, particularly among district and village governments. This should emphasize the importance of compiling disaggregated data and gender responsiveness of public communication strategies and disaster management agencies at district and provincial level to actively seek collaboration with NGOs who are experienced in applying internationally available knowledge and best practices related to gender mainstreaming.

17. There are four agencies collaborating in this project implementation with the Ministry of Public Works and Housing (MPWH) through the Directorate General of Water Resources (DGWR) as executing agency and the Ministry of Agriculture (MOA), Ministry of Home Affairs (MOHA) and the State Ministry of Planning (BAPPENAS) as implementing agencies. Of the three agencies, all have gender programs and plans for gender mainstreaming. However, the MPWH gender initiatives are largely focused on road construction. DGWR does not have a defined gender program. Summary of key gender issues in relation to the project were generated based on existing agency plans and programs as well as key interviews of officials from stakeholder institutions as follows:

- (i) Flood affects all individual and it becomes heavy burden to the family and government both socially and economically;
- (ii) Although women are less likely to have access to weather-related early warning systems or be informed about oncoming rains and floods, social networks among women are strong. This means that information can be disseminated in informal ways such as through social gatherings and during conversations with friends and relatives. In this way, essential information about disaster preparedness reaches entire families who may not otherwise have benefited from such knowledge;
- (iii) Women are also well placed to contribute to disaster recovery as they often have several sources of income away from the farm. Expanding these business opportunities is vital when natural disasters reduce income from agricultural activities;
- (iv) Inequitable distribution of financial management and decision-making in both public and domestic as largely decided by men; Kinship systems both in Banten and the Maluku provinces still embrace paternalistic system;
- (v) Critical facilities during and post flooding is not yet catered to the needs of women, men and children, therefore it is important to involve them in the discussion of evacuation shelters and emergency housing facilities, and water and sanitation;
- (vi) The involvement of women in the P3A (Water Users Association) will affect gender roles (associated with learning in organizations P3A) as women will be more active in organizations compared to men who actually farm, women should also be involved in conservation activities;
- (vii) Flooding that occurred in the project area impacts on the socio- economic and other aspects such as health and sanitation, education and severely affects women, children, and the elderly;

- (viii) Disaster management specifically related to flood management in both the Banten and the Maluku provinces lacks data disaggregated by sex particularly as regards participation, access, control and benefits of existing flood management in both regions;
- (ix) Lack of socialization on gender and gender mainstreaming in all levels. Many policy makers do not understand the importance of gender integration in all phases of development activities;
- (x) Need for technical assistance to integrate gender into policies, programs, activities, monitoring and evaluation and reporting of development in general and in particular in all components of the flood management;
- (xi) To improve the economy of farming families, there is a need for women to be trained on small agribusiness, packaging and marketing and support them to get access to credit;
- (xii) Advocacy on gender and flood issues, and conduct gender awareness training related to flood management and agriculture has to be conducted at all level of policy makers including communities in the project areas; and
- (xiii) Understanding the current roles of women and men in flood management and what can be improved to promote gender equality and helping communities reducing the threat of flooding.

18. Besides the above views, some staff of the MPWH, MOA, MOHA and BAPPENAS believes that the plan of activities in flood management will have an opportunity to integrate gender in preparing regulations related to land use, river regulation, and building codes along the river banks. In addition, there is potential to integrate gender in the recruitment of trainers, training of trainer (TOT) and preparing material for TOT. It is also suggested to prepare gender sensitive standard operation for flood evacuation. The agency also believes that the project can increase participation of women in the management of critical land; therefore there is a need to provide for specific technical assistance in preparing and implementing gender action plan for this project.

V. Gender Issues in Project Areas

19. Gender issues at the project sites were generated through a sample survey piggy-backed with the socioeconomic survey for affected households in the areas of Ambon and Ciujung from June to July 2013. Interview and focus groups discussion were also conducted in early 2014 and during the loan fact finding mission. Some results of the survey and consultations are presented in the table in the Appendix and discussion with staff of local agencies and communities in 2013 and 2014 regarding gender issues are summarized below:

- (i) The interview results indicate that access to and involvement of citizens, of women and of men, varies according to the form in the handling of post-disaster activities. Nevertheless, the role of women in the rescue and evacuation of disaster victims is still very limited, because this activity is still perceived as a 'domain' work of men;
- (ii) Lack access to meet the special needs of women, especially in the critical period of three flood disaster until a week after the flood. Women also lack role in the management of refugee camps, such as the layout of refugee camps, making the barriers of separation between men and women such as barriers in the hospital room, or separate toilet for men and women. In addition, the handling of post-flood found in the project location is still not gender sensitive;

- (iii) Although gender discrimination frequently excludes women from decision-making about community disaster response, their dominance in the domestic sphere means they have more knowledge than men about the production, preparation and distribution of food. Additionally, their long-standing role as family caregivers means that they are often very knowledgeable about medical care. This kind of knowledge saves lives in emergency situations;
- (iv) Landholding is still commonly under the man's name;
- (v) Women and in general communities are not involved in hazard analysis, preparing hazard map and assessment of vulnerability;
- (vi) Women do not have access to information and assistance following flooding events. There is need for meaningful socialization in all phases of flood management to encourage behavior change and increase awareness;
- (vii) Flood forecast is not available and farmers especially women has little knowledge on crop diversification, food storage, etc.;
- (viii) Women and children suffer most and carry the burden during flooding but women have more initiative to seek help, but not involved in discussion on emergency housing facilities and evacuation shelters;
- (ix) Women are not involved in flood risk management discussion, and do not understand the procedures of flood warning and activities for contingency plans and post flood recovery;
- (x) Decision making in the public and domestic sphere is still dominated by men. For local governments, there is strong need for gender-disaggregated data in documenting disasters such as flooding hence they could not provide for specific needs for women;
- (xi) Information and communication alert is not yet established and should be made assessable for both women, men and youth;
- (xii) Women are over-burdened before disasters, and even more so during and after. Because of their roles in domestic household work and chores, child care and housekeeping, women tend to bear more of the flooding burden than men during flooding events. Female-headed households in particular have to respond on their own initially when floods arrive;
- (xiii) Women especially young women should be involved in flood warning activities;
- (xiv) Many female head of households have not completed primary school and they would like to have a better skill in productive economic activity;
- (xv) Many women would like to be involved in conservation, watershed management, flood management committees and other activities in reducing flood occurrence in their areas;
- (xvi) Many women and men also asking for the possibility of activities to keep children occupied after the flood;
- (xvii) Women (71%) spend 6 hours or more on households chores and time allocation for farm work have to balance with household work; and
- (xviii) Suggestion to involve youth in conflict resolution particularly in Ambon (Batu Merah river basin) and for other productive activities.

20. The budget for implementation of the gender strategy is embedded in the overall cost of the project including allocation for capacity development of stakeholders and communities (see Table below).

Budget Allocation for Gender Action Plan Implementation (\$)

No.	Component	Description	Unit	Quantity	Rate	Cost
	DGWR					
		CONSULTING SERVICES				
1	1A	Social, gender and communication Specialist (vulnerability)	PM	8	3,000	24,000
2	4A	Gender Specialist	PM	12	3,000	36,000
		SOCIALIZATION AND COORDINATION				
3	1A	Gender sensitive Consultation for development of flood risk management plan for 3 Cis RBT	Times	5	1,000	5,000
4	1A	Gender sensitive public awareness on forecasting and early warning for Ambon - Seram RBT	Package	1	10,000	10,000
5	1A	Gender sensitive Consultation for development of flood risk management plan for 3 Cis RBT	Times	5	1,000	5,000
6	1A	Gender sensitive public awareness on forecasting and early warning for Ambon - Seram RBT	Package	1	10,000	10,000
7	2C	Public Consultation on Design Options with Women Groups for 3 Cis RBT	Times	10	500	5,000
8	2C	Public Consultation on Design Options with Women Groups for Ambon - Seram RBT	Times	10	500	5,000
	MOA					
		TRAINING				
9	2A	Women empowerment for land conservation	Times	34	526	17,884
10	2A	Women empowerment for water conservation	Times	132	526	69,432
11	2A	Women empowerment for land optimization	Times	80	526	42,080
	MOHA					
		CONSULTING SERVICES				
12	1B	Sociologist/Gender Specialist	PM	15	3,000	45,000
13	2B.	Sociologist (Socialization)/Gender Specialist	PM	15	3,000	45,000
		SOCIALIZATION AND COORDINATION				
14	1B.	Gender sensitive public awareness/consultation	Times	3	2,900	8,700
15	2B.	Gender sensitive public awareness/consultation	Times	3	2,900	8,700
16	3A.	Gender sensitive public awareness/consultation	Times	3	2,900	8,700
					Total	345,496

DGWR = Directorate General of Water Resources; MOA = Ministry of Agriculture; MOHA = Ministry of Home Affairs; PM = person-month RBT = river basin territory.

Source: Asian Development Bank.

21. Below is the gender action plan (GAP) prepared for the project based on the above gender analysis, and this GAP will be reconfirmed and adjusted as needed for each subproject during implementation.

Gender Action Plan

Outputs	Gender Design Features/Activities
1. Planning for flood risk management enhanced	<ul style="list-style-type: none"> • Around 20% female trainees in all training on flood risk assessment and analysis • Data on hazard, vulnerability, risk and emergency response mapping is sex-disaggregated. • Around 30% women's representation in consultation meetings on (i) hazard analysis, risk awareness and assessment and vulnerability/capacity analysis; (ii) developing the risk and hazard maps; and (iii) identification of indicators for assessing gender specific aspects of risk and vulnerability • Gender sensitive and culturally appropriate flood management related information and publication materials will be prepared, and distributed for all stakeholders and communities. This includes information on flood forecasts and flood management and preparedness such food storage, securing the safety of livestock, ensuring food availability, etc. • Information on flood forecasts and flood management and preparedness will target both women and men farmers in terms of crop diversification, food storage, securing the safety of livestock, ensuring food availability, etc. • Gender-sensitive flood hazard vulnerability, risk and emergency response mapped and hazard categories zoned in main flood risk areas of the 3 Cis RBT and the Ambon-Seram RBT
2. Land management improved and flood infrastructure upgraded	<ul style="list-style-type: none"> • 10% members of the community groups for water and soil conservation are women. • Farmland management and sustainable agriculture practices in the Ciujung river basin is targeted to at least 40% of women farmers. • Training for watershed rehabilitation and management will target at least 40% of women in each subproject areas. • Gender concerns and aspect are incorporated in farmer training, water catchment management and conservation material and distributed within local community. • All trainings will be held at times and locations convenient for women farmers. • 30% women's representation in consultation meetings on the design of dikes, drainage, and other small community infrastructure to take into account the needs and concerns of women.
3. Capacity for community-based flood risk management enhanced	<ul style="list-style-type: none"> • Provision and arrangement are made to ensure that 40% women are involved in (i) community-based flood risk management procedures and activities for flood preparedness and response/contingency plans; (ii) the development of action plans for post flood recovery; (iii) the dissemination of information to the communities; (iv) all capacity development activities; and (iv) flood monitoring/warning activities. • At least 30% of women are involved in the identification, prioritization and design of community-level infrastructure (such as small embankments, drainage, flood barriers, and shelters); and subsequent regular operations and maintenance. • Facilities, e.g. evacuation shelters and emergency housing facilities, water and sanitation and health facilities are accessible to both women

Outputs	Gender Design Features/Activities
	<p>and men, and especially friendly to women and children.</p> <ul style="list-style-type: none"> • At least 30% of women are involved in the committee dealing with evacuation shelter, housing and housing facilities and are trained on CBFMR in each subproject area. • Information dissemination regarding community based small scale civil works activities will be accessible for employment for both women and men, and at least 30% of local works will be targeted for women employment. • Contingency plans emergency response planning, standard operation procedure, evacuation provision are gender responsive. • Gender focal person is selected for CBFMR in each subproject area. • Women specific vulnerability and needs should be included in the flood warning and monitoring activities.
4. Policy, coordination and capacity at national level improved	<ul style="list-style-type: none"> • Ensure quarterly project monitoring reports include progress on GAP implementation with gender indicators and sex-disaggregated data • Training on gender concerns is provided to government staff in charge of the project • Recruitment of female technical and other specialist in CPMU and PIUs • CPMU, PIU staff will participate in gender mainstreaming for structural and non structural flood management project interventions • Integration of gender related activities into work plans and budget allocations to ensure that adequate funds are allocated for GAP implementation

CBFRM = community-based flood risk management; CPMU = central project management unit; GAP = gender action plan; PIU = project implementation unit.

Source: Asian Development Bank.

VI. Implementation Mechanisms for the Gender Action Plan

22. The Ministry of Public Works and Housing (MPWH) through the Directorate General of Water Resources (DGWR) will be the executing agency. A Central Project Management Unit (CPMU) will be established in the Directorate of Water Resources Development (DWRD), DGWR.

23. Focal gender person for implementation agencies will be appointed to coordinate the introduction, implementation, monitoring and reporting of the GAP. They will be briefed and trained for this purpose. The CPMU will recruit a National Gender Specialist to oversee and assist in the GAP implementation, monitoring and reporting for each river basin organization in coordination with gender focal person and gender working group. The Project will ensure setting up of a Gender Working Group amongst the agencies. Adequate budget has been allocated for GAP implementation, monitoring and reporting.

GENDER ISSUES AND CONCERNS IN SELECTED PROJECT SITES

Parameter	Ciujung River Basin	Batu Merah River Basin
Traditional Cultural Norms and Customs Re Roles of Women	Less egalitarian and the local culture is more patriarchal.	More egalitarian
Participation to PCMs	Governor of Banten is a woman and her sister was the Assistant-District Head of the Serang District. Participation by women in stakeholder and public consultation meetings, and active expression of their views.	Secretary of the Ambon city BAPPEDA is a woman and has been influential in arranging activities, public consultation meetings, reviewing the PIB and offering advice, including active support for inclusion and participation of women of women in the project and resettlement plan public consultation and socialization meetings. High participation rate of women.
Household Heads	13.4% females	22.7% females
HH Members	45.3% females	47.3% females
Educational Status and Attainment of Women	57% of HH heads not even completed primary (or grade) school and 26% for females. 35% HH heads completed grade school and 62% At the lower secondary, secondary and tertiary education, 9% male HH heads and 12% females.	Male HH heads and female spouses had similar proportions at almost all levels (56.5% for HH heads; 55.1% for female spouses) as well as entering advance academies or university level education (9.8% for HH heads; 10.3% for female spouses).
Ownership of Residential Plots	FHHs (133) with residential plots comprised 2.4% of total households and 18.0% of female headed households.	107 residential plots covering 0.65 ha were owned by 107 FHHs along with 107 houses.
Ownership of Agricultural Land	109 FHHs own agricultural holdings representing 82.0% of the FHHs at an average 0.06 ha	3.1% of 131 FHHs had small agricultural holdings averaging only 65.0 square meters
Occupation	Primary occupation listed was that of housewives (53.7%), followed by farming (31.9%), with other jobs including civil servants (4.8%), work as laborers (4.4%) and traders (2.6%). It is clear that a very high proportion of female spouses indicating that their primary jobs were as housewives also engaged in agricultural activities in situations where their husbands operated farms. Of the female spouses, 27.5% reported engaging in secondary jobs.	Of the 129 females with primary jobs other than the category of 'other', 68 (52.7% of them) listed 'housewives' as their primary occupation, followed by 21 (16.3%) working as laborers, 18 (14.0%) working as civil servants, 9 (7.0%) as traders and 8 (6.2%) as being involved in self-enterprise.
Role of Women During and After Flooding	Dominant roles by far in terms of the primary focus listed deal with either cooking food (887 respondents), or arranging food (54 respondents), for a total of 941 respondents, or 95.2%	Because of their roles in domestic household work and chores, child care and housekeeping, women tend to bear more of the flooding burden than men during flooding

Parameter	Ciujung River Basin	Batu Merah River Basin
	<p>of total households. Secondary role included helping to arrange husband's livelihoods (3.3%) and taking care of children (0.5%), although based on informants, almost all women with young children engaged in this latter activity.</p> <p>Once floods have receded, the burden of cleaning up the houses falls more heavily on women than men, taking many days or even weeks to complete. Finally, women often play special roles in working to access and obtain outside assistance and aid.</p>	<p>events. In female headed households, and in households where men are away at work, women may have to respond on their own initially when floods arrive. They shoulder much of the work in cooking food and caring for children during floods, whether at home or at evacuation sites. Once floods have receded the burden of cleaning up the houses falls more heavily on women than men, taking many days or even weeks to complete. Finally, women often play special roles in working to access and obtain outside assistance and aid.</p> <p>Of 482 respondents (83.5%) reporting their primary role as cleaning utensils, and the remaining 95 (16.5%) reporting cleaning the house.</p>
Role of Men During and After Flooding	<p>Carrying household goods to be saved from the flood. These goods are usually in the form of valuables that are easily removed like jewelry, electronic items, important documents, and others.</p> <p>After flood events in this area are cleaning the mud carried by flood, cleaning utensils (together with women), cleaning the house, and others. Of some of these activities, cleaning the mud is the most common activities performed by men in the nine villages.</p>	<p>Carrying goods, around in boat, assisting security, and others. Almost all of the male household head in the four villages performed in carrying household goods to be saved from the flood. These goods are usually in the form of valuables that are easily removed like jewelry, electronic items, important documents, and others.</p> <p>Men's roles after flood events in this area are cleaning the mud carried by flood, cleaning utensils, cleaning the house, and others. Of some of these activities, cleaning the mud is the most common activities performed by men in the four villages. Cleaning the utensils and house is done together with women.</p>

BAPPEDA = provincial and district planning agencies; FHH = female household head; HH = household head; PCM = public consultation meeting; PIB = public information brochure.

Source: Asian Development Bank.