



Gender Equality, Disability, Social Inclusion and Safeguards Guidance Note and Toolkit

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Acronyms

Bappenas	Ministry of National Development Planning, Government of Indonesia
CEO	Chief Executive Officer
DFAT	Department of Foreign Affairs and Trade
ECP	Enhanced Cooperation Program
EY	Ernst and Young
GEDSI	Gender equity, disability and social inclusion
GoA	Government of Australia
Gol	Government of Indonesia
IA-CEPA	Indonesia-Australia Comprehensive Economic Partnership Agreement
MEL	Monitoring, evaluation and learning
STA	Short term adviser
TVET	Technical vocational education and training
UNTAD	United Nations Trade and Development
WCAG	Web Content Accessibility Guidelines

Executive summary

IA-CEPA ECP Katalis (Katalis) is committed to mainstreaming gender equality, disability and social inclusion (GEDSI) as a central tenet in achieving the Katalis goal of more inclusive economic growth and development in Indonesia and Australia.

The Australian and Indonesian governments are committed to improving GEDSI outcomes. Accordingly, GEDSI is a central investment criterion for all that Katalis does in support of maximising the benefits of the Indonesia-Australia Comprehensive Partnership Agreement (IA-CEPA).

GEDSI must be pursued internally in our organisational culture and team, as well as externally through the activities we deliver and development outcomes we seek. This Guidance Note and Toolkit ('Toolkit') sets out the range of mechanisms Katalis is applying to pursue GEDSI internally and externally, and ensure safeguards are in place to support women, people with disabilities and other disadvantaged groups.

This Toolkit is intended to guide Katalis team members, delivery partners and other consultants on the critical importance of GEDSI. All persons affiliated with Katalis are required to support the values and goals set out in this document, and ensure GEDSI is mainstreamed into their work. To support team members in this, a range of systems, tools and check-points have been developed within the Toolkit. The Toolkit also provides important guidance in building the GEDSI knowledge base going forward.

The Toolkit reflects DFAT's GEDSI and Safeguarding policies and the priorities of the Government of Indonesia for more inclusive growth and development. It has been informed by research prepared by the Katalis GEDSI Lead and team. For further information regarding the GEDSI and Safeguarding policies of Katalis, please contact the Katalis team at info@iacepa-katalis.org

The Katalis team's commitment and experience in delivering GEDSI outcomes gives us the confidence to pursue the ambitious agenda of shaping commercial decisions through greater GEDSI considerations in our bilateral trade and investment relationship.

1 Why we prioritise GEDSI and social safeguards

Australia and Indonesia have entered into a promising new economic partnership - the Indonesia-Australia Comprehensive Economic Partnership Agreement (IE-CEPA). As part of IA-CEPA, the governments of Australia and Indonesia agreed to include a new Economic Cooperation Program, called Katalis, established to maximise bilateral trade and investment opportunities. Central to these efforts is a focus on empowering women, people with disabilities and other disadvantaged groups, by promoting the importance of gender equality and social inclusion as a driver of growth in both countries. Our goal is to bring GEDSI considerations to the forefront of all commercial decisions and investments in the bilateral partnership.

There are significant opportunities for greater trade, commercial and cultural links between Australia and Indonesia. Indonesia is the third fastest growing economy in the G20 (behind India and China) and its economy has expanded strongly over recent decades. Australia has a strong position as an agribusiness supplier to Indonesia and has capabilities in services, particularly education and training, healthcare, mining and tourism, which are highly relevant to the growth challenges facing Indonesia. IA-CEPA addresses a range of barriers that currently hamper the commercial relationship. These include tariffs, restrictive regulatory practices (including restrictive import licensing), inconsistent customs processes and non-tariff issues and a challenging investment environment, especially in the services sector.

An important consideration for the promotion of inclusive growth is greater gender equality and social inclusion. Around the world, a common impediment to growth is the failure to achieve equal participation; equal senior representation; and equal pay for women in the workplace. In Indonesia, only half of women are in the formal workforce, a figure that has remained largely unchanged for almost two decades.¹ When women in Indonesia do work, they earn 23 per cent less than men on average.² In Australia, the workforce participation rate of women is 62 per cent, compared to 71 per cent for men.³ Australian women earn on average 13 per cent less than men.⁴

This disparity has significant implications for women, who miss out on a source of livelihoods and independence; for businesses and industry, who miss out on the benefits of diversity and skills; and for national economies, by failing to fully utilise a critical source of growth - human capital. The gaps in gender participation, representation at senior levels, and wages are particularly apparent in highly traded industries between Indonesian and Australia, such as agriculture, manufacturing and education. Covid-19 has exacerbated these disparities.⁵

The World Economic Forum observes that the business case for gender diversity is 'overwhelming'.⁶ Numerous studies have confirmed that gender diversity equates to improved organisational performance, shifts in cultural norms and that women in leadership can improve profitability and longer-term value creation.⁷

1 Lisa Cameron, Diana Contreras Suarez and William Rowell, *Female Labour Force Participation in Indonesia: Why has it stalled?*, Melbourne Institute Working Paper No. 11/18 October 2018. Available at: https://melbourneinstitute.unimelb.edu.au/_data/assets/pdf_file/0005/2938388/wp2018n11.pdf

2 International Labor Organisation and UN Women, 2020, *Gender Pay Gaps in Indonesia*. Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/09/infographic-gender-pay-gaps-in-indonesia>

3 Australian Bureau of Statistics, *Labour Force, Australia*, May 2021. Available at: <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>

4 Australian Government, Workplace Gender Equality Agency, *Australia's Gender Pay Gap Statistics 2021*. Available at: <https://www.wgea.gov.au/publications/australias-gender-pay-gap-statistics>

5 See analysis by Prospera/Katalis (2021) on the impact of Covid-19 on Indonesia - Australia trade.

6 <https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/>

7 See for example: <https://hbr.org/2019/02/research-when-gender-diversity-makes-firms-more-productive>; <https://www.oecd.org/social/gender-development/32126577.pdf>; and <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/ten-things-to-know-about-gender-equality>

As with gender, people with disabilities face major barriers to work, despite their ability to contribute and participate in many ways. In Indonesia, there are at least 10 million people (or around 4 per cent of the population) with some form of disability, based on the latest census. More than 8 million households, or 13.3 percent of the total, include at least one person with a disability. In Australia, 18 per cent of the population have disabilities.⁸ Households with a person with a disability have a lower monthly expenditure per capita, with female-headed households being particularly vulnerable.⁹ This experience demonstrates the intersectionality of disability, gender and disadvantage. Katalis will work to identify this intersectionality and work to design activities that can address gender and disability barriers.

The Indonesian and Australian governments have taken heed of the evidence. Both countries have well established GEDSI and Safeguard policies, which are listed in Table 1 below. The Government of Indonesia (GoI) recently issued UU Cipta Kerja (Omnibus Law) that clearly outlines the importance of GEDSI and Safeguards in ensuring trade and investment supports just and equitable growth and development. Likewise, the Australian Government requires at least 80 per cent of development assistance prioritises GEDSI, and accordingly is a target for Katalis.

Katalis will prioritise GEDSI, and thereby support Indonesia to achieve its Mid Term Development Plan 2020-2024¹⁰ (RPJMN 2020-2024). IA-CEPA commitments are relevant to 4 (out of 7) RPJMN goals and 4 (out of 5) of the Presidents priorities of qualified and competitive human resources, economic transformation, regulatory and bureaucratic reform and regional development.

This toolkit is consistent with the relevant policies and regulatory frameworks of both Indonesia and Australia. It acknowledges the interlinked nature of gender equality, development and growth.

Table 1 Relevant policy and regulatory framework

Government of Indonesia	Government of Australia
<ul style="list-style-type: none"> ▪ The Job Creation Act (UU No 11 / 2020 on Cipta Kerja), widely known as the Omnibus Law ▪ The Mid Term Development Plan, widely known as RPJMN 2020-2024 (Presidential Instruction No 18 / 2020) ▪ Gender Mainstreaming in Development (Presidential Instruction No 9 / 2000) ▪ The joint ministerial regulation on Gender Responsive Planning and Budgeting (Jointly issued by Ministry of National Planning / Bappenas, Ministry of Women’s Empowerment and Child Protection, Ministry of Finance and Ministry of Home Affairs) 	<ul style="list-style-type: none"> ▪ Gender Equality and Women’s Empowerment Strategy (February 2016) ▪ Environmental and Social Safeguards Policy (March 2019) ▪ Strategic framework of Development for All 2015-2020 (May 2015), extended to 2021 ▪ Development Policy on Australian Aid and Development for Performance Framework ▪ Foreign Policy White Paper (2017) ▪ Development for All, Strategy for strengthening disability-inclusive development in Australia’s aid program (2015-2020)

This work will contribute to Sustainable Development Goals (SDGs) 5 (gender equality) and 8 (decent work and economic growth), by improving the lives of the poor, particularly women, people from disadvantaged groups and people with disabilities, through increased access to jobs and promoting strong, sustainable and inclusive economic growth through trade and investment.

8 Australian Department of Social Services, About People with Disability in Australia, see: <https://www.dss.gov.au/disability-and-carers/supporting-people-with-disability/about-people-with-disability-in-australia>

9 AIPEG, Monash University, Disability in Indonesia – What can we learn from the data, 2017. See: https://www.monash.edu/__data/assets/pdf_file/0003/1107138/Disability-in-Indonesia.pdf

10 The RPJMN can be found here in English and Bahasa Indonesia - <https://www.bappenas.go.id/id/data-dan-informasi-utama/publikasi/rencana-pembangunan-dan-rencana-kerja-pemerintah/>

2 How we achieve GEDSI and social safeguards

GEDSI must be pursued internally within our organisational culture and team and in our external activities. The following section sets out our approach.

2.1 Organisational culture and team

Katalis is built on a culture of diversity and inclusion. This is reflected in our agreed organisational values, which our internal team and external consultants are expected to practice and achieve. The standards we set for ourselves are the standards we can expect from others. Accordingly, diversity and inclusivity are central to the formation of our team and the development of our work processes.

Box 1 Katalis values

Collaborative and complementary: We work with partners to add value and multiply impact by generating goodwill and sharing knowledge and success.

Diverse and inclusive: We embrace diverse groups and interests, and value the voice of all.

Creative and contemporary: We challenge conventional thinking and bring fresh ideas to old problems.

Optimistic and results-focused: We are focused on tangible outcomes, brokering solutions and making a difference.

Resourceful and efficient: We use resources efficiently, effectively and equitably to build on past and current investments.

Bilateral: We are committed to improving the trade and investment relationship, business to business connections and people to people links between Australia and Indonesia.

GEDSI outcomes will be identified and prioritised by Katalis, by applying **Sustainable Gender Equality and Social Inclusion Principles** (see Figure 1). The principles have been adapted to Katalis from the UN Women Empowerment Principles, developed by the UN Women and UN Global Compact.¹¹ The Principles cover the five dimensions of leadership, workplace, marketplace, community and advocacy, and transparency and evidence.

¹¹ <https://unwomen.org.au/partnerships/womens-empowerment-principles/>

Figure 1 Katalis sustainable gender equality and social inclusion principles

Leadership	Workplace	Marketplace	Community and Advocacy	Transparency and Evidence
<ul style="list-style-type: none"> • Gender-equal and inclusive corporate leadership (Principle 1) 	<ul style="list-style-type: none"> • Non-discriminatory, zero tolerance on violence & environmentally friendly (Principle 2) • Health, safety and well-being of workers, particularly those with disabilities (Principle 3) • Affirmative action and capacity building (Principle 4) 	<ul style="list-style-type: none"> • Enterprise development, supply chain and marketing practices with equality, inclusiveness, non-discrimination, health & safety, zero tolerance on violence and trafficking, and environmentally friendly standards (Principle 5) 	<ul style="list-style-type: none"> • Community leadership and engagement through setting examples and leveraging influence (Principle 6) 	<ul style="list-style-type: none"> • Transparency, measurement and reporting (Principle 7)

Leadership: The Katalis Leadership team reflects our commitment to GEDSI. Over 50 per cent of the Katalis senior management are women, including Dr Yulia Immajati, GEDSI Technical Lead, Amanda Robbins, Strategic Adviser, Clarice Campbell, the Skills Lead Adviser and the soon to be appointed Market Access Lead. Over 50 per cent of the entire Katalis team is female, coming from diverse backgrounds and geographical spread across Indonesia and Australia. Monthly GEDSI meetings are scheduled which include the senior leadership team and delivery partners, ensuring GEDSI is regularly discussed and central to all that we do.

Workplace: Katalis has prioritised inclusivity in its core values. We are non-discriminatory, including in all recruitment and performance assessments (see Human Resources and Code of Conduct and Related Policies sections in the separate Operations Manual and the Prospera GESI Strategy). We apply zero tolerance for violence in our workplace. Health and well-being are prioritised, including through Prospera’s Covid-19 Safe Policy and Office Procedures section in the Operations Manual. We provide training and development opportunities to all staff, to build capability where gaps are identified. We comply with the ‘accessibility checker’ in MS Word for public reports and Web Content Accessibility Guidelines.

Marketplace: Katalis an equal opportunity employer, setting a leading example on inclusive employment practices in the marketplace (see Human Resources and Code of Conduct and Related Policy sections in the separate Operations Manual and the Prospera GESI Strategy). We have engaged a team with technical skills in trade and development with deep connections and understanding of both Australian and Indonesian culture. We will strive to achieve the Panel Pledge for gender-balanced panels. Further, Katalis will work towards a 40/40/20 approach to participation in training and capacity building activities. This refers to 40 per cent women, 40 per cent men and 20 per cent either or other. This approach is consistent with DFAT’s policy acknowledging that just because you are a woman or a man it doesn’t mean you’re not discriminated against on other bases. It also allows organisers to think about disability, race, other gender or nationality factors as separate from sex.

Community and advocacy: Katalis seeks to be an exemplar for other organisations and business in its workplace practices. We also work with partners to advocate for GEDSI, including through activities being developed in partnership with Investing in Women, discussed further below. We are mindful that cultural change takes time and have developed activities that build momentum and impact over time, and adopted new approaches that demonstrate the impact of inequality and social exclusion. Examples include economic analysis and storytelling that work respectfully with local partners and actively seek the perspectives of local views and values, reflected in the Katalis Communications Strategy.



GEDSI messaging will be mainstreamed into all Katalis communications. Seeing women, people with disabilities and other marginalised groups in active, leadership roles sets a powerful example of what GEDSI looks like in equitable workplaces and helps create new social norms. As set out in the Katalis’s Communications Strategy, story collection and image selection for Katalis information materials will seek out and prioritise GEDSI to highlight voice, demonstrate inclusion and challenge traditional stereotypes. The Katalis website has also been developed to comply with Web Content Accessibility Guidelines (WCAG) 2.0 AA standards to ensure people with a vision or cognitive impairment can access Katalis information.

Transparency and evidence: Katalis has a leading Monitoring, Evaluation and Learning (MEL) framework, within which GEDSI is embedded inextricably. The framework is being developed and implemented in partnership with counterparts, helping to build transparency and evidence in all our interactions. We are committed to reflecting and valuing local nuances, while adopting an evidenced-based approach to policy and commercial partnerships that promote GEDSI.

The Sustainable Gender Equality and Social Inclusion Principles are adopted in tandem with DFAT’s **Safeguards policy principles**, which are in line with GoI’s safeguards policy framework. These are:

- Aid investment has to benefit all
- Adverse environmental and social impacts have to be well identified and mitigated
- The interests of children, vulnerable and disadvantaged groups need to be protected.

The two underpinning principles are, at a minimum, do no harm and, to the extent it is possible, do good. New investments, particularly those requiring physical establishments (such as plants and factories), need to bring as little as possible negative externalities (do no harm) and as many as possible benefits (do good) to people and environment. Katalis is committed to these Safeguards.

2.2 Activities

GEDSI has been deeply integrated into the decision-making process of Katalis investments. The 2021 Annual Work Plan integrates GEDSI considerations across all outcome areas, as set out below in Table 2.

Katalis pursues outcomes in three areas: greater market access, better integrated markets and skills for recovery (see figure below). These outcomes are pursued across the three sectors of Agri-food, advanced manufacturing and services.

Table 2 IA-CEPA ECP (Katalis) outcomes

Outcome area	Agrifood	Advanced Manufacturing	Skills for Recovery
Greater Market Access	Implementation and maximisation of IA-CEPA to support market access, increasing trade and investment between Indonesia and Australia, driving growth and development		
Better Integrated Markets	Enhancing industry engagement, fostering new partnership, cooperating on the standards ecosystem, in support of private sector development, gender equality and social inclusion		
Skills for Recovery	Promoting skills and training for the Indonesian private sector and government through improved linkages and new skills delivery models, to boost productivity, competitiveness, gender equality and social inclusion		

A range of mechanisms have been established to ensure all Katalis investments across the three outcome areas consider and pursue GEDSI outcomes. These mechanisms include:

- Katalis Investment Criteria
- Up front analysis of the GEDSI impacts of IA-CEPA
- Katalis Activity Proposal Template
- Katalis Online Business Portal
- GEDSI engagement throughout activity design and implementation, including consultation and engagement with disability organisations and experts in Indonesia and Australia, where possible.

The **Katalis Investment Criteria** specifically require activity proposals to address their impact and contribution to greater gender equality, supporting people with disabilities and social inclusion. The criteria reflect the growing evidence that enhanced GEDSI and safeguards compliance contributes to business performance, as well as making business more sustainable. It utilises the often untapped and overlooked potential of women, people with disabilities and other disadvantaged groups, including their contribution to robust trade and investment. In short, GEDSI and safeguard compliance makes economic sense. As a result, **Katalis is prioritising investments in industries with high female participation, the potential for increased female participation, and those that allow for workers with disabilities to participate (such as the digital economy and health sector).**

Acknowledging that Preferential Trade Agreements can be ‘gender blind’, Katalis is conducting an **Up-front analysis of the GEDSI impacts of IA-CEPA**. The analysis will identify the gender impacts of the IA-CEPA, provide baseline information on current levels of participation by key groups who are particularly vulnerable to economic exclusion (women and marginalised groups) and their challenges amidst COVID-19. It will document the role and contribution of GESI in trade and investment, including businesses led by women, and the areas of future opportunity and potential to strengthen their economic empowerment. The findings of the work will inform subsequent activity development for Katalis.

Katalis activity proposals are required to apply a GEDSI lens, captured in the activity template which mandates responses in relation to GEDSI. This includes clearly demonstrating an understanding of the

experience of exclusion in a particular sector or industry, analysis of the distributional impacts and representation of diverse groups in a sector or industry, and addressing how the activity will promote GEDSI, including through robust participation of diverse groups.

An WCAG 2.0 AA compliant **Online Business Portal** has been developed on the Katalis website that requires businesses, industry groups and other organisations seeking support to consider how their proposal impacts and advances gender equity and social inclusion, as a key to greater inclusion and commercial success. The Portal will ensure Katalis engages and encourages diverse participants and businesses in Katalis activities and investments, inviting proposals from all stakeholders, and ensuring broad representation in events, skills and training opportunities, and capacity building activities. In this way, Katalis works to promote greater inclusion, trade and investment amongst small to medium enterprises (SMEs), younger entrepreneurs and sub-national businesses.

Applying a GEDSI lens continues throughout the implementation process, including through the engagement of Katalis team member GEDSI expertise, technical analysis, requirement for diverse participation in all activities and clear measurement and evaluation of GEDSI impacts at the conclusion of activities. Throughout implementation Katalis will work towards the 40/40/20 participation goal, of **40 per cent of participants in activities, training, dialogue and other events being women, 40 per cent being men and 20 percent being other. This will be monitored and evaluated.**

Examples of early deliverables contained in the Annual Work Plan designed to deliver GEDSI outcomes are:

- Adopting a GEDSI lens for the bilateral Opportunity Assessments to identify where there is significant potential for women and other disadvantaged groups to engage and benefit along the value chain.
- Applying internationally recognised GEDSI tools, such as UNCTAD’s Trade and Gender Toolbox and IFC’s Gender Toolkit, to the IA-CEPA Needs Assessment, with the aim of identifying opportunities enabled by the agreement to achieve GEDSI outcomes (as referenced above).
- Incorporating a GEDSI lens into the Covid-19 Impact Assessment, recognising both (1) that the development of IA-CEPA took place prior to the pandemic; and (2) the disproportionate impact the pandemic has had on women and female-dominated industries, such as the tourism, education and health sectors, with implications for trade and investment.
- Prioritising sectors with high female labour force participation and those that allow for workers with disabilities to participate (such as the digital economy and health sector) for skills and training investments, while also working towards 40 per cent women’s participation in all Katalis supported training (with another 40 per cent men, and 20 per cent other). Training and event materials will also be prepared in a manner that is accessible to people with disabilities.

Our commitment to a comprehensive and integrated approach to GEDSI in every element of Katalis will promote greater participation, leadership and inclusion of women and people with disabilities in trade and other commercial activities. **This will be demonstrated with at least 80 per cent of Katalis allocated resources including measures to address gender equality in implementation.**

Box 3 Example of a proposed early Katalis activity: A collaboration to challenge gender norms in trade

A new partnership is proposed between Australia’s Chief Executive Women (CEW) and Indonesian Business Coalition for Women Empowerment (IBCWE). Katalis aims to partner with Investing in Women to deliver a new partnership that will challenge gender norms in global trade and investment, starting with opportunities in our bilateral relationship. This provides mutual benefits through:

- High-profile opportunities to promote Australian and Indonesian women in the private sector, and particularly as leaders in trade and investment;
- Strengthening the advocacy capacity of IBCWE and CEW, to empower women in our region;

- Promoting gender equity in both countries, including by supporting and promoting women in non-traditional roles; and
- Deepening ties between Australia and Indonesia, being a priority of both the Australian and Indonesian governments and contributing to more inclusive growth in our region.

Katalis will provide financial and other resources, including in-country support, to mobilise the partnership, in collaboration with Investing in Women. Activities could include events, an annual dialogue, and scholarships and twinning arrangements, amongst other innovative approaches to delivering gender equality through increased trade and investment between the two countries.

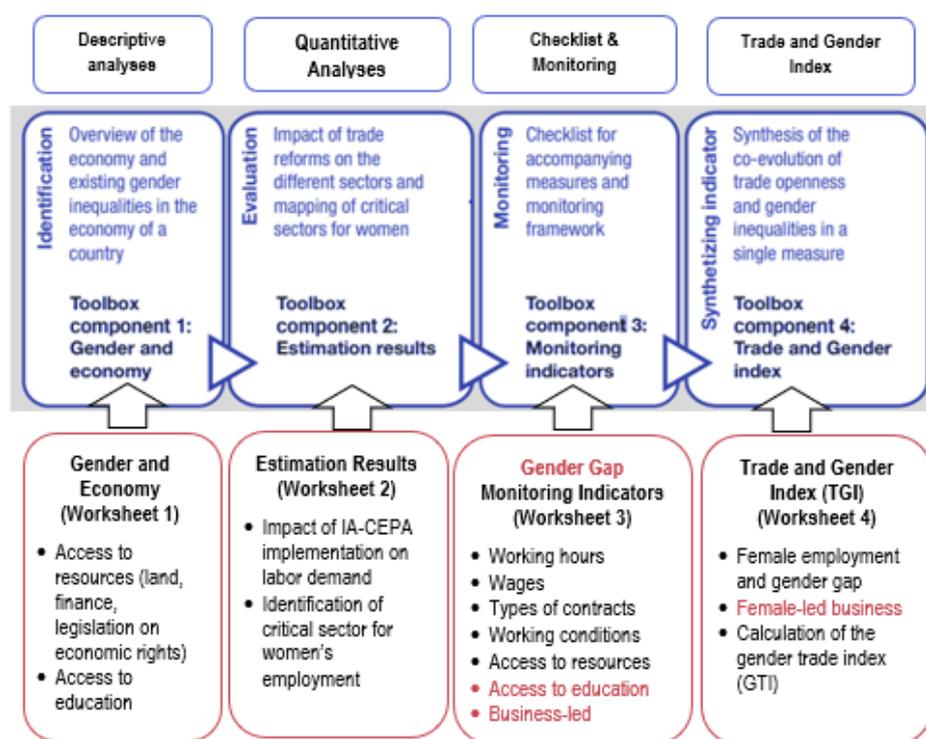
3 The tools Katalis will apply to achieve GEDSI outcomes and social safeguards

A number of tools have been identified to support the mainstreaming of GEDSI into Katalis activities. The following tools will be developed and added to over time, to reflect the changing nature of Katalis activities and to continually improve our efforts to integrate GEDSI, evaluate and measure impact.

3.1 UN Trade Cooperation and Development Gender Toolbox

Katalis will work to apply the UN Trade Cooperation and Development (UNTCAD) Gender Toolbox to IA-CEPA and the investments Katalis pursues. The tool will assist in identifying GEDSI opportunities, gaps and supporting MEL. The UNTCAD Gender Toolbox was developed to monitor the ex-ante gender impact of trade reform. It is intended to guide policy makers to identify and address the risk of unfavorable gender impacts of trade reforms. The tool applies a UN Trade developed Gender Trade Index (GTI), which Katalis will look to apply, subject to available data. By adapting component 1 to 3 of the Toolkit, we will provide a framework for monitoring IA-CEPA outcomes and outputs from a GEDSI perspective.

Figure 2 Summary of the UNCTAD gender toolbox stepwise approach to evaluate GEDSI impact with some adaptation for IA-CEPA



The following steps of the UNCTAD Gender Toolkit will be applied by Katalis:

Toolbox component 1 on gender and economy develops a descriptive analysis of a country's gender and economy profile. It provides context for the remaining components. Worksheet 1 on gender and economy entails information on the gender gap in access to resources (land, finance, legislation on economic rights) and education.

Toolbox component 2 seeks to estimate quantitative measures of the likelihood of achieving gender equality impacts of the economic partnership. It provides an implementation checklist and accompanying mitigation strategies to correct measures where there may be possible negative gender impacts. Two key components identified here of particular relevance to IA-CEPA are the gender gap in labour demand and in critical sectors for women's employment.

Toolbox component 3 develops monitoring indicators for gender impact. This is particularly important for MEL and assists not only monitoring results but also tracks the relevance of corrective measures as identified in component 2.

Toolbox component 4 sets out a gender and trade index that provides further quantitative information on the gender impact of the economic / trade partnership. Katalis will look to apply the index to IA-CEPA, subject to available data.

3.2 MEL framework

Katalis is developing a comprehensive Monitoring, Evaluation and Learning (MEL) framework in partnership with its key stakeholders that will incorporate GEDSI measurements, targets and outcomes incorporating the UNCTAD Gender Toolbox.

The approach to MEL for GEDSI will go well beyond monitoring participation levels and quantitative statistics. The assessment will include policy influence, commercial attitudes, partnership behaviours, media monitoring and communication, and economic drivers to achieve systemic change.

Monitoring and evaluation will be conducted at the programmatic level to look at the broader impact of IA-CEPA implementation on GEDSI using national and regional statistics in targeted sectors by adopting the UNTCAD Gender Toolbox; and at the activity or intervention level to look at how Katalis is making specific contributions to broader GEDSI outcomes. Quantitative data collection will be supported by a case study approach to clearly demonstrate impacts and to understand what works, what doesn't and under what circumstances. These case studies will be a source of compelling stories to build greater advocacy for GEDSI.

All monitoring data will be disaggregated by disability, sex, gender identity (where appropriate) and marginalised groupings. The MEL system will include a monitoring and evaluation toolkit and advisory service which will draw on the wide range of existing tools and classification systems such as the extended Washington Group on Disability Statistics.¹²

Given some research shows monitoring and evaluation into GEDSI can raise sensitivities, all work will be carried out with the highest ethical standards to protect the beliefs, culture, dignity, privacy, interests and rights of those involved. This will involve:

- Gaining informed consent from all persons who may be part of any case studies
- Alerting participants of the nature of research, monitoring and evaluation and encouraging people to volunteer to participate
- Protecting those who participate in the study from any harm, including the use of any deception, and awakening any trauma
- Protecting the privacy of and confidentiality of participants in surveys so that they will not unwittingly be put in any compromising position
- Taking special care to protect vulnerable groups and children, guided by DFAT's Child Protection Policy, including clear requirements on reporting incidents and concerns

All Katalis advisers involved in research, monitoring and evaluation of GEDSI activities will be required to adhere to the Guidelines for the Ethical Conduct of Evaluations.¹³

3.3 GEDSI and safeguards minimum compliance

Katalis will deliver an annual Gender Performance Review and Assessment, consistent with DFAT requirements. The Assessment will address the following questions, which are in line with the GoA Gender and Development policy frameworks:

- Is Katalis promoting women's economic empowerment?
- Is Katalis contributing to global and regional efforts to end violence against women?
- Is Katalis promoting women's leadership and participation in decision makings?
- Is Katalis drawing on quality gender analysis to set priority of assistance and integrated gender equality effectively in the design?
- Has Katalis integrated gender equality in the M&E framework and are its results used to improve gender equality performance?

Additional questions incorporated by Katalis to reflect our commitment to outcomes that support people with disabilities:

¹² See <https://www.washingtongroup-disability.com/>

¹³ See <https://www.aes.asn.au/ethical-guidelines>

- Is Katalis promoting people with disabilities, including in leadership and participation in decision making?
- Is Katalis integrating people with disabilities in the M&E framework and are its results used to improve performance for people with disabilities?

At the same time, Katalis will comply with Safeguards requirements, by identifying risks and mitigation actions, as part of the Katalis risk management framework. Child protection, as well as marginalised and vulnerable groups, will be part of this assessment.

Katalis is required to comply with **DFAT's Child Protection Policy and the Cardno Child Protection Policy**. These policies clearly set out the procedures, forms, templates and risk assessments all programs must follow, along with the Child Protection Policy and procedures as outlined in the Operations Manual. All Katalis team members and delivery partners must familiarise themselves and fully comply with these policies. See the Operational Manual for further information and detail.

Annex 1 Integrated GEDSI outcomes in 2021 work plan

The following table provides a summary of initial activities included in the inaugural Katalis work plan. These are presented as examples of the type of GEDSI related work and outcomes envisaged for Katalis and will be updated as part of the annual activity development process, consistent with the operational procedures and tools set out in this document.

2021 GEDSI related activities

Outcome area	Activity Title	GEDSI outcomes
Market Access	IA-CEPA Needs Assessment	Katalis is undertaking a comprehensive review of the legal and regulatory requirements to fully implement IA-CEPA in Indonesia and Australia. This activity will include an assessment of the GEDSI impact of IA-CEPA. The UN Trade and Gender Toolkit will be used to guide the GEDSI assessment.
	Bilateral Opportunity Assessment	Katalis is working with EY to identify five powerhouse opportunities for trade and investment between Australia and Indonesia. This assessment will apply a gender lens and identify significant opportunities for women to participate in the outcomes unlocked by IA-CEPA. This includes through CGE modeling the gender impact, which will be incorporated into the Gender Impact Assessment of IA-CEPA noted above.
Integrated Markets	MoA Workshop on Agrifood	The MoA workshop will promote the inclusion of women and identification of opportunities for women and people with disabilities to participate in the agrifood sector.
	Electric Vehicle (EV) Scoping Study	The EV scoping study includes identification of current and potential opportunities for women and people with disabilities to participate in the growth and development of an EV industry in Indonesia.
	Chief Executive Women (CEW) and the Indonesian Business Coalition for Women Empowerment (IBCWE) ¹⁴	A new partnership will be established between Australia's CEW and IBCWE. Working with Investing in Women to deliver the partnership, the engagement with work to challenge gender norms in trade and investment, while also supporting women-led private sector opportunities in the bilateral relationship.
Skills for Recovery	TVET Clearinghouse	The proposal for a TVET Clearing House is intended to break down barriers between Indonesia's skills gap and Australian vocational skills and training providers. An initial study into the role of a TVET Clearing House will consider any gendered barriers to closer partnerships in the skills sector. This may be achieved through the identification and prioritisation of sectors with significant current or potential for female employment. Improving the delivery of skills and training to people with disabilities should also be explored.
	Connecting Australian RTOs with Indonesia's Digital Platforms	Indonesia's digital platforms and their SME online suppliers have been identified as a current and potential major employer of women and people with disabilities. Early research in collaboration with the Indonesian Services Dialogue (ISD) has identified that digital platforms in Indonesia faces major skills gaps, particularly in relation to project management, quality assurance and leadership. This activity will explore the potential for Australian Registered Training Organisations (RTOs) to fill that gap, with potential to address skills gaps for women and people with disabilities This activity is exploratory in nature, with the potential

¹⁴ Originally listed under Skills for Recovery in the 2021 Work Plan, but re-categorised following detailed activity design.

Annex 2 GEDSI concepts and definitions

Disability-inclusive development

An inclusive approach seeks to identify and address barriers that prevent people (men and women, boys, and girls) with disabilities from participating in and benefiting from development. Disability-inclusive development promotes effective development by recognising that, like all members of a population, people with disabilities are both beneficiaries and agents of development. One of the guiding principles, ‘nothing about us without us’, necessitates support for an active and central role of people with disabilities.

Both Indonesia and Australia are parties to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) 2007 and, as stipulated in CRPD (Article 32), are obliged to ensure that development is inclusive of and accessible for people with disabilities.

DFAT defines four inter-linked opportunities for disability inclusive development, namely: (a) supporting equality governance through the implementation of CRPD, (b) enabling infrastructure and accessible WASH (Water, Sanitation and Hygiene), (c) ensuring inclusive education and skills, (d) building resilience – inclusive humanitarian assistance, disaster risk reduction, and (e) social protection.

Source: Development for All 2015-2020: Strategy for Strengthening disability-inclusive development in Australia’s Aid Program. May 2015. DFAT, Canberra. Available at: <https://www.dfat.gov.au/about-us/publications/development-for-all-2015-2020>

Equitable and inclusive growth

Equitable growth has been defined as ‘growth that benefits the poor proportionally more than the non-poor’ (Son 2011). The term ‘equitable growth’ has been previously referred to as and used interchangeably with ‘pro-poor growth.’

There is no single definition of inclusive growth. The most succinct definition is from OECD: ‘economic growth that is distributed fairly across society and creates opportunities for all’. DFAT reiterates the argument that to be inclusive, investments need to consider gender and disability in all aspects of the implementation.

Source: DFAT (2017) Australia Indonesia Economic Cooperation Partnership (AIECO) Investment Design Document 2017. Available at: <https://www.dfat.gov.au/sites/default/files/australia-indonesia-economic-cooperation-partnership.pdf>
OECD (2011) Inclusive Growth. <https://www.oecd.org/inclusive-growth/>
Son, Hyun Hwa (2011) Equity and Well-Being: Measurement and Policy Practice, ADB, Manila.

Gender equality

DFAT defines gender equality as follows: ‘Gender equality is about equal opportunities, rights and responsibilities for women and men, girls and boys. It does not mean that women and men are the same. Gender

inequality is a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalise inequality...Work on gender equality therefore aims to address unequal gender norms that constrain women and men, as well as transgender and intersex people. It is a global issue, relevant to Australia and the economic, social, welfare and foreign policies of all countries.'

Source: DFAT. March 2016. Gender Equality and Women's Empowerment Strategy. Available online at <https://www.dfat.gov.au/international-relations/themes/gender-equality/gender-equality>

Inclusive development

Bappenas defines inclusive development as economic development that creates equal wide access and opportunities for all community's segments, improving welfare, and reducing inter groups and regional gaps. Bappenas has developed an inclusive growth index that is used for measuring development inclusivity at national and sub national levels. The Index consists of three key Indonesian development pillars of economic growth and progress, income distribution and poverty reduction, widening access and opportunities.

Source: Bappenas, Indeks Pembangunan Inklusif. <http://inklusif.bappenas.go.id/indeks>. Australia Indonesia Economic Cooperation Partnership (AIECO) Investment Design Document 2017. Available at: <https://www.dfat.gov.au/sites/default/files/australia-indonesia-economic-cooperation-partnership.pdf>

People with disabilities

Those who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

Source: Convention on the Rights of Persons with Disabilities (CRPD) | United Nations Enable and DFAT's Disability Inclusive Development Guidance Note ([dfat.gov.au](https://www.dfat.gov.au)). Development for All 2015-2020: Strategy for Strengthening disability-inclusive development in Australia's Aid Program. May 2015. DFAT, Canberra. Australia.

Safeguards

Safeguards provides a framework to consider, assess or identify and address or mitigate, environmental and social safeguard risks. The key question for environment and social safeguards concerns the investment's potential harm to the environment and people (environmental protection; children, vulnerable and disadvantaged groups; displacement and resettlement; indigenous peoples; health and safety). DFAT's Safeguards policy is adopted in line with the host country's safeguards policies, in this case, Indonesia's Omnibus Law.

Source: Environmental and Social Safeguards Operational Procedures. Updated March 2019 (Version 1.4) available online at [environmental-social-safeguard-policy.pdf](https://www.dfat.gov.au/environmental-social-safeguard-policy) ([dfat.gov.au](https://www.dfat.gov.au))
Pemerintah Republik Indonesia. 2020. UU No 11 tahun 2020 on Cipta Kerja / Omnibus Law.

Social inclusion

'The process of improving the terms for individuals and groups to take part in society' and 'The process of improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society' (World Bank, 2013, pp. 3-4).

Source: World Bank. 2013. Inclusion Matters: The Foundation for Shared Prosperity. World Bank. Washington DC. USA. <https://openknowledge.worldbank.org/handle/10986/16195>

Vulnerable and disadvantaged groups

DFAT does not specify the definition of vulnerable and disadvantaged groups but identifies, among others, women, children, female or child-headed households, the elderly, people with disabilities, Indigenous peoples and ethnic minorities, people dependent upon the land of others for livelihood or residence, as disadvantaged.

Source: Environmental and Social Safeguards Operational Procedures. Updated March 2019 (Version 1.4) available online at [environmental-social-safeguard-policy.pdf](https://www.dfat.gov.au/environmental-social-safeguard-policy.pdf) (dfat.gov.au)