
Policy and Strategy Paper

**Promoting Gender Equality in the
Rehabilitation and Reconstruction Process of
Aceh and Nias**

September 2006

Presidential instruction on gender mainstreaming strategy {Instruksi President (INPRES)} No. 9/2000}, which is accompanied by "Guidelines for Gender Mainstreaming in National Development. This legal framework outlines that all heads of government institutions at the national and sub-national levels are responsible for applying the gender mainstreaming strategy within the scope of their respective tasks, functions, levels of authority and monitoring and evaluation of the results of their activities. Their findings are to be submitted by the respective agencies and institutions to the President with a copy to the Ministry of Women Empowerment and the Ministry of Home Affairs.



Deputy of Education, Health, and Women Empowerment
The Executing Agency (BAPEL) of the Agency for the Rehabilitation and Reconstruction
of Aceh and Nias (BRR)

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Forward Note

Today we all are committed not only to the principle of gender equality, but also to action that makes equality a reality even in uncertain situations and times. This means adapting our strategies in a possibly ever-changing context.

In this Policy and Strategy paper, "Promoting Gender Equality in the Rehabilitation and Reconstruction Process of Aceh and Nias" BRR outlines its contribution to developing and implementing practical measures and solutions, which include ways to accelerate the process.

It will change the way BRR looks at issues, develops policies, designs programs, and implements those. It will change the impact of our work on the lives of women and men, boys and girls by including the perspectives of all. A relatively straight forward change in approach that promises far-reaching results.

However, there is not one answer, not one action, not one player that can make equality happen. Gender equality is everybody's business. This Policy and Strategy paper confirms the BRR's role as part of a broad-based partnership in the process of rehabilitation and reconstruction, consulting and acting in concert with individuals, local NGOs, INGOS, donor agencies and other stakeholders.

Sincerely Yours

The Rehabilitation and Reconstruction Executing Agency for Aceh-Nias



Kuntoro Mangkusubroto
Director

Preamble

This paper outlines the commitments of the Executing Agency (BAPEL) for the Rehabilitation and Reconstruction for Aceh and Nias (BRR) with respect to gender equality. It proposes entry points at different levels within BRR's structure that will support the realization of this agency's commitments.

The BRR gender policy and strategy paper has been developed in recognition of the need to identify effective ways to integrate gender-responsive actions in the process of rehabilitation and reconstruction and to support the Aceh and Nias local governments and government of Indonesia's efforts to ensure gender equality within this process. This paper includes sectoral strategies to enable the mainstreaming of a gender perspective in the formulation of policy, planning and implementation within all BRR's sectors namely housing, infrastructure, economic development, health, education and women empowerment, social and religion and institutional development.

The policy and strategy paper has been discussed with BRR senior management and endorsed by BRR's Executive Director on 19 September 2006. During these discussions, it has been stressed clearly that the implementation of this policy is about improving BRR's effectiveness and measurement of success in the process of rehabilitation and reconstruction and not merely a matter of political correctness or kindness to a particular gender group.

Equality rights are human rights – a basic principle that shapes the way people live during both difficult and prosperous periods. BRR and all stakeholders must take responsibility for the choices made when designing policies and program, between cutting costs today and missing out on the immediate and longer-term benefits of an investment in gender equality and women empowerment. Making assumptions and gender neutral approaches will lead to a bias in favor of existing gender relation.

During the development of the policy and strategy paper, extensive consultation was conducted outside of BRR which resulted in the incorporation of valuable inputs from women organizations, local government, local and international stakeholders and others.

Who is responsible for addressing gender issues in BRR?

We all are. As technical staff, managers , deputies, head of regions , advisors and policy makers, our job is to make sure that the assistance that we provide meets the needs of all the population equally and that their rights are protected.

We are all accountable.

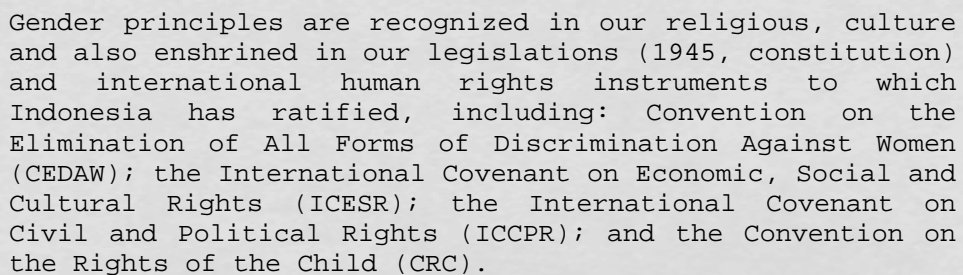
I. INTRODUCTION

In the aftermath of any natural disaster the main priority for all actors is to rebuild infrastructure and meet the basic and urgent needs of survivors such as temporary shelters and housing. In this rush to provide the response and meet the targets, the appeal to "pay attention to gender issues" may seem irrelevant. *It isn't*. Understanding the gender dynamics or putting on a 'gender lens' simply means, recognizing the different needs, situations and concerns of women and men, girls and boys. The experience of natural disasters in a wide range of contexts shows that events of this type can weaken the status of women and girls and their ability to negotiate both within and outside the family.

The Indian Ocean tsunami and earthquakes may have made no distinction between men and women in the death toll it caused with its powerful surge, but it has produced some very gender-specific impacts. There is already evidence¹ emerging of an increase in violence against women, early marriages of girls, decline in quality health standards and limited access to financial resources and ownership of assets such as land and housing. The loss of productive assets, homes, and family members all can contribute to increased gender inequality.

To this end, this paper aims to provide BRR staff with a basis to ensure that the needs, interests and concerns of women, men, girls and boys are considered in all aspect of the rehabilitation and reconstruction process.

The primary target audience of this paper is BRR staff at the central and regional level while the paper also provides a framework for all agencies operating in Aceh and Nias to further enhance their efforts in working towards greater Gender equality in all aspects of rehabilitation and reconstruction.



Gender principles are recognized in our religious, culture and also enshrined in our legislations (1945, constitution) and international human rights instruments to which Indonesia has ratified, including: Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the International Covenant on Economic, Social and Cultural Rights (ICESR); the International Covenant on Civil and Political Rights (ICCPR); and the Convention on the Rights of the Child (CRC).

¹ A report on documented findings on the status of women IDPS' human rights in Aceh, Indonesian National Commission on Violence against Women (Komnas Perempuan), April 2006 . "Sexual violence accounts for nearly 74% of all the cases of violence toward women IDPs in Aceh-41% of which occurred in family domain. In the public domain, 41% of the perpetrators were not known to the victims. The group most vulnerable to sexual attacks were found to be young women age between 18-25 (53% of case)".

The structure of this document is divided into five different sections:

Section one: Key concepts, clarification on various terms and the importance and relevance of a gender perspective in rehabilitation and reconstruction.

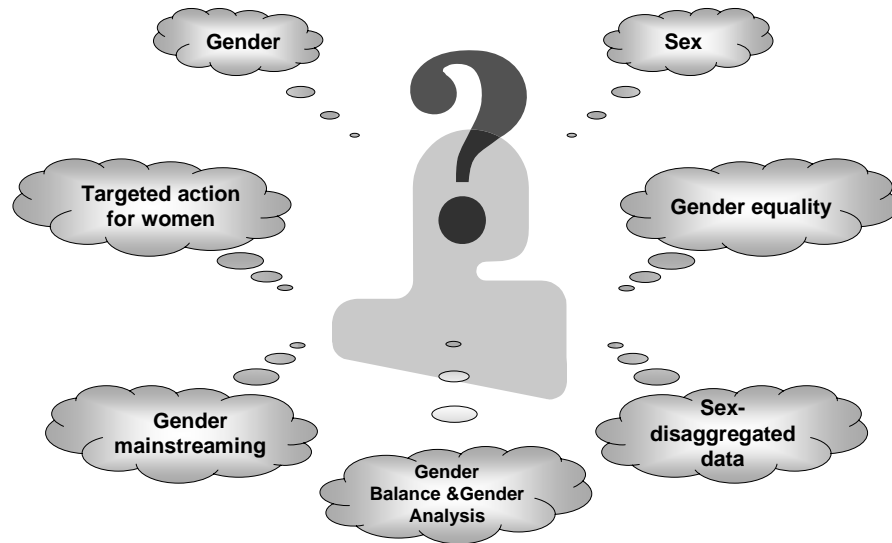
Section two: BRR's commitment with respect to gender equality.

Section three: Problem identification and key areas of intervention.

Section four: Sectoral strategy, providing a brief overview of gender issues related to each sector followed by priority and strategic actions.

Section five: Implementation initiatives.

II. SECTION ONE: KEY CONCEPT



What is gender?

Some people think gender is about women or specific issues related to women. **It is not.** The term gender is about the socially and culturally accepted ideas, roles and responsibilities of what it means to be a woman or a man and are changeable over the time. For example, in the aftermath of the tsunami and following earthquake due to the death of women, men took more responsibility in child care and house work. In most societies, being a woman, girl, man or boy means facing different expectations, due to socially assigned roles which we learn as we grow up (e.g. brave boys should not cry).

What is sex?

Sex refers to the universal biological differences between women and men - a difference that we are born with (e.g. men can not get pregnant and women can give birth and breast-feed).

What is gender equality?

Gender equality or equality between women and men, boys and girls refers to the equal enjoyment by women, men, girls and boys of rights, opportunities, services and resources. This exist when women and men, girls and boys have equal conditions for realizing their full rights and potential to contribute to political, economic and social development of society and to benefit equally from the results.

Equality does not mean that men and women are the same but that their rights and opportunities in life are not limited by whether they are born as women, men or boys and girls. For example, gender equality means equal rights in access to education.

What is gender balance?

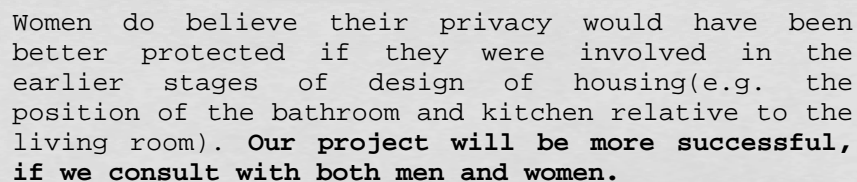
Gender balance refers to the number of women versus men employed by agencies in various fields and sectors. Saying that achieving balance or simply having more women present in a room does not necessarily lead to more gender-sensitive programming nor does it imply that all men are insensitive to gender issues. **There is no doubt, however, that a balance of women and men at all levels in the workplace or community meetings creates a greater possibility to discuss and address the different impacts of policies and programming on men and women.** It is as well a critical strategy to build more effective and efficient programming.

What is targeted action for women?

In many situations during the recovery process, women and girls are more disadvantaged than men; they have been excluded from participating and have limited access to services and support. Addressing specific needs and undertaking targeted actions for women and girls develops their capacity to be equal partners with men; to work towards resolving conflicts, solving problems caused by displacement, helping with rehabilitation, reconstruction and building durable peace and security. Each sector should identify specific actions that could support the advancement of women and promote gender equality.

What is gender mainstreaming and why it is important?

Gender mainstreaming ensures equality and can be viewed as a tool in understanding the impact of all policies and programs regarding women and men, boys and girls at every stage - from planning to implementation and evaluation.



Women do believe their privacy would have been better protected if they were involved in the earlier stages of design of housing(e.g. the position of the bathroom and kitchen relative to the living room). **Our project will be more successful, if we consult with both men and women.**

Gender mainstreaming enables us to:

- Meet the needs and priorities of the population in a more well-targeted manner based on an understanding of how women and men or boys and girls have been affected by the tsunami and earthquake.
- Facilitate the design and implementation of the programs in a more effective way.
- Ensure that the needs of women and men, boys and girls are not neglected and all population participate and contribute to the process and that the benefits of rehabilitation and reconstruction are distributed equitably.

What is sex-disaggregated data?

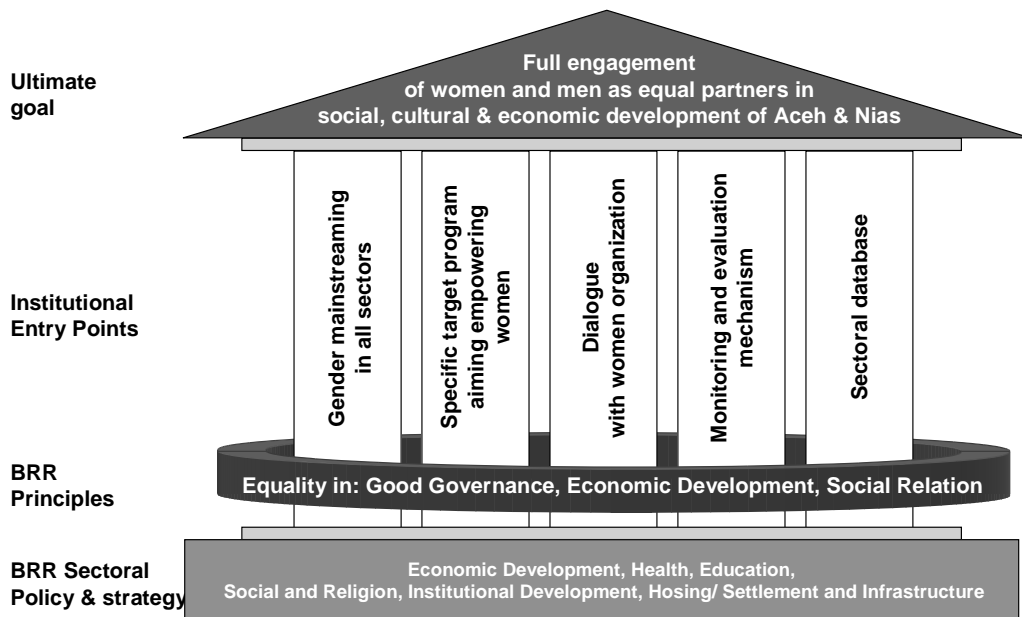
Reports on who benefits from BRR's services should include a breakdown of beneficiaries by sex. For example, if reporting on who participates in training or received loans for livelihood activities, then the report should always distinguish the sex of the beneficiaries. Without this breakdown it is impossible to ascertain who benefits or if assistance is reaching the population proportionately. If 100% of participants for training on marketing are women one would ask why men are not represented. Information and good analysis are critical to identifying which groups are being marginalized and for what reasons.

What is gender analysis?

Gender analysis explores and helps us to understand how our work and program can impact on women and men, girls and boys differently and how they can benefit equally. We should ask: who does what? Who has what? Who gains? Who loses and why?

III. SECTION TWO: BRR COMMITMENT ON GENDER EQUALITY

The following section explains BRR policy and sectoral strategy from a gender perspective. These points are identified as keys to realizing BRR's commitment on the promotion of social transformation, gender equality and the vision of the rehabilitation and reconstruction process (i.e. *fair, safe, peaceful, democratic and prosperous society while taking into account the dignity of the people of Aceh and Nias*).



1. Policy points

Ultimate Goal: Full engagement of women and men as equal partners in the social, cultural and economic development of Aceh and Nias.

Gender equality - BRR Principles

1. Equality and Good Governance.

Active participation and representation of women and men is a precondition for the success of the process of rehabilitation and reconstruction and social transformation.

2. Equality and Economic

Development. Equal access and opportunities for women and men to economic resources is fundamental to achieving sustainable development in Aceh and Nias.

3. Equality and Social Relation. BRR works **for** and **with** both men and women from all walks of the life to challenge the social structures that create and reinforce inequality and violation of human rights.

Gender equality - BRR Sectoral policy

1. Economic Development: Promoting equal access, control and opportunities for women and men to economic resources as measured by equal access to employment, financial resources, markets and training.

2. Health: Increase access to and improve quality of health care services for women and men in urban and rural areas.

3. Education: Institutionalize and increase equal access to quality education for girls and boys at all levels.

4. Social and religion: Enhance women's representation and participation in social, religion and cultural development.

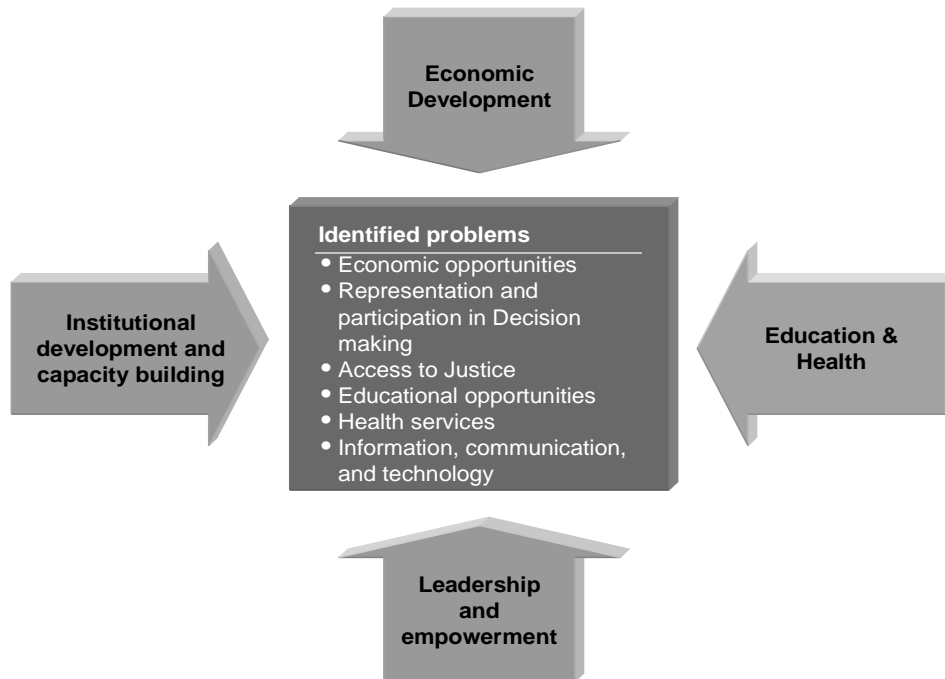
5. Institutional development: Promote mechanisms for the advancement of women representation in local government structure including leadership role and introduce support systems to improve equal access to justice for women and men.

2. Institutional Entry Points

1. Setting up appropriate mechanisms and allocating adequate resources and expertise to facilitate the process of gender mainstreaming.
2. Facilitate design and implementation of specific activities aimed at empowering women.
3. Cultivating on-going dialogue with women organizations and all relevant stakeholders.
4. Introducing internal monitoring and external evaluation mechanisms to ensure and support the implementation of gender policy and sectoral strategy².
5. Establish database system which records all beneficiaries at the individual level, where sex-disaggregated data and regular reporting is a critical variable. This process will be guided by lists of core gender indicators per sectors.

² Gender Working Group (GWG) chaired by Biro Pemberdayaan Perempuan will be BRR official partner to support this initiative.

IV. SECTION THREE: IDENTIFIED PROBLEMS & KEY AREAS OF INTERVENTION



1. Identified Problems

1. Limited access to economic opportunities including productive assets, loan, land, agricultural inputs, employment and markets.
2. Limited access, presence and influence in decision making-policies at a community level.
3. Limited access to justice particularly with regard to violence against women and inheritance issues.
4. Limited access to quality educational opportunities - formal and informal.
5. Limited access to quality health services in urban and rural areas.
6. Limited access to information, communication and technology.

2. Key areas of intervention

1. Economic Development
2. Education and health
3. Leadership and Empowerment
4. Institutional development and capacity building
5. Housing, settlement and infrastructure

V. SECTION FOUR: BRR SECTORAL STRATEGY – GENDER MAINSTREAMING



1. Economic Development

Gender equality-BRR Sectoral Policy

1. Promoting equal access, control and opportunities for women and men to economic resources as measured by equal access to employment, financial resources, markets and training.

Why is gender important for the economic development of Aceh and Nias?

Natural disasters often increase the economic burdens of women and men and cause gender discrimination in access to financial resources such as credit, agricultural inputs, market, tools and land. In addition, the loss of family members and spouses in particular might determine a situation of isolation and discrimination for widows and women-headed households where as women may be unpaid for their work or are unable to even participate in the labor force.

Addressing gender concerns will help us to design our economic development plan with a better understanding of the different skills, needs, and responsibilities of women and men while support achieving BRR's goal to **"build back better"**, in a way that capitalizes on the capacities of all members of society.

Gender equality in economic development is more than a right, it is an absolute necessity to reduce poverty and rebuild the economy of Aceh and Nias.

Economic Development- Sectoral Strategy

1. Design and implement specific interventions such as life skills, accounting and **marketing training** to support **non-traditional and traditional** women-owned, managed or labor supported enterprises.
2. Introduce specific measurement systems for the distribution of financial resources, agricultural inputs and vocational trainings

(50% has been set as BRR's target while progress on achieving the target will be reported on a yearly basis).

3. Initiate pilot interventions to facilitate and support women engagement in medium and large enterprise activities.
4. Design and implement specific activities targeting women on agriculture production, processing, post-processing, animal husbandry and marketing.
5. Ensure and facilitate the participation and representation of women and men in farmer group and *Kejrueu Blang* (water committee) at village level.
6. Design specific activities targeting widows and women-headed households to support and increase their access to financial resources.
7. Provide fair and equitable compensation for widows of fishermen for the loss of assets.
8. Integrate gender-based modules in capacity-development training manuals for extension workers.
9. Utilize effective and gender sensitive mechanisms (media, community forums) to disseminate information on financial services, employment opportunities, regional superior commodities, vocational training and price quotes to women and men.

2. Health and Education

Gender equality-BRR Sectoral Policy

2. Increase access to and improve quality of health care services for women and men in urban and rural areas.
3. Institutionalize and increase equal access to quality education for girls and boys at all levels.

Why is gender important in health and education sectors?

In the aftermath of tsunami and earthquake, women and men, boys and girls are affected differently. Available data suggests there is a disruption of health services and a loss of health personnel, specifically midwives, in rural areas. In addition, there is a pattern of gender differentiation in terms of the response of women and men to the physical and psychological impact of the tsunami as a result of interacting social, cultural and biological factors where as in some places the situation has deteriorated with high rates of MMR (mother mortality rate) and an increased risk of domestic violence. To meet the health needs of women and men, boys and girls equitably and support Indonesian government efforts to achieve the Millennium development goal targets including goal number four, five and six, direct gender sensitive actions need to be planned and implemented.

Millennium Development Goals-Health

- 2. Universal primary education for all countries by 2015;
- 4. Reduction by two-thirds in the mortality rates for infants and children under age 5 by 2015;
- 5. A reduction by three-fourths in maternal mortality by 2015;
- 6. Access through the primary health-care system to reproductive health services for all individuals of appropriate ages as soon as possible and no later than the year 2015;

A key measure for gender equality relates to education, and the need to ensure that girls receive the same opportunities as boys to develop their potential and become full and equal members of society.

Research has shown that education for girls is the single most effective way of reducing poverty.

..Countries that do not have equal disparity in number of girls and boys schooling over the last thirty years now have GNPs 25% lower than countries that had invested on equal access to education for boys and girls

Ref. Trends and statistics, United Nation ,2004

Women and men with even a few years of basic education have smaller, healthier families and are more likely to be able to work their way out of poverty, and are more likely to send their own daughters and sons to school. Available data suggests Acehnese women have made significant gains in primary education although still there is a gap between boys and girls education in secondary and university level.

...Every additional year of girl education reduces mortality rate 5-10

Ref. Trends and statistics, United Nation ,2004

Health and Education - Sectoral Strategy

1. Provide health services in village and sub-district level through the rehabilitation and reconstruction of *pustu*, *poliandes* and *posyandu*.
2. Supply and improve reproductive health supports (targeting men and women), post-natal care and skilled birth attendances at village and sub-district levels.
3. Support mental health care services for women and men at village and sub-district levels.
4. Establish integrated service centers for women at district level to provide legal, health and counseling services and support referral of violence against women cases to relevant authorities.

5. Undertake child and community educational campaign on water, health and sanitation.
6. Provide equal number of secondary school scholarship packages for boys and girls, at public and religious school (50% of scholarships are required to be reserved for girls).
7. Introduce specific measurement systems (quota) for higher education scholarship (50% of scholarships are required to be reserved for women).
8. Initiate adult literacy campaigns in rural areas.

3. Leadership and Empowerment

Gender equality-BRR Sectoral Policy

1. Promoting equal access, control and opportunities for women and men to economic resources as measured by equal access to employment, financial resources, markets and training.
4. Enhance women and men equal representation and participation in social, religious, and cultural development.
5. Promote mechanisms for the advancement of women representation in local government structures including leadership roles and introduce support systems to improve equal access to justice for women and men.

Why equal participation and representation in decision making is important for women and men?

One of the most effective ways of improving the status and well-being of society is by ensuring full, equal and effective participation of women and men in decision-making at all levels of political, economic and social life. This approach allows society to benefit from the diverse experiences, talents and capabilities of all its members.

Equality rights are human rights – a basic principle that shapes the way people live, in good times and hard times. We must take responsibility for the choices we make in design of our policies and between cutting costs today and missing out on the immediate and longer-term benefits of an investment in gender equality and women empowerment.

A key theme that emerges from reading the history of Aceh in particular is the pivotal role women have played traditionally as leaders, shaping their society and its relationship with the outside world. Aceh gave birth to women like Putroe Phang and Malahayati and strong women who were the backbone of the society during the years of

conflict. In the aftermath of the tsunami and earthquake, women were again the first who mobilized the relief efforts. According to Asia-Pacific Forum, more than 70%³ of local civil organizations working in the affected areas were women's groups or groups mostly staffed by women.

In any case, today women in Aceh and Nias are making decisions. Nonetheless, it is time to ensure, these roles and contributions are reflected in the formal decision-making processes and structures.

As we write the history of Aceh today that students will read tomorrow, I fervently hope the story of Aceh continues to be one where women are leaders and decision makers of consequence. As head of BRR, I will do all I can to work towards such a reality.

Leadership and Empowerment-Sectoral interlinked strategy

1. Create a pool of women leaders in different fields such as religious, technology, media and business enterprise through the introduction of strategic tailored training, language training, exposure visits and follow up forums.
2. Construct "Balía Inong" to increase equal participation of women and men in community planning, access to information and networking.
3. Prioritize rehabilitation and reconstruction of Pasantren and Dayah and capacity development of *ustadz* and *ustazat* regarding teaching methodologies, Islam and gender through conducting refreshing training, organizing forums, distribution of resource materials and exposure visits.
4. Open up space for dialogue and consultation on gender and religion through organizing a series of seminars in cooperation with universities and attended by provincial, national and international scholars and religious leaders.
5. Facilitate the organizing of international women's conferences in Aceh to discuss, share and analysis best practices and lessons learned regarding participation of women and men in the process of rehabilitation and reconstruction.

³ Aceh: Tsunami's Women Survivors Demand Greater Role in Recovery and Reconstruction Efforts." Asia Pacific Forum on Women, Law and Development.

6. Support awareness raising of the legal rights of women and men with respect to productive assets, guardianship and inheritance through the establishment of community forums with equal participation of women and men at village and sub-district levels in cooperation with civil society organizations.
7. Provide training on gender and Islam for male and female religious scholars at grass-root levels in cooperation with MPU and including the development of training modules.
8. Facilitate publication and distribution of simplified handouts and booklets on the equal rights of women and men in Islam, including political participation, inheritance, guardianship, economics, marriage, divorce, education, violence against women and mobility, in cooperation with universities, women's organizations and Islamic scholars.
9. Promote and support the incorporation of gender concerns in the drafting process for proposed qanons followed by the Law on Governance in Aceh together with related implementation regulations.

4. Institutional development and capacity building

Gender equality - BRR Sectoral Policy

5. Promote mechanisms for the advancement of women's representation in local government structures including leadership roles and introducing support systems to improve equal access to justice for women and men.

Sectoral strategy - Institutional Development and Capacity building - Sectoral interlinked strategy

1. Introduce specific measurement systems (quota) for on job training and/or scholarships for male and female civil servants in different sectors (30% of scholarships are required to be reserved for women).
2. Capacity development of Biro Pemberdayaan Perempuan through providing introductory technical support, on-job training on policy development, planning, monitoring and networking.
3. Integrate gender concepts in capacity-development training modules designed for local government officials.
4. Provide training on enforcement of domestic violence law and gender for male and female polices at different levels, and support institutionalization of women and children help-desk units in police departments at different levels.

5. Facilitate and support tailored training courses for certain numbers of police women in cooperation with schools for public policy.
6. Facilitate the organization of civil-servant consultative forums to support identifying entry points for greater representation and participation of women in decision-making.
7. Provide training on gender for judges in cooperation with Mahkamah syariah and women's organizations.
8. Provide and facilitate fellowship opportunities and exposure visits for lecturers of women-studies centers. In addition support the establishment and expansion of library and internet services in those centers.
9. Promote and support the incorporation of gender concerns in the drafting process for proposed qanons and the Law on Governance in Aceh together with related implementation regulations.

6. Housing, Settlement and infrastructure

Why is equal participation of men and women in the process of rehabilitation and reconstruction of housing, resettlement and infrastructure important?

Access to safe and adequate housing is important to all of us. Our house is not simply a place where we go to sleep at night, but it represents our home, which means everything to our lives as women, men, girls and boys.

Andy Siswanto , BRR Deputy of Housing & Resettlement , Workshop on integrating gender perspective in housing and resettlement, 14 September 2006 ,.

Access to adequate housing is a basic right for women and men, girls and boys and requires a solid legal foundation comprising United Nations covenants, conventions, resolutions, declarations, recommendations, comments and reports.

Worldwide, women are the primary users of housing and are therefore the most affected by housing. In the main, women have been excluded from different aspects of the housing and resettlement process, be it policy development, planning, design or ownership.

Equal rights for women and men in land ownership provides direct economic benefits as a source of income, security and as collateral for credit that can be used for either consumption or investment. Furthermore, with respect to women, formal rights to land ownership impacts on the strategic role of women in the economic development of society.

A **community** is not a collection of equal people living in a particular geographic region. It is usually made up of individuals and groups who command different levels of power, wealth, influence and the ability to express their needs, concerns and rights. Investments in roads can open opportunities to women through new markets, decreased travel times, and increased access to health and education facilities. It also has the potential to increase risks to exposure to HIV Aids, early marriage and contract marriages during the phase of construction. Our work can impact differently on the lives of individuals.

Identifying entry points to ensure women and men equal participation and representation in the process of rehabilitation and reconstruction of housing/settlement and infrastructure provisions is a success measurement for effectiveness and sustainability.

Sectoral strategy - Housing, settlement and infrastructure

1. Introduce specific measurement systems to ensure participation and representation of both women and men in village mapping and planning. (Separate meetings with women with a minimum 30% representation in general community meetings held by the Committee and Sub-Committee for House and Settlement Acceleration (CHSDA)⁴ is a policy requirement).
2. Identify entry points to protect the equal rights of women and men in securing adequate housing/settlement (Separate meetings for women and men during the design and monitoring phase of reconstruction and rehabilitation is a policy requirement)⁵.
3. Design and implement inclusive community-based program, promoting safe and adequate settlements through improving water, drainage, transportation and waste management systems and conducting educational awareness raising campaigns⁶.
4. Provide and improve sanitation facilities including toilet and bathrooms in barracks, temporary shelters and rehabilitated and reconstructed houses to ensure privacy and safety of women and men, girls and boys⁷.
5. Protect equal rights of women and men specifically widow and widowers in land ownership through the development of gender sensitive outreach plans, the establishment of sex disaggregated beneficiary lists and community awareness raising campaigns in cooperation with BPN, BRR's women empowerment, Mahkamah syariah and other stakeholders.

⁴ Committee and Sub-Committee of House and Settlement Acceleration (CHSDA) is a representative group of beneficiaries established by victims of disaster to represent the interest of beneficiaries in dealing with issues of new house assistance.

⁵ Guild line on gender, housing and settlement will be developed in cooperation with the Gender working Group (GWG), Shelter Working Group & BRR women empowerment unit.

⁶ Sphere standard is recommended to be used as reference guideline.

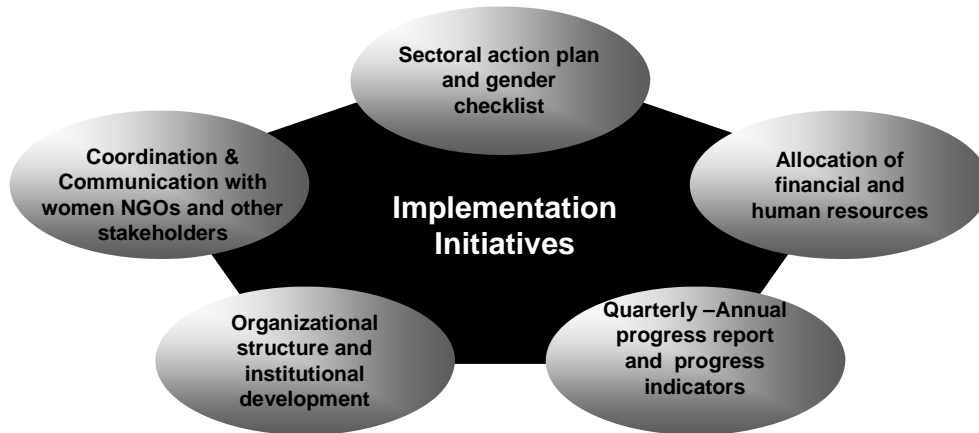
⁷ Sphere standard is recommended to be used as reference guideline.

6. Support institutionalization and socialization of joint-land titling for the parcels of land planned to be purchased by BRR through conducting community awareness raising, training of registration officers, supporting the development of administrative forms (certificates) and updating of data repositories (BRR-BPN Joint Initiative).
7. Establish standard systems to monitor and report fair distribution of Housing Renovation Assistance (HRA) and Social Residence Assistance (SRA) to women and men through setting up sex-disaggregated beneficiary lists and target indicators.⁸
8. Design and implement polite projects to support women led or labor participated initiatives in different aspect of construction in cooperation with BRR's vocational-training unit and relevant stakeholders.
9. Integrate gender sensitive approaches into infrastructure provisions and allocation of resources to ensure that Project prioritization, approval, design and implementation plans are responsive to the needs and concerns of women and men, girls and boys.
10. Support the implementation of specific interventions to avoid and minimize the potential adverse effects of infrastructure provisions including (the spread of HIV/Aids, contract marriages, early marriages, land rights and resettlement, in cooperation with BRR's women-empowerment unit and relevant stakeholders⁹.

⁸ Reference: Regulation of Executing Agency of the Agency for the Rehabilitation and Reconstruction of Aceh and Nias, Number 18-21/PER/PB-BRR/II/2006.

⁹ Implementation frame work has been developed and integrated into BRR-World Bank IREP/IREF's project document. This includes the development of review criteria, approval, outreach, monitoring guidelines, community awareness raising and social safeguard training of implementing partners.

VI. SECTION FIVE: IMPLEMENTATION INITIATIVES



To support the implementation of sectoral policy and strategy into the work of BRR, the following initiatives will be undertaken:

1. This paper will include the development of a sectoral and regional action plan and progress indicators. Each BRR sector, in consultation with regional offices and under the coordination of BRR's women-empowerment unit, is required to identify the entry points for integration of proposed strategies into their 2005-09 strategy plan and annual action plan with clear, realistic and achievable outputs and outcomes.
2. This policy and strategy paper will be supported through an allocation of financial and human resources¹⁰ in all sectors and regions. The intervention will be monitored through the introduction of quarterly and annual gender reports which will be coordinated and supervised by BRR's women-empowerment unit and the Office of Chief of Operations.
3. Each sector in cooperation with regional offices and the BRR information unit is required to ensure that all data on beneficiaries (quantitative, qualitative) is collected routinely, validated and including sex-disaggregated. This will support the development of consolidated quarterly and annual reports of all activities of the sectors and regions. BRR's women-empowerment unit is in charge of supervising this process. In addition, quarterly meeting will be organized in coordination with the Office of the Secretary of BRR to discuss progress and priorities, lessons learnt and further improvements.
4. Gender mainstreaming places new demands on BRR's organizational structure and institutional development. Special measures such as gender friendly advertisements will be incorporated into BRR's Gender Human Resource Policy. Support will be provided to staff at

¹⁰ Gender mainstreaming position (managerial level) will be integrated under women empowerment unit of BRR.

deputy, director, manager levels in the form of intensive training on gender concepts¹¹ and tailored training relevant to different sectors.

5. To share information, lessons learnt, best practices and coordinate more effectively, BRR's women-empowerment unit in cooperation with the communication unit will organize quarterly meetings with women's organizations, Gender Working Group (GWG) and relevant stakeholders in Banda Aceh. In addition, monthly forums will be held at district levels with the representatives of the women's networks and BRR regional offices to strengthen the channel of communications between women in rural areas and BRR. In maintaining policies, the outcome of these meetings will be shared with relevant stakeholders in Banda Aceh and the Coordination Forum for Aceh/Nias (CFAN)¹².

11 A module on gender in the workplace will be incorporated into training for BRR staff.

12 Section on gender resource will be incorporated in the BRR web-site.