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South Sumatra Forest Fire Management Project (SSFFMP)

Final Report

International Consultancy on Strengthening the SSFFMP Gender Strategy and Gender Mainstreaming Processes, Based on Recommendations of Midterm Review 2005



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Palembang

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List of Abbreviations

AWP	Annual Work Plan
BBP	Biro Pempemdayaan Perempuan, Office of Women's Empowerment and Social Welfare
EU	European Union
GIS	Geographical Information Systems
GRP	Gender Resource Person
GTZ	German Technical Co-operation Society
HET	Household Economic Training
IDR	Indonesian Rupiah (March 2005, 12.500 IDR = 1 Euro)
MSF	Multi Stakeholder Forum
NGO	Non-Governmental Organisations
PKK	Program Kesejahteraan Keluarga, Program for Family Welfare
SSFFMP	South Sumatra Forest Fire Management
TA	Technical Assistant
WSC	Womens' Study Center

1 Executive Summary

The **Midterm Review** which was conducted in August, 2005 stressed some **critical points** in SSFFMP's gender approach.

- a) It demanded more gender mainstreaming activities to "empower" women in a sustainable way.
- b) It said too much emphasis was placed on income generating activities in the pilot villages which was a "Women-in-Development" approach. It further questioned whether or not income generating activities were directed mainly toward the better-off women and "elite captures".
- c) It was sceptical whether the income generating activities had any positive impact on the participation of women in fire management and on the projects overall goal, the reduction of forest fires.
- d) The Midterm Report criticised the fact that there was not enough cooperation between the different project components, for example, between gender and community development.
- e) It recommended strengthening the cooperation with local NGOs to work toward sustainability when the project ends.
- f) In general, it was concluded that the definition of impact indicators and impact monitoring were an important element which should be developed and implemented by all project components.

The **international gender consultancy** aimed at discussing the critical points with the SSFFMP TA for gender activities and to **follow up recommendations provided by the Midterm Review**.

The SSFFMP gender component successfully implemented most of the activities planned in the AWP 2005. A comprehensive strategy was chosen based on the three approaches of women's empowerment, designed and accepted by the UN International Women's Conferences.

The **"Women-in-Development" approach** continued with income generating activities designed for women's groups. Considerable success has been achieved. The mat-making groups have received intensive training and improved their skills and designs. A women's group went for a study visit to West Sumatra. Products of excellent standardized quality are now in place and can be commercialised. Two exhibitions were initiated in cooperation with PKK, the national programme for family welfare.

The production of Virgin Coconut Oil (VCO) has continued and a trading house is being established. Both products need to improve their marketing strategies, a challenge for 2006. The fire management component designed a special training course for female participants, focusing on first aid and theoretical inputs on fire fighting. The training was organised and implemented in partnership with the gender component. Female participants were highly motivated and the course was successful. However, its schedule can adopt more "social" topics such as "organising village members for community based fire management" and include more interactive didactic elements.

Training of trainers in Household Economic Training (HET) was continued in 2005 in cooperation with the district governments. Qualified trainers are available in all 3 districts and conduct training on the village level. Implementation of these activities is controlled by district government services.

SSFFMP's **"Gender-and Development" approach** targets integrating women into ongoing male-dominated activities. Many steps have been taken in a promising direction. Women enthusiastically participated in fire fighting trainings for the first time. This was previously seen as an area only suitable for men. The female participants impressed the male colleagues and facilitators by their good and courageous performance which included entering a burning fire. Officers of the forest department are in charge of inviting participants to fire fighting trainings. They sometimes have problems identifying female participants because they have little contact with village women. This seems to be the biggest barrier to the inclusion of more women. Local NGOs have good contacts to village women and are ready to support the officers of the forest department.

Women are invited to village meetings on Land Use Planning, but very few attend. This may be due to village women's low educational level and to the fact that land issues are traditionally delegated to male household members. Women need awareness-raising in this regard so they feel concerned about land issues and accept responsibility.

Many activities were conducted in close cooperation between the Gender and the Community Development component. The Community Development tried to integrate women into male dominated income generating activities. Male members were willing to include their wives in the village groups and to in the ownership of project incentives. However, there still seems to be a tendency for women to perform a large part of the practical work, but not attend trainings on technical skills. NGOs from the NGO consortium became more involved in implementing income-generating activities. NGOs are gender aware and have a good number of female members. They can support the gender approach in the future.

Community development also started new income generating components in 2 new pilot villages. Both have succeeded in an almost perfect gender balance in their membership. Training and awareness raising in regard to community based fire management targeted teachers who are primarily female.

The village gender motivators began performing their roles in their communities. They organised groups for income generating activities, spread information about different types of SSFFMP activities and encouraged women to attend and actively participate in public meetings.

A third training was conducted in September which involved male and female motivators in equal numbers. The skills training in September, 2005 focused on facilitation of mixed groups and motivators roles in community based fire management.

The “**gender mainstreaming**” approach has had a strong impact on the entire project. Gender-differentiated indicators were defined in the AWP 2005 and have guided many project activities. It helped stakeholders remember that women and men should be actively involved in all project activities.

A meeting for SSFFMP staff and counterpart was held to discuss **gender differentiating monitoring**. An intern, Julie Becu, presented her results on monitoring women’s participation from April through July, 2005.

Ms. Becu screened participants lists of project activities, such as conducting workshops, meetings and trainings. She stated that, in general, the project was able to fulfill the indicators set in the AWP for 2005. Women were well represented in village workshops and meetings, but not enough involved in skills or technical trainings. The integration of 20-30% women was easy to achieve on village level. Few women were found on district level, such as the working groups of the multi stakeholders forum. This may be due to the fact that MSF members are appointed district government officers who are primarily male.

Ms. Becu developed a monitoring format for each component and proposed a simple procedure to monitor women’s quantitative and qualitative participation. The procedure is

based on participants lists. This type of gender differentiated monitoring does not involve more work for the individual project staff members. Compiling and evaluation of data is done by the gender component on a monthly basis. SSFFMP staff members and counterparts receive feedback on gender differentiated monitoring twice a year.

This monitoring structure can now be easily implemented and considered a successful milestone in “gender mainstreaming”.

The **SSFFMP Gender Policy** is another milestone in the project’s internal mainstreaming process. The policy was discussed and agreed upon during a meeting on October 3, 2005.

SSFFMP Gender Policy

- “1. SSFFMP and stakeholders recognize the importance of the active involvement of women and men in Community based Fire Management and Sustainable Natural Resource Management.
2. All project interventions integrate gender concerns to increase women’s active participation and empowerment.
3. Gender differentiated targets and indicators are defined and constantly monitored.
4. Change and impact in regard to gender-sensitive project activities are assessed and conclusions for further improvement are drawn. Lessons learned are documented.”

Different levels of external gender mainstreaming strategies were screened and proposals for more **cooperation with government structures** were discussed during the consultancy. The action plan of the “Office for Women’s Empowerment and Family Welfare” was screened and possibilities for further cooperation with the Office were discussed. The Office’s action plan contains many “Women-in-Development” elements in reproductive health, children’s and family welfare and maternity. It also targets women’s promotion in the labour market. It includes mainstreaming mechanisms within Indonesian government institutions. The Office for Women’s Empowerment has the mandate and task of insuring that gender issues are integrated into other departments, but the process is still in its infancy. The Office has its own budget on the provincial level to plan and implement its programmes and to respond to financial demands from the district level. SSFFMP gender component will try to obtain some of these funds to insure sustainability of village based activities. Gender persons of MSF working groups can lobby during district planning sessions for funding of special programmes and activities which are related to gender issues and women’s concerns.

A **workshop** was conducted for **members of SSFFMP NGO consortium, the gender resource persons of the MSF working groups and members of BPTP**. District offices have appointed gender resource persons for the MSF working groups as planned in the last AWP, most of whom have little gender competence. However, they were interested in the approach and open to learning. Key terms and strategies were introduced and linked to the participants fields of work. The workshop was important because it allowed the stakeholders to air their opinions regarding to gender indicators of AWP 2005, which were perceived as a quota. Some participants felt that indicators were imposed from above. The majority agreed that indicators were necessary to remind stakeholders of the necessity to aim at women's active participation. All MSF gender resource persons are district government officers. Their knowledge and sensitivity in regard to gender issues was increased by exercises and discussions. Transfer options into government strategies were debated. These types of workshops can be regarded as major steps in "gender mainstreaming".

An introduction into gender analysis of the fire management components helped participants to recognize to what degree women and men are involved in the activities of the five components of fire management. They understood and accepted that gender issues were a cross-cutting issue, not be delegated to the gender component, but under their own responsibility.

Almost half of the participants came from local NGOs, involved in protection of natural resources. Some pointed out that they had considerable experience in handling gender issues and were willing to assist SSFFMP and government in implementing activities in this field. Communication between NGOs and MSF group members improved during the workshop.

Tasks and responsibilities of MSF gender resource persons were clarified and agreed upon.

The **workshop for the village gender motivators** evaluated the development of the income generating activities on the basis of plans developed April, 2005. The progress made in different villages was very impressive. A wealth assessment was conducted to verify whether the poorer households benefitted from the income generating activities. Motivators ranked their income generating group members status according to 4 categories of wealth. It was discovered that more than 85% of the group members belonged to poor and very poor households. They did not own land, lived in basic houses, had no regular income and had no more than elementary education.

Income generating activities were not the only workshop topic. The focus was on stakeholders of community based fire management and related activities.

It was concluded that both women and men were involved in all 5 components of fire management. However, men were more involved in causing fire, while it was a typical female role to educate children and to discuss with their husbands fire prevention.

Income generating activities were discussed and linked to the projects aim of reducing the number of uncontrolled fires and making better use of natural resources.

Women's empowerment was another prominent topic at the workshop. Five new male participants had joined the motivators group and were outspoken and dominating in the beginning. Awareness creation exercises and rules for gender-sensitive behaviour were discussed at length. Female motivators practiced talking in front of men, who were more experienced at speaking in front of groups. Male motivators practiced to giving women the lead in facilitating group activities and supporting them when they did.

Female village motivators are prominent examples of women's empowerment. They take on new roles which are sometimes in conflict with traditional female roles. They organise and invite to public meetings and speak and facilitate groups composed of male and female participants. Motivators are now a "task force" in the projects pilot villages which can support all SSFFMP activities in organising and facilitating events. They can also participate actively in all types of events and represent a role model for other women by contributing to discussions.

All working groups who contributed to the **Annual Workplan 2006** during the workshop on September 28 and 29, 2005 included gender differentiated indicators. Stakeholders acceptance and support in targeting women's increased participation has improved considerably. This may be due to the number of gender awareness raising and competence building workshops conducted during 2005. The TA for the gender component has planned for activities which stress the consolidation of existing activities and closer cooperation with other project components.

A meeting was held to introduce basic definitions and steps of **impact monitoring**. The gender component was chosen as one project area for impact monitoring because some indicators have been already defined. Mechanisms for gender differentiated monitoring are in place and can be tested and improved next year.

The TA of the gender component, Ms. Yandriani, Wardah, NGO representative, and the consultant Eva Engelhardt-Wendt presented SSFFMP's gender policy and gender approach to five **EU** staff members in **Jakarta** on October 5th.

Recommendations:

Women-in-Development Approach

- Continue supporting **women's income generating activities** such as weaving mats, sandals and other items, raising cows, producing chips and processing Virgin Coconut Oil. Use NGOs to implement extension activities.
- Conduct a special workshop on cost benefit analysis and marketing strategies for representatives from different income generating groups to improve their capacities.
- Continue linking group members expressed needs to government programmes, as occurred with literacy programme in Bayat Illir.
- Continue support of Household Economy Training conducted by trainers of the Family Planning Office and PKK

Gender-and-Development Approach

- Monitor the **integration of women into male dominated income generating activities**. Screen NGOs that are now involved in supporting the Community Development component in regard to their gender competence. Some NGOs have a good number of female facilitators and competence in handling gender issues. NGOs should insure that women are participating not only in the work but also in planning and decision-making.
- Hold regular follow-up meetings with implementing agencies and NGOs.
- Trainings should be scheduled so they do not conflict with women's family duties and schedules.
- Support new income generating activities by inviting selected female group members to participate in motivators workshops or other gender activities
- Continue and extend **cooperation with fire management component**. Propose joint facilitation to introduce participatory learning methods, such as participants introduction, energizers, facilitated plenary discussions, if first aid courses for women are repeated. Revise the schedule so that input on environmental law is reduced and the session for gender aspects in community based fire management is increased.
- Cooperate with members of the fire management component so that they support efforts of the village motivators planned for 2006 (see ANNEX).
- Ask local NGOs to support officers of the forestry department in inviting women to regular training in fire fighting. There are women who want to participate in all types of fire fighting activities.

- Conduct another **skills training workshop for gender motivators**. This time, the focus should be on linking motivators to more SSFFMP project components, especially LUP. A representative of the Land Use Planning component should introduce the LUP subjects and activities to the motivators so they gain better understanding. Motivators should learn how to attract and motivate village women to take part in discussion on land issues as well as in meetings for conflict resolution.

Gender mainstreaming

- Select a person responsible for **gender differentiated monitoring**. The person has to be trained in handling the excel programme. She/he will distribute and collect monitoring formats of each component every month and enter the data into an additional format. She/he will calculate percentages and averages for each component and prepare a summary.
- Hold feedback meetings on gender differentiated monitoring every 6 months to check how indicators were met. These meetings can be used to exchange information about ongoing activities and to develop stronger partnerships between gender and other project components.
- Continue to define and monitor **impact indicators** for objectives and targets of activities related to the gender component. Stress the impact of project activities on women's empowerment such as performing new roles and responsibilities.
- Conduct **follow-up workshop for MSF gender resource persons, members of the NGO consortium and BPTP** to improve gender knowledge and increase motivation to lobby for women's interests during planning and implementing activities. Let GRP contribute so they can link SSFFMP gender activities to related technical services at district level and group members can receive extension inputs and training. Use workshop as a space for exchange of experience and closer cooperation between the different stakeholders.
- Strengthen **cooperation with government structures**, for example, the Office for Women's Empowerment and Family Welfare. Follow up whether the director of the Office approached the provincial governor to write a letter to the village heads and district officers regarding the invitation of women to meetings.
- Screen the Priority Programmes of the Office for Women's Empowerment for areas of strategic cooperation. Discuss strategies for future cooperation and mutual support. Find ways to tap funds from the Office.

- Assess possibilities of closer cooperation with PKK and other institutions.
- Continue cooperation with Women's Study Centre (PSW) of the University. Involve members of the Women's Study Centre during trainings.
- Select a local short term consultant who knows the various actors in the field of gender. Focus on NGOs and other initiative in the field "gender in natural resource management" and build up a **networking structure**. Exchange information and learn about other successful approaches in Sumatra and other places.

Outsourcing

- Completely outsource the **organisation of the proposed workshops** to local NGOs. Some NGOs members have been closely involved in workshop organisation they are able to handle it alone.
- Cooperate with members of the **NGO consortium** who have special gender competence to support gender sensitive approaches in different SSFFMP project components, for example, in income generating projects dominated by men.
- Select a local short term consultant who can provide training in **marketing** to income generating groups and who can follow up and support the groups on a regular basis.
- Use **different NGO members for different activities** to distribute tasks on more than just a few shoulders. Do not depend on only a few persons who get involved in too many activities because they may become unreliable. Develop a pool of competent people who can master specific subjects.
- Select and train a **local counterpart**. By the end of 2005 the Office for Women's Empowerment and Family Welfare will be divided and a new Office for Womens Empowerment will be opened. Screen members of the newly created office as to whether they are suitable as counterparts of the gender component.

2. Consultants Tasks performed as per Terms of Reference

2.1 Background

The South Sumatra Forest Fire Management Project (SSFFMP) supports the province of South Sumatra and three selected districts to develop and implement community based fire management mechanisms. Community based fire management includes detection and monitoring of fire dangers, organisation of fire prevention and fire spreading measures and a trained group of people who can put out fires.

SSFFMP also addresses the exploitation of natural resources. Villagers from 15 pilot villages are invited to land use planning meetings, awareness raising campaigns and workshops on integrated farming systems. Incentives for income-generating activities are provided to minimize pressure on the land, to decrease the use of fire and to prevent further degradation of the land. Income generating activities were started in 6 villages in 2004. Activities began in 5 new villages in 2005.

Communities and their organisations play a central role in SSFFMP. Women and men have to become aware of the negative impacts of fire and learn alternative strategies of handling their natural resources in a sustainable way. Men and women should be involved in awareness raising campaigns to change behaviour in using fire as the easiest and cheapest way of land clearing and getting rid of waste. Communities differ in their economic and cultural conditions and in the roles and functions assigned to male and female members. A gender-sensitive approach should be chosen to insure that motivation and potential of the entire population is included.

2.2 Assessment of the Implementation of SSFFMP Gender Strategy

- *Screen MTR recommendations on gender and integrate elements into SSFFMP's gender policy and strategy*
- *Prepare and conduct workshop for SSFFMP staff, stakeholders and counterparts (subjects: review of implementation of gender related SSFFMP activities in 2005, evaluation of gender-differentiating monitoring, continue development of SSFFMP gender policy and strategy)*

2.2.1 Gender Mainstreaming

"Gender mainstreaming" means that each decision taken must prove that it leads to more equality between men and women. There are implication on several levels.

Political implications: A law reform has to consider the impact it would have on the prevailing living situation of male and female citizens. It has to be insured that there is a positive impact on more equality between men and women.

Institutional implications: Gender mainstreaming aims at the integration of gender issues as a cross-cutting issue in all parts of the institutions. Institutions have to decide whether women and men benefit equally from the services offered. Gender mainstreaming also aims at equal representation of men and women at all levels within institutions. This ambitious goal is supported by measures in human resource development which qualify women to take over higher positions. Gender competence for both, men and women is developed.

Project implications: A project which addresses gender mainstreaming takes active steps to integrate gender sensitive approaches into each component. It should no longer be delegated to a specific "women's office", but become part of each stakeholder's terms of reference. Mainstreaming activities have to take place at each level of the project, from the leadership down to the target group level.

The SSFFMP gender component targets all levels of gender mainstreaming.

Political level.

The Indonesian implementation of the Beijing declaration of 1995 has initiated a special "Office of Women's Empowerment and Social Welfare" (Biro Pempemberdayaan Perempuan, BBP) on a provincial level to implement the regulations released on the national level.

The action plan of the BBP for 2005 in Palembang paragraphs on mainstreaming women's empowerment targets 5 priority sectors; health, education, professional training, economy and law. Most activities address directly women, such as women's reproductive health, reduction of violence against women, support in child care, campaigns for safer maternity and advantages of breastfeeding, family planning and improvement of family welfare. In addition to these "traditional" women's issues, there is one paragraph dealing with women in the labour market and the demand for equal chances. Other paragraphs are directed towards children's welfare, such as protection of children's rights and reduction of the trafficking in women and children.

The action plan mainly contains the administrative mechanisms for communicating the information to other offices. The BBP Palembang employs 60 people. 5 out of 6 leadership positions are held by men. The BBP will be divided into the "Office for social welfare" and an "Office for women's empowerment" in 2006. The Office of women's empowerment will be headed by a woman, the only one in the provincial government at this level.

The office director, Mr. Tamzil Burmawi, said in a meeting that the gender component was still weak in his office and even more so in the other offices. However, the office had its own

budget, the most important asset in convincing other offices to implement gender related activities.

He suggested implementing the national regulations through existing government structures as described in the annual work plans. He also pointed out the function of PKK, a women's organisation involving wives of government officers who are in a higher political function.

Their wives have some representative power.

However, an evaluation about the implementation of the previous BBP action plans has not taken place and there is a fear that the decree from above exists on paper, but not in reality.

Mr. Tamzil Burmawi promised to approach the provincial governor to write a letter to the village heads and district leaders so that, in the future, they invite women directly to all types of activities. This would be a very important step in the right direction.

Mr. Tamzil Burmawi suggested further that SSFFMP gender component should work more closely with PKK. The women's organisation lacked innovative activities. He proposed holding workshops for PKK so their members became aware of women's role in fire management. PKK structures could be revived and used to disseminate information and campaigns on the village level.

SSFFMP's Technical Assistant is recommended to examine the BBPs director's suggestions regarding reviving the PKK and if PKK is an organisation for future involvement. A workshop could be held for PKK members to communicate the approach of gender analysis in fire management and to develop ideas for future cooperation.

It is also recommended keeping in close contact with the BBP and the new "Office for women's empowerment". Strategies for linking SSFFMP components with government institutions which receive funding from BBP should be considered.

The Technical Assistant should constantly remind Mr. Burmawi of the governor's letter to village heads and district leaders. Direct invitations are a precondition to increase women's participation at public meetings.

Institutional level.

The SSFFMP gender mainstreaming strategy targets the government institutions through the position of gender resource persons in MSF working groups. The multi stakeholder fora are composed of government officers from mainly district level.

There are very few women in the multi stakeholder fora, because there are few women holding these government positions. There are currently no attempts to change this situation.

An initial workshop to introduce the gender concept and to raise the MSF gender resource persons' awareness of the importance of women's involvement in fire

management took place and was successful. The gender resource persons now have an understanding about their roles and can use their knowledge to propose gender related activities during the planning processes. They can use their positions within the MSF working groups to tap resources from the BBP. However, these mechanisms have to be explored in depth. A second workshop for MSF gender resource person could help conclude strategies on applying for and receiving government funding.

The contact and training of the MSF working groups gender resource person should be a continuing process. The Technical Assistant of the gender component will call 3 monthly meetings to share experience. Strategies will be set up proposing how gender issues could be more integrated into government institutions, in general, and in fire management activities at these meetings. Mechanisms for accessing the funds of the BBP and the Women's Empowerment Office have to be screened. Cooperation between government institutions and NGOs can be strengthened by holding workshops where both bodies participate together.

SSFFMP is recommended to constantly remind district offices to delegate more women into the MSF working groups to target a better gender balance.

Project level

SSFFMP has adopted a **project gender policy**.

“1. SSFFMP recognizes the importance of women's roles in Community based Fire Management.

2. All project interventions integrate gender concerns to increase women's active participation and empowerment.

3. Gender differentiated targets and indicators are defined and constantly monitored.

4. Change and impact in regard to gender responsive project activities are assessed and conclusions are drawn for improvement. Lessons learnt are documented.”

The SSFFMP policy for gender mainstreaming aims at integrating women into all project components as a cross cutting issue. Gender workshops for Technical Assistants and counterparts are on-going. The PMU, most Technical Assistants and Counterparts are supporting the idea of integrating gender issues into their activities. SSFFMP has agreed on a gender policy which focuses on integrating gender differentiated monitoring of all project activities.

Gender differentiating indicators regarding male and female participation are defined in the Annual Workplans. They are a strong instrument for implementing gender aspects in

projects activities. All Technical Assistants and Counterparts are in charge of supervising and supporting this process.

Juli Becue, an intern at the Gender component, analysed womens quantitative participation in project activities by systematically screening participants lists. The project has reached its goals of integrating at least 20% women into activities very well. Ms. Becu has elaborated a simple monitoring method which is based on SSFFMP reporting structure and can be handled easily by all components. SSFFMP can e proud of this innovative development in monitoring which could be a model for other projects.

2.2.2 The integration of Gender Aspects into SSFFMP Project Activities

Awareness raising and campaigning address school teachers who primarily are women. Women's traditional role in educating children is recognized and supported. Posters and leaflets contain pictures of both sexes.

Women were invited to and participated in village meetings dealing with **Land Use Planning**. Male facilitators complained that women did not attend LUP meetings, even when they were invited. Female NGO members said that land issues were still seen as male issues. Women do not participate in discussions about land and land problems. They feel inferior and fear making mistakes due to tradition. They are fully dependent on their male family members to solve problems. However, women are willing to learn more about land issues and receive information. They would attend meetings, but still do not feel invited.

It is recommended to continually remind the authorities such as Kephala Desa and government officers, that they have to put special emphasis on mentioning women in their invitations. A supporting letter of the governor - as mentioned by the BBP director - would be of big help. Village motivators can be asked for assistance in organising women for meetings and workshops.

The **GIS component** faced some problems integrating more women because there are few women trained in computer-based skills in Indonesia, a fact which lies beyond the projects' influence. However, when data has to be communicated to village people, women can participate equally with men.

Community Development (CD) has initiated 5 new income generating groups since April 2005. Women are represented almost equally in four groups.

There is a danger that women are only involved in implementation of income generating activities particularly when it comes to physical work, such as cleaning cattle stables or collecting grass for feeding. Often they hardly participate in planning and decision making. The research done by Julie Becu also showed that they seldom participated in trainings.

There was close, fruitful cooperation between the CD and the gender component in 2005. It is recommended closely monitoring women's participation in all activities and making sure BPTP, which implements the activities, uses the monitoring formats designed by Ms. Becu. This will make it easy for the TA to follow up and evaluate.

Fire management trainings have integrated female participants very successfully in 2005! Two female trainers were qualified and joined the male trainer pool in the beginning of 2005. 2 out of 11 participants were female in most fire fighting training. One workshop was described where 7 women, more than 50%, of the participants were female. Male and female trainers provided quite different feedback. Male trainers said, that it was difficult to find women who wanted to participate in fire fighting trainings voluntarily. Some had to be appointed. Once the training began they were a bit reluctant to put on the heavy uniforms, but later performed well during the exercises. Male trainers were not certain, whether or not it was advisable to maintain an indicator of 20% female participation. Female trainers who started their jobs in 2005, described another picture. They said, women participated enthusiastically. They took part in all sessions and had no reservation in carrying out exercises such as attacking a burning fire. They liked their uniforms and heavy boots and proudly displayed them to other people. They felt strong and successful in their uniforms and even wanted to take them home to their villages. Male participants laughed at their female colleagues at first, but were very impressed when they later observed their good performance. Female trainers said, there were enough women who wanted to participate in fire fighting trainings. Unfortunately, invitations were handled by officers of the forestry department who had little contact with the female village population. This problem could be solved by involving NGOs who know the village population well and could assist in the selection.

A women only workshop took place in Bayat Illir in September 2005. There were 3 male and 2 female trainers. All 30 participants who were invited attended and listened attentively to the sessions and were highly motivated. The session topics included lectures on environmental laws in Indonesia, the organisational structures within the fire fighting teams, theoretical knowledge about fire development and strategies to stop fire. Inputs on first aid were accompanied with some practical exercises in groups.

The trainers were well prepared and delivered good top down lectures. Participants were motivated and attentive throughout the workshop. They were interested in understanding more about causes and movements of fires and wanted to learn about practical strategies such as digging fire breaks and prescribed burning. The gender component facilitated a short session about gender specific roles in community based fire management with buzz groups.

The workshop was successful, especially regarding practical lessons about first aid. However, there is also room for improvement particularly in the teaching methods. These were based completely on one-way lecturing, other than the first aid exercises in groups.

- Training could begin with an introduction of the participants.
 - Participants could be asked to describe their previous experience with uncontrolled fires and measures which were taken.
 - Each lecture should include 15 minutes for questions and discussion.
 - Energizers could be provided after each break. Energizers could be based on fire fighting exercises.
 - The lecture on environmental law could be shortened to allow more time for women's roles in community based fire management.
 - Women could learn methods of prescribed burning. They could also learn organising family members and neighbourhoods for action in case fire breaks out.
- Women can learn about all methods and means of communication.

It is recommended preparing and facilitating the next women's workshop in closer cooperation with the gender component or designated NGO members.

Village motivators chosen and trained by the **gender component** are now in place in every pilot village. The pool of village motivators is composed of women and men. The majority has received 3 basic trainings in facilitation and skills related to income generating activities as well as other SSFFMP activities.

An assessment during the last workshop showed that motivators currently are involved in more than only income generating activities. This result is very encouraging because it shows that motivators receive information and invitations and follow them up.

Training		Component		Development		Forestry Extension		Income Generating Activities					

All project components are advised to intensify cooperation with the village motivators and to make use of their skills.

Village motivators need to receive information and invitations from village heads, district officers and projects members for all important activities.

Motivators activities are not restricted to SSFFMPs initiated income generating activities, but can also include other activities.

They work as multipliers and spread information and invitations to other village members. They emphasize women's integration and active participation at village meetings and

workshops. They function as role models of informed and concerned villagers by their own actions.

The village gender motivators should be continually qualified to play their roles as facilitators on village level. A gender balanced team of motivators should be targeted at each village. Motivators need special recognition from above, so they gain respect from the village authorities. This could be achieved through a letter from the Head of the Women's Empowerment Office.

In summary, SSFFMP has implemented its gender targets for 2005 very well. Most project components have reached the indicators of AWP 2005. A project policy has been adopted which is strongly supported by the PMU. Formats and procedures for gender differentiated monitoring are in place. Most TA and their CP have undergone gender trainings and agree to the importance of involving men and women. A number of local stakeholders, such as Kephala Desa and District Officers, have attended gender training where they learned about SSFFMP gender strategy and how they could support it .

There is still room for improvement. For this reason it is recommended having follow-up or refresher training so all stakeholder continually reflect gender issues and develop their gender competence.

2.3 Workshop for Members of the NGO Consortium, Gender Resource Persons of the MSF Working Groups and BTP

- *Screen MTR recommendations on gender and integrate elements into SSFFMP's gender policy and strategy*
- *Support stakeholders during the planning processes for AWP IV to strengthen gender integration at all levels*

A workshop was conducted for gender resource persons of the MSF working groups and for members of the SSFFMP NGO consortium. Two members of BTP participated as well. More detailed results can be found in the ANNEX.

Workshop objectives:

- Participants are introduced to key terms of the gender approach
 - Participants can link the gender approach to community based fire management
 - Gender Resource Persons learn their roles and functions in the MSF working groups
 - Participants improve their cooperation in integrating gender aspects into their work
- Eva Engelhardt, Yandriani, Wardah and Chandra facilitated the workshop, which took place in Palembang at SSFFMP conference hall.

Workshop Schedule

Wednesday, 14.09.05	Thursday, 15.09.05	Friday, 16.09.05
	Sociometrics. Participants opinions about SSFFMP gender activities, esp. 20% indicator. Presentation on gender related activities in OKI district (Nurnajati) "Typical gestures of men and women" Key terms: Women-in-Development, Gender-and-Development Gender Mainstreaming	Energizer Feedback on training needs Conclusions from gender analysis of firemanagement (Julie) NGO and MSF working groups contributions to increase womens participation. Role and functions of Gender Resource person in MSF working groups (brainstorming and presentations) Closing
Opening, objectives, Programme overview Participants introduction	Energizer SSFFMP gender policy and activities Gender analysis in fire management (group work and presentation) Participants Feedback and further training needs	

2.3.1 Short Description of the Workshop

Ms. Yandriani opened the workshop and explained the workshop objectives.

Participants were asked for their opinions about SSFFMP gender activities at the beginning of the workshop. An open atmosphere was created and many relevant points were mentioned.

Observations regarding MSF gender resource persons and their opinions about SSFFMP gender activities

- All gender resource persons, all male, said they had been appointed from above to fill in post, without their prior consultation. They did not object to this procedure because it is the Indonesian style and accepted the position. However, they were not sure what was expected of them.
- The common opinion was that gender issues were the responsibility of the TA for gender issues and that she was in charge of the activities. The idea of gender as a cross-cutting issue was new to many participants.
- The intention of aiming at an equal participation of women and men in project activities was new to many participants.

- **The indicators of AWP 05 which requires 20 % female participation and, in some cases, up to 40 % female participation was perceived as a quota and debated at length. A number of participants felt that the indicator were imposed on them from above without consulting them. They felt that the gender component had enforced the indicator without asking their opinion. Preparatory planning meetings for the AWP usually concentrated on budgets and activities and had little room for conceptual discussions, such as gender. They did not refuse the indicators generally, but wanted more open debate about it.**
- **Some said it was difficult to implement the 20 % or 30 % quota, because some women did not want to participate and they did not want to force them.**
- **The majority of participants said it was actually not so difficult to integrate 20% women into activities with a few exceptions, for example, meetings in Land use Planning.**
- **The majority agreed that indicators and quotas were still necessary to ensure that the plan to integrate more women into all activities was really implemented.**

- **It was also mentioned that the attempts to integrate women into male dominated areas of income generating projects under Community Development faced some problems. It was recognized that wives did a lot of the work, but titles and contracts regarding incentives were only signed by husbands. The current strategy was to change the signature from the husbands' to the wives' names. This was supposed to help to reach a greater number of females when monitoring the people who benefited from project activities. This change was only on paper. In reality, not much changed. Some women were attending meetings. But only a few women came to trainings. Husband and wife were usually invited together. The wife had to stay at home to look after the children while the husband would receive the training.**
- **The IGA groups at village level also had the feeling that the gender indicators were imposed upon them. They needed more awareness raising and discussions in order to respond more positively and support the concept.**

Participants appreciated the open discussion about the subject very much. They said they were talking about some of the issue during breaks and in an informal, joking manner which did not help to improve the communication structure and the motivation. It was necessary to put the gender approach on a broader basis so that the acceptance was stronger. Otherwise, it was seen as imposed in a top-down manner which created resistance.

Introduction of key terms and approaches of the gender debate
The interactive exercise “Typical gestures of men and women” was used to explain the differences between gender and sex roles. It became obvious that the stereotypes of male and female gender roles were barriers in encouraging women to enter leadership positions.

An input gave a short overview of the different concepts of Women-in-Development, Gender-and-Development and Gender Mainstreaming. It was pointed out, that all three concepts were still valid and complemented one another. The concepts chosen depended on local conditions.

A short description on SSFFMPs gender activities helped participants understand the approach and the establishment of positions of the gender resource person in the MSF working groups.

Gender Analysis of Fire Management

Participants were introduced to the concept of gender analysis by using a profile which depicted the different activities related to the five components of community based fire management. Participants divided into 3 sub-groups to discuss and rank the participation of women and men on family level, in neighbourhood groups, in the villages and in the government.

Gender Analysis in community based Firemanagement (5 Components)	Who is involved in this activity?							
	Family level		Cooperation with neighbours or in groups		Cooperation Inside the village		Government institutions	
	M	W	M	W	M	W	M	W
1. Analysis of causes:								
- open new areas for agricultural activities	xx	xx	xx	x	-	-	-	-
- cleaning fish ponds	xxx	x	xx	x	-	-	-	-
- burning charcoal	xx	xx	xx	xx	-	-	-	-
- burning bricks	xx	x	xx	xx	-	-	-	-
- cooking on open fire	x	xxx	x	xxx	x	x	x	x
- burning waste	xx	xx	xx	xx	-	-	-	-
- driving off insects	x	x	x	x	-	-	-	-
- pipe of gas is burned out	-	-	-	-	-	-	xx	xx
- electricity	-	-	-	-	-	-	xx	xx
- throwing away burning cigarettes	xxx	x	xxx	x	x	x	-	-
2. Fire Prevention								
- continual control of fire	xxx	xxx	xxx	xxx	xxx	xxx	xx	xx
- creating awareness about negative impact of fire	xxx	xxx	xxx	xxx	xxx	xxx	xx	xx
- using safer methods in	xxx	xx	xxx	xx	-	-	-	-

using fire to open or clear land								
- decrease the use in fire in general	xxx	xx	xxx	xx	-	-	-	-
- educate children about safe use of fire	xx	xxx	xx	xx	xx	xx	xxx	xxx
- punish those who are careless	xx	x	xx	x	xxx	xxx	xxx	xxx
3. Preparedness and disseminating information								
- collecting information about fire management	xx	x	xx	xx	xxx	xx	x	x
- training in fire management	-	-	-	-	xxx	xx	-	-
- planning action for fire incidents	xxx	xx	xx	x	xx	x	xx	xx
- campaigning for proper reaction in fire incidents	-	-	-	xx	xx	xx	x	x
4. Actual Responses to fire								
- carrying water to extinguish fire	xxx	xxx	xxx	xxx	xx	xx	xx	-
- making safety strips when using fires for clearing new land	xx	-	xx	-	x	-	-	-
- use of fire to stop fire	x	x	xxx	xx	x		x	x
5. Rehabilitation, mitigating impacts								
- replanting trees	xx	xx	xx	xx	xx	-	-	-
- building houses	xxx	x	xx	-	-	-	-	-
- curing victims hurt by fire	xx	xx	xx	xx	x	xx	x	xx
- help/evacuate people from areas destroyed	x	x	xxx	xx	xx	-	xx	

Conclusions from gender analysis of Community based Fire Management

Julie Becu presented some observations and conclusions. The plenary discussed and commented.

1. **Analysis of causes of fire.** Men are mainly involved in causing fire to clear land and by carelessly throwing burning cigarettes.

Participants agreed that people clear new areas for agricultural production was the most important cause of the spread of uncontrolled fire. They supported SSFFMP strategy to provide additional income sources for people so the need to clear more land would decrease. Unclear ownership of land was another reason for people not protecting their land.

Wome are involved in cooking with fire and burning waste. In general, the causes for fire are placed at family level and their surroundings. The burning of plantations was omitted in the analysis.

2. **Prevention.** Men have to be sensitized about the danger of uncontrolled fire and motivated to use safer methods in applying fire. They have to learn new practices in using fire in a controlled way. Controlled burning is still the easiest and cheapest available method of clearing land. Men and women have to learn to dig fire breaks and to make use of prescribed fire.

Women have to be sensitized to clear areas around their stoves so fire cannot spread. Everyone should be sensitized to never leave fire alone. It is a task for fathers and mothers to educate their children that they should not play with fire, but always keep an eye on it and control it.

Prevention also involved village and government level individuals who have the role of spreading information to the people.

3. **Being prepared and informed.** Planning, anticipation and training about fire involved mainly men, both at village and at government level. This is an area which needs improvement. Campaigns should be designed and invitations should be written in such a way that women, men and children start feeling responsible for the success of the preventative activities. Families and neighbourhood groups should be organised for cooperative action, in case of fire, an activity women can also carry out.

4. **Fire suppression.** Men are more involved in clearing the surrounding places to stop uncontrolled fire. Women are often carrying water. These activities are done mainly within the family and the immediate surroundings. Women can learn to set prescribed fires and to dig fire breaks. They should know the structure and organisation of fire suppressions strategies so that they can support the men. Women can also get involved in communications tasks.

5. **Rehabilitation.** Reforestation and replanting involves both, men and women. All levels should contribute. The ownership of land is sometimes not clear. This is why the motivation to rehabilitate burned areas is low. The people who are planting do not know whether they will benefit later from the improved conditions.

Role and Functions of a Gender Resource Person in a MSF Working Group

Participants proposed that GRPs should remind other group members about the gender approach, meaning women and men should be involved in activities during the planning phases, implementation, monitoring and evaluation. They agreed that the

gender concept should be spread in the working groups first and that they had to continue reminding their group members about this issue.

It was concluded that GRP should

- remind and control other group members to involve and invite women to all activities
- propose new ideas regarding how women can be more involved
- monitor the participation of women and men at activities on field level
- attend meetings with staff of the Gender component every 3 months
- attend gender seminars once a year.

2.3.2 Conclusions and recommendations from the workshop

Participants from MSF working groups, NGOs and BPTP were very committed and open toward learning about the gender approach. They were motivated to discuss gender and related issues and requested more training and time to obtain more knowledge on the issue. They learned about other participants activities and shared many experiences. This will have a positive effect on future cooperation.

NGOs complained that they were not asked more often by the SSFFMP to implement activities, especially because they had a lot of gender competence which could be useful. The gender TA explained that NGOs could not depend on paid demands from SSFFMP because the project was to end in 2007.

It was successful introducing the gender analysis of fire management activities because participants then understood gender as a cross-cutting activity, not only the responsibility of the gender team. Participants saw that women were involved in many activities of fire management by applying the tool of gender analysis. The male participants recommended training for women, so they would know more and strongly support the fire management activities.

GRP agreed to fulfill their roles, but complained that there were very few meetings of their MSF working groups. They did not know when to put their task into action. Gender workshops could be used as an occasion where group members experience could be exchanged and shared. New ideas for intensifying the discussion in the working groups and for cooperation between working groups can be developed. The gender workshops would support team building and organisational development in this way.

It is recommended holding another gender workshop for the GRP in 2006. A short training needs analysis was conducted which stressed the following issues:

- more knowledge about the gender concepts and approaches in practical terms
- more ideas for involving more women in fire management
- exchange of experiences of GRP regarding their role and functions

- feedback on what happened in the working groups in regard to integrating more gender issues.

NGOs were very motivated to play a stronger role in the gender approaches.

- get more details about the “community organisers” approach. Who are they, what are they doing, how can they cooperate with the village gender motivators.

2.4 Village Gender Motivators Workshop and Skills Training, 19.-23.09.05

- *Further enhance the capacity and competence of gender motivators at priority villages in order to assist and promote village development in a comprehensive way*

Place: Hotel Indryasara, Palembang

Facilitators: Eva Engelhardt, Wardah, Dian, Rebeka, Chandra

Objectives:

- Participants exchange their experiences as village motivators
- Participants evaluate the income generating activities
- Participants continue participatory impact monitoring
- Participants conduct gender analysis in firemanagement
- Participants increase their knowledge about book-keeping and cost-benefit analysis
- Participants plan their next activities

Workshop Schedule

Sunday, 19.9.05	Monday, 20.09.05	Tuesday, 21.09.05	Wednesday, 22.09.05	Thursday, 23.09.05	Friday, 24.09.05
Opening Participants introduction Workshop organisation	Feedback Review of gender concept Exchange of experience Evaluation of income generating activities	Feedback Group dynamics in mixed groups Facilitation exercises Awareness raising campaigns (Ibu Sylvi)	Feedback Facilitation exercises Gender Analysis in Community based Fire Management (Ibu Elfa)	Feedback Cost benefit analysis Book keeping	Feedback Planning activities for 2006

2.4.1 Short Description of the Workshop

The workshop was opened by the head of the gender division, Ms. Yandriani.

Participants introduced themselves in a creative manner by drawing

flowers. The participants were perfectly gender-balanced, 10 women and 10 men. The gender concept was repeated briefly because there were 5 new participants.

Experiences as village motivators

The role of a village gender motivator was addressed. A matrix was introduced to assess participation in activities of the other SSFFMP divisions as well as in activities outside SSFFMP. This short assessment showed that more male than female motivators were participating in other SSFFMPs activities. However, there is progress regarding womens' involvement. They currently often receive invitations by SSFFMP staff members. The assessment also shows that participants were active in a number of other fields besides the gender component. Women usually participated in PKK activities.

ning		ent		velop-ment		Forestry Extension		ting Activities					

Participants gave verbal feedback on their successes and problems as motivators.

They said it was easy to call village people to meetings and for income generating groups because they expected some SSFFMP incentives. Difficulties were also mentioned. In Bayat Illir, villagers who did not benefit from incentives became jealous. People in Talang Lubuk did not accept the advice not to use fire for clearing land. It was hard to change this behaviour.

Prosperity Assessment of members in income generating groups

The midterm review assumed that the income geranting activites mainly target the village elite and the better-off households. Poorer households may not benefit from the additional income generated. Village motivators receive formats with 4 categories of wealth based on criteria defined during the gender sensitive field study in 2004 and refined by facilitators in 2005.

holds"	Category 2 "Better-off house holds"	Category 3 "Poor households"	Category 4 "Very poor house hold"

big house with strong roof own land bigger than 5 ha, can employ someone to cultivate their land have additional source of income of about 1 million Rupiah per month.	simple houses have their own vehicles (motorcycle) own 1-2 cows own 1-5 hectares land have regular job and income	houses have corrugated iron roofs own no land work as agricultural labourers for others elementary school education	house with leaf roof own no land have no regular job or income illiterate
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Motivators wrote their group members names without knowing headings of the different categories. They were not told the objective of “wealth assessment” so that their answers were not biased by the purpose. Facilitators collected in the papers and compiled and evaluated the data. More than 85 % of people involved in income generating activities live in poor and very poor households. 10% live in “better-off households” and only 3% live in “rich households”.

No	Villages	Category								Total
		1		2		3		4		
		Men	Women	Men	Women	Men	Women	Men	Women	
OKI District										
1	Riding	-	-	2	-	2	-	-	-	
2	Simpang Tiga	-	-	-	-	6	3	4	6	
3	Ujung Tanjung	-	-	1	1	4	4	3	3	
4	Ulak Kemang	-	-	-	3	-	16		10	
MUBA District										
5	Bayat Ilir II	-	-	-	-	-	10	-	4	
6	Pagar Desa	-	-	-	-	3	-	-	-	

		-	-	-	1	3	6			
7	Mangsang	-	-	1	1			4	4	
8	Muara Medak	-	-	-	-	16	-	23	-	
Banyuasin District										
9	Muara Telang	-	-	-	-	7	-	4	-	
		-	-	3	-	4	-	5	-	
10	Prajen Jaya	4	-	-	-	12	-	7	-	
		3	-	-	-	8	-	12	-	
11	Upang	-	-	-	9	-	2	-	4	
12	Talang Lubuk	-	-	-	2	-	17	-	11	
Total		7	-	7	17	65	58	62	42	258
Percentage		3%	-	3%	7%	25%	22%	24%	16%	100%
Total Percentage		3%		10%		47%		40%		100%

Exchange of experiences with income generating projects

Exchange of experience showed that there was considerable progress since the group met in April, 2005. A number of projects have moved on in a successful direction.

Ulak Kemang. A group of 30 women received a 10 day training on new designs and improved methods of weaving. 5 women from this group, 3 motivators, 2 from PKK, were selected to visit the instructor from West Sumatra at her workplace and learn more on the job. Colourful mats, sandals, bags and other items were produced and skillfully decorated, ready for commercialisation. An exhibition of the product was initiated with PKK, so the items became familiar in the area. The next step is marketing.

Fish production in Ulak Kemang also seems to have improved. It was reported that the income from Patin fish rose to 600.000 Rupiah per person since April 2005.

There were also some problems . In Bayat Illir one cow died because it became sick and there was no help for curing the animal.

Gender Analysis in Fire Management

Ibu Sylvi, an NGO member working in the SSFFMP Awareness Raising component, and Ibu Elfa, CP from the Forestry Department, gave an input on fire management and the strategies promoted in their work places.

Participants divided into three groups and filled in the matrix to assess the involvement of men and women at family, neighbourhood, village and government level in the 5 components of fire management. Results led to lively discussions in the plenary because it became clear that women were involved in all 5 components. It was concluded that men were more responsible for setting the fires, because they were in charge of clearing land. Women are active in preventing fire by educating children and “debating with their husbands.”

It was stressed that women should be invited to SSFFMP activities in Community based Fire Management and that motivators should become active in spreading information about the activities.

Fire management became a prominent topic of the workshop. Participants composed three songs which demanded that both women and men participate in fire management.

Planning next steps

Participants divided into the three district sub-groups and planned activities for 2006.

They were asked to plan for their income generating activities and to add one additional activity which was clearly directed towards fire management.

The Planning structure was based impact monitoring. A longer introduction was given to explain the meaning of targets, indicators and activities.

Place	Target group	Target	Indicator	Activities

2.4.2 Conclusions and recommendations from the workshop

This was the third workshop for village motivators. New participants had to be integrated in each workshop. 5 new male participants had to be introduced to the gender concept and to the role and functions of a village motivator.

Women and men were perfectly balanced because 10 men and 11 women participated. It soon became obvious that an unintended objective was to develop a model for women and men to cooperate and perform on an equal level. Some male participants were advanced in their facilitation experience because they held positions such as agricultural advisors and one was a village head. Some time was spent discussing the fact that a gender sensitive approach means that men had to restrain themselves and invite women to speak first and support them. Women had to learn to take the lead in facilitation and to address an audience even when men were present who could perform better. The workshop became a model for successful cooperation between women and men, one of the most important points of learning.

Facilitation of village meetings was practiced and participants became more skillful. However, participatory working styles are still new and difficult to manage for most participants. They are very motivated to learn more and need further support in their efforts.

Exchange of experiences with income generating activities showed a number of successful developments. Group members have reached a number of targets and indicators set up in April 2005. They still need continual training to improve production skills and to develop marketing strategies as recommended in April, 2005. Activities should continue as planned during the last part of the workshop.

It is **recommended** to conduct a specific workshop on book keeping and cost-benefit analysis for all income generating groups. Each group should send 2-3 representatives to be introduced by a local trainer.

Some PKK groups were motivated to cooperate with the SSFFMP initiatives and to lobby for their support at district level by influencing their husbands. This could support the groups after SSFFMP withdrawal. PKK and womens' projects may be regarded as

Women-in-Development approaches. However in the reality of Indonesian government institutions, this is a well-known approach.

The gender component has begun to involve local women's NGOs in the implementation of activities. This strategy is very promising and can increase the cooperation with the NGO consortium.

This workshop put emphasis on gender issues in Community based Fire Management following up the recommendations of the Midterm Report 2005. The results from inputs and analysis led to long debates on how villagers could be more involved in the prevention of uncontrolled fires. Participants developed an impressive list of activities related to fire management during the planning exercise (see ANNEX). One should follow up whether these plans are implemented and provide support through cooperation with other SSFFMP components for example in conducting awareness raising campaigns. It is **recommended to** continuing with motivators workshops.

The next workshop could focus more on partnership with SSFFMP and other activities which take place in the villages. An input on Awareness creation was provided at this workshop. Strategies and activities of Land Use Planning and training in Fire Management should be presented to link these to the roles of the motivators at the next workshop.

The focus should be removed from SSFFMP and be widened to include others in the field so more partnership and sustainability can be achieved.

Subjects for the next workshop are:

- exchange of experience as village motivators
- evaluation of income generating activities based on planning use impact indicators
- gender issues in Land Use Planning and Community based Fire Management
- extension of activities to activities not related to SSFFMP
- discussion of SSFFMP exit strategy
- improvement of facilitation skills.

2.5 Meetings with SSFFMP PMU, staff and counterparts on gender differentiating monitoring, impact monitoring and gender policy

- *Prepare and conduct workshop for SSFFMP staff, stakeholders and counterparts (subjects: review of implementation of gender related SSFFMP activities in 2005, evaluation of gender-differentiating monitoring, continue development of SSFFMP gender policy and strategy)*

Palembang, 22.09.05, 3. 10.05, 4.10.05

Facilitation: Eva Engelhardt-Wendt, Julie Becu, Yandriani

Participants: PMU, SSFFMP staff members and counterparts

Objectives:

Julie Becu presents her results of her internship on gender-differentiating monitoring

Staff members and CPs learn the monitoring format

Staff members and CPs are introduced to key terms of impact monitoring.

PMU, staff members and counterparts agree on a SSFFMP gender policy

The meeting took place before the Workshop for the Annual Workplan 2006. This way results could be integrated into the planning. Unfortunately, many SSFFMP staff members and counterparts were in the field and could not attend the meeting. However, 13 participants came and contributed their comments and opinions.

2.5.1 Results from Julie Becus work on gender-differentiated monitoring

Ms. Becu followed up the terms of reference developed in April, 2005. She screened the existing monitoring formats of each project component to develop an adapted method for gender differentiating monitoring.

Results from gender-differentiation in participants' attendance lists of project activities

Each component uses participant attendance lists to prove the cost for food and transport when conducting meetings, workshops and trainings. It is very simple to include two columns specifying participants' sex. This monitoring element was agreed upon when the AWP 2005 included gender differentiating monitoring as a strategy for mainstreaming gender issues in all project components.

Ms. Becu collected quantitative data from the financial section, where lists of all participants must be submitted. She also interviewed stakeholders from the seven project components to receive data and feedback. Her findings are concluded from 4 months monitoring from April, 2005 through July, 2005.

The findings show that all components have tried seriously to integrate women into their activities. The gender division is taking the lead, of course, with around 60% female participation, followed by the Awareness Raising and Campaigning division and the consortium for NGOs where women participated in a range of 10% to 40%. In Community Development and Land Use Planning between 10% and 30% women took part in project activities. The Fire Management and GIS division included about 15 % women. The project has achieved the target of including 20 % women very well, but there is still room for improvement. The fire management division has created a special workshop module for women which includes first aid and fire prevention as subjects.

Good participation by women in meetings, but low participation in trainings

Womens participation is satisfactory at the village workshop and meetings level. These events are open to the public. It was again clear, that women only came to meetings when they were directly invited. Many women still perceive meetings and workshops as a “man’s world” and do not feel invited unless specially mentioned. It is, therefore, important that the Kephala Desa sends out invitations which always mention that women are invited. The three gender awareness workshops held for Kephala Desa and officers from Sub-district level have had a positive impact. In some pilot villages, the village chief accepted the idea of inviting male and female community members to the village events. The picture changes when examining trainings. Here women are still not adequately represented. One example was quoted from the Community Development section which initiated an income generating group through cattle raising in Mansang. The group was composed by men only in April 2005. Now, their wives formally became group members and even signed contracts. The women perform about 70% of the work. However, if it comes to attending trainings, husbands will go because women stay at home and look after their children. Trainings often take place for some time and require participants to stay overnight. This may be another reason why husbands may prefer to attend the training themselves and ask their wives to stay at home.

Encouraging women’s participation at village level, but low participation at stakeholder level

Women’s participation at village level has improved, due to several reasons. Kephala Desa invite women more often than previously and village gender motivators spread information and encourage women to attend meetings with their husbands.

The picture looks different regarding the stakeholders. SSFFMP “stakeholders” are members of the multi stakeholder for a (MSF) and work on district level. The members of the MSF Board and working groups are composed of NGO members and officers of

the government departments. They are appointed by the local government. SSFFMP has little influence on the selection and can only recommend targeting a gender balanced composition.

Procedure of gender differentiating monitoring

Ms. Becu developed simple monitoring formats for each division based on the participants attendance lists. The monitoring format includes quantitative as well as qualitative aspects. (see ANNEX). Each division is asked to fill in the formats on a monthly basis, to calculate and summarize percentages. Results will be collected by the Gender division which enters the data into excel sheets and compiles them. There should be a feedback to all staff members about the findings every six months so that measures for improvement can be discussed.

Participants agreed that filling in the quantitative side was easy and gave them little extra work. There were doubts about whether the criteria for assessing womens qualitative participation were sufficient. There was a recommendation to develop more criteria for qualitative participation and to conduct another workshop creating a common understanding of their application.

Recommendation in regard to gender-differentiating monitoring

Quantitative gender-differentiating monitoring has been accepted.

- It is recommended to continuing with gender differentiating indicators for all SSFFMP activities even when there are problems fulfilling them in some areas. The quantitative indicators are a mainstreaming instrument to integrate gender issues into all aspects of the project.
- There is now a simple monitoring format in place for each division. Participants of have agreed to use it. Every division needs proper understanding how to fill in the formats and about the procedure of the data procurement.
- It is recommended continuing with the discussion about qualitative indicators. They are subjective and do not provide “objective results”. However, they can show “trends” about women’s active involvement increase or decrease. Qualitative indicators also have the function of reminding people in charge what is expected of them. Staff members and counterparts can develop a list of criteria and a common understanding of using it together.
- The gender division is advised to train at least 2 people in handling the data received by the divisions. They need skills in handling excel programmes such as entering data and calculating percentages and averages.

- SSFFMP staff and counterparts should agree on bi annual staff meetings to receive feedback on the monitoring results, to comment and brainstorm on how to include the results in their future strategies.

2.5.2 Impact monitoring in the gender component

Most participants had little experience with impact monitoring. That is why a general overview of impact monitoring was provided.

Key terms were defined.

Project: A set of activities with an objective in a given time frame

Goal: Overall objective that cannot be achieved by project alone

Project purpose: Objective the project can achieve

Activities: Interventions to reach objectives

Impact: Changes which are related to project purpose

Monitoring: Observation and documentation of projects indicators at regular time intervals

Indicators: Signs which can be seen, counted, felt or requested

a) result indicators are related to implementation of activities

b) impact indicators are related to changes

Steps of the impact monitoring procedure are:

1. Involvement of stakeholders and information management
2. Review of problem analysis, project objectives, purposes and results
3. Formulation of impact hypothesis (positive and negative impacts)
4. Selection of a set of impact indicators
5. Development and application of impact monitoring methods
6. Impact assessment and feedback to stakeholders

(adapted from : Karl Herweg, Kurt Steiner: Impact Assessment and Monitoring, GTZ, 2002)

Examples from the gender component were chosen to explain the concept.

Example 1

Activity: Conduct workshops for stakeholders to increase gender awareness and gender competence

Result indicator: Number of workshops conducted

Expected impact: SSFFMP staff members, Counterparts and others improve their knowledge of and agree to gender approach. They invite women to their meetings and trainings.

Impact indicator a): Number and percentage of female and male participants in all kind of

activities.

Impact indicator b): Level of participation of men and women.

Objective: Female and male villagers get involved in activities related to community based fire management.

Example 2

Activity: Conduct workshops for village motivators to develop facilitation skills and improve knowledge of community based fire management.

Result indicators: Number of workshops for motivators conducted
Number of male and female participants.

Expected impact: Motivators gain knowledge about gender roles in community based fire management. Women's skills and self-confidence are increased so they attend public meetings actively.

Impact indicator a): Number and type of meetings and trainings attended by motivators.

Impact indicator b): Quality of participation, for example, did women participate in discussions or in decision making?

It became obvious that there was no clear separation between result and impact indicators. The same indicator can monitor either results or impacts. For example, Womens participation in Land Use Planning meetings can be used to document that the meeting took place and that women were present (Result indicator). However, if the numbers of participating women increase this can be interpreted as an impact of the awareness raising workshops for MSF and Kephala Desa.

The gender component now has differentiating monitoring formats which can be used to monitor quantitative and qualitative participation of women. Counting the number of women and men who participate in meetings and workshops is an easy exercise. It is more difficult to rank whether women and men participate actively. It is most difficult to assess what men and women personally gained from the participation in the meeting and whether they transfer this to other situations.

A cross cutting improvement in womens active participation in project activities can be considered a medium term impact of the gender components activities

"Impact" is related to "changes" due to project interventions. Changes can be intended or unintended. They can be perceived as negative and as positive changes. The definition of "change" depends on the perception and interpretation of the different stakeholders. Impact monitoring therefore should involve the different subjective perspectives of the stakeholders to gain a comprehensive picture. Its proceedings should be seen as a

learning process in which the different actors exchange their perceptions and opinions. Monitoring is a tool for the stakeholders to review their objectives and to assess whether the interventions go into the right direction.

2.5.3 SSFFMP Gender Policy

The project has formulated gender differentiated indicators for AWP 2004 and 2005. All components began to integrate gender aspects. Formats for gender-differentiated monitoring are in place. The participants agreed that it was time to adopt a gender policy which could be used to demonstrate to other institutions SSFFMP special emphasis on gender sensitive approaches. A draft of a gender policy was presented by the consultant. Staff members commented and changed some phrases. In the end the gender policy was accepted. The gender policy is included in this report in the executive summary, page 6, and in the assessment of SSFFMP gender approach, page 15.

2.5.4 International Consultant's Terms of Reference for next follow-up visit

- **Support facilitation of workshop for PKK leaders and people in political leadership positions (focus on strategies of gender mainstreaming and sustainability)**
- **Support further development of impact indicators and monitoring methodology.**
- **Conduct meeting on gender differentiated monitoring and feedback for SSFFMP staff members and CP**
- **Develop brochure on "Successful strategies for integrating gender aspects into community based fire management projects"**
- **Support facilitation team in preparation and moderation of workshop for village motivators (focus: Land Use Planning)**
- **Support facilitation of follow-up workshops for gender resource persons of MSF working groups, NGOs and BPTP members (focus : exchange of experience, lobbying, tapping funds)**
- **Support Technical Assistant in developing strategies for integration, dissemination and sustainability.**

ANNEX 1:

Consultants Terms of Reference

Main Tasks:

- Screen MTR recommendations on gender and integrate elements into SSFFMP's gender policy and strategy
- Support stakeholders during the planning processes for AWP IV to strengthen gender integration at all levels
- Enhance further the capacity and competence of gender motivators at priority villages in order to assist and promote village development in a comprehensive way
- Prepare and conduct workshop for SSFFMP staff, stakeholders and counterparts (subjects: review of implementation of gender related SSFFMP activities in 2005, evaluation of gender-differentiating monitoring, continue development of SSFFMP gender policy and strategy)
- Initiate and develop workshop modules on participatory impact monitoring, assist in the formulation of appropriate impact indicators
- Support Technical Assistant in developing strategies for delegating and out-sourcing activities.

ANNEX 2: Priority Programmes of the Office for Womens Development and Family Welfare, Province of South Sumatra, 2005

Provided by the director Mr. Tamzil Burmawi

(unauthorized and incomplete translation)

Policy

1. "One door policy" , top down strategy, released from national level and compulsory for all provinces
2. Increase of womens capacities by education, training, health politics and economy
3. Women development in the 5 priority areas of South Sumatra:
 - Agriculture
 - Plantations (rubber, oil palm)
 - Water related activities such as fishing, producing fish in baskets, etc.
 - Tourism
 - Small industryCross cutting issue: Promotion of female labourers in all sectors
4. Capacity development of institutions and organisations for womens development on provincial level, in cities and on district level for both, NGOs and GOs
5. Increase participation
Increase the role and autonomy of the people so that they guide and support womens development through awareness raising
6. Eradication violence against women in the family and at higher levels
Policy to reduce discrimination against women.
7. Human rights for women, especially reproductive health
8. The policy should be disseminated in all geographical regions, even isolated areas, city slum areas and coastal areas to reduce poverty and increase family welfare
9. Implementation of the national programme for women's development, including family planning

B Strategy

1. Development with a gender perspective
All development policies should include a gender perspective from all sectors and all regions. An increase of awareness is needed in all steps of polical activities such as planning, implementing and taking decisions,
2. Development of networking between all different stakeholders so as to facilitate promotion of the gender approach
3. Development of networking of working organisation to target womens development
4. Development of result indicators to evaluate womens development programmes.
Provincial, District and City level should cooperate to develop the indicators

5. Development of a reward system for individuals or institutions regarding success in implementing womens development programmes into their activities.
6. Increase of opportunities for girls education to equalize educational chances for boys and girls
7. Development of information management systems to support the management of gender data for analysis in all sectors

C Problems and Targets

1.Problems:

- Bad quality of life
- No awareness
- Violence against women and children
- Development of men and women not equal
- Many laws do not consider gender issues
- Few organisaton for women and children
- Participation is low (noone reacts when violence occurs)

2.Targets:

- Gender policy in all development programmes and in all public policies
- Rebalance the role of men and women using gender and development and gender mainstreaming approach
- Reduce violence against women and children
- Increase welfare and safety for children

3. Influencing factors

- Support of South Sumatra government
- Commitment of Sumsel government
- Human resources in the government are sufficient
- Budget for womens development in place
- Support of Sumsel government to BBP

4. Priorities for womens development programmes

Solutions:

- Law proposal to the government
- Coordination of implementation
- In the sectors of:
 - o Quality of life and women's security
 - o Representation of women in politics and decision making
 - o Eradication of violence
 - o Welfare and security of children
 - o Reinforcement of gender mainstreaming in institutions
 - o More participation and involvement

Increase of welfare and security for women

- o Education
- o Health
- o Economy
- o Law
- o Environment and social culture
- o Labour
- o Old people

- Disabled people
 - Increase of representation of women in politics and decision-making
 - In legislative
 - In public positions
- Eradicate violence against women
- Women and children labour
- Pornography
- Welfare and security for children
- Increase gender mainstreaming in institutions
 - Policy about gender mainstreaming
 - Information and education
 - Increase capacity of Pusat Studi Wanita (University womens research centre)
 - Increase capacity of provincial institutions (Tamzils part)
 - Increase capacities of district institutions
 - Collect data and statistics about gender
- Increase participation
 - Increase people commitment
 - Increase capacities of communities institutions and NGOs
 - Increase of partnership in programme implementation
 - Development of institutions for peoplesd participation
 - Increase of people participation in monitoring

5.Implementation of women development programmes 2005

The women's development programme has evolved in the BBP in 2005.

Positive changes in the development of individuals.

Programmes implemented increased womens welfare and enabled better life style.

Planned

- Budgets for activities are planned
- Cooperation with Governor to get approval and decisions to implement trainings
- Follow up of proposals submitted by NGOs, students' organisations and individuals about criteria development with decision makers
- Coordination meetings for the management team to increase womens development
- Training for eradication of violence against women within the household.

Activities to be continued:

- Establish forum for spreading information about womens development
- Spreading information about the policy of the womens programmes
- Alphabetisation programmes for illiterate people
- Advocacy for gender mainstreaming in the legislative institutions of Sumsel
- Spreading information on programmes
- Capacity building in networking
- Meetings to talk about the implementation of the programmes in Sumsel every 6 months.

Conclusions:

- Increasing womens role is not only the job of government. NGOs should contribute as well as Universities and other organisations at all political levels.

ANNEX 3 Results of Workshop for Gender Resource Persons of MSF working groups, NGOs and BPTP Palembang 14.-16.09.05

“Gender Mainstreaming in Community Based Fire Management”

Facilitation: Eva Engelhardt, Wardah, Chandra

Objectives

- Participants are introduced to key terms of the gender approach
- Participants can link the gender approach to community based fire management
- Gender Resource Persons know their roles and functions in the MSF working groups
- Participants improve their cooperation in integrating gender aspects into their work

Profile of gender specific involvement in Community based Fire Management

Gender Analysis in community based Fire management (5 Components)	Who is involved in this activity?							
	Family level		Cooperation with neighbours or in groups		Cooperation Inside the village		Government institutions	
	M	W	M	W	M	W	M	W
1. Analysis of causes:								
- open new areas for agricultural activities								
- cleaning fish ponds								
- burning charcoal								
- burning bricks								
- cooking on open fire								
- burning waste								
- driving off insects								
- throwing away burning cigarettes								
2. Fire Prevention								
- continuous control of fire								
- creating awareness about negative impact of fire								
- using safer methods in using fire to clear land								
- decrease the use of fire in general								
- educate children about safe use of fire								
- punish those who are careless								
3. Preparedness and spreading information								
- collecting information about fire management								
- training in fire management								

- planning action for fire incidents								
- campaigning to react properly in fire incidents								
4. Actual Responses to fire								
- carrying water to extinguish fire								
- making safety strips when using fires for clearing new land								
- use of fire to stop fire								
5. Rehabilitation, mitigating impacts								
- replanting trees								
- re-building houses								
- curing victims injured by fire								
- help/evacuate people from destroyed areas								

Results from brainstorming in groups, 16.09.05

NGOs

Zainal (Mutiara Madani), Dian Sari (OWA Indonesia), Lilia (WBH), Unya (GCSS), Ardi (SPORA)

What can we do as NGOs to increase womens' participation?	What are the potentials which we can use and develop?	What are the problems that we may face?	What are the solutions?
Womens NGOs should be more involved in project activities	Cooperation with NGO consortium	Gender sensitivity is not the same in all NGOs	More gender training for NGOs
Invite NGOs women to fire management training	There are already some gender sensitive CD groups	Approach of community organisers Certain subjects discussed with villagers are used by NGOs, but not by SSFFMP	NGOs should establish a representative committee for all NGOs not limited to the consortium
Increase womens role in fire management	Some consortium members already received gender training	Not all NGOs have gender resource persons	Increase capacity building for NGO women by training TOT facilitated by the SSFFMP
Increase womens' role in facilitation for land use planning	Some NGO members are already gender facilitators	Sensitivity of gender is different among the SSFFMP Tas	Increase gender sensitivity by trainings specially for TA
Increase womens role		Distribution of gender	See which NGOs of

in guiding of CD groups		sensitive activities is not balance among members. Some members are not involved	the consostium did not attend a gender training and include them in the next gender traning
		NGOs which are not members of the consortium are not involved enough	Not only NGOs of the consortium should be aware of project activities
		EU is finishing the projects. What is the NGOs future?	

NGOs

Sylvi, Rasyid, Nazuhah, Adi, Lia

(This group applied the horizontal logic of the matrix)

What can we do as NGOs to increase womens participation?	What are the potentials which we can use and develop?	What are the problems that we may face?	What are the solutions?
NGO women should be part of trainings for fire management	Develop NGO human resources	Limited development of special womens NGOs by SSFFMP	Increase womens NGO participation in fire managment
Increase role of NGOs women in the spreading of information on gender	Female human resources Information Training	Not enough information spread to the people	Involve religious representatives and people that are respected by villagers as informal representatives
More gender awareness training for the people	Develop IGA such as cattle breeding, chicken and goat rearing	Few skills and not enough training for women	Conduct training especially for women
Integrate fire managment activities linked to gender	Integrate conservation of natural resources with informal and formal training methods	Not enough commitment from the government Human resources are still poor	Integrate policy and support with campaigns Increase women human resources
Inform AGEN so that they involve women in fire management strategies		“	Increase female human resources with training and non formal education

Gender Resource Persons of MSF working groups

Harnisah (BPTP), Bahrum, Dedi Ahmadi, Nurnajati, Dian Maulina, Mulyadi

What can we do as MSF working group to increase womens' participation?	What are the potentials which we can use and develop?	What are the problems that we may face?	What are the solutions?	What is your role as a GRP
Involve women in fire management planning	Activities for women: Handicrafts such as mat making Home industries such as chips, Virgin coconut oil	The village groups do not function very well domination of village representatives e.g. Kephala Desa	Guide the groups in the village	Facilitators, Guidance during planning Implementation
Involve women in implementation in the field	Women integrated in male domimated areas, such as animal raising goats, cows, buffalo	Not enough communicaton and information	More research needed in the field	Monitoring and evaluation
Involve women in monitoring and evaluation	Making manure for integrated farming systems	Little education	Need more commnication and coordination	Communication with village gender motivators
	Fish production in baskets	Understanding of the project in the village is poor and confused	Good methods for adult education	
	Rice fields	No marketing analysis done	Proper explanation of projects' purpose	
		Men are dominating mixed groups	Training and guidance of the groups	
	Horticulture	Women are not invited to trainings		

Gender Resource Persons of MSF working groups

Rebeka, Suci, Yuwono, Adios, Triyulisman

What can we do as MSF working group to increase womens' participation?	What are the potentials which we can use and develop?	What are the problems that we may face?	What are the solutions?	What is our role as a GRP?
Involve women in all aspects of fire management planning, implementing and monitoring. Push the development of off-farm activities.	Increase household income through -integrated farming systems (vegetables, meat cows) -goat breeding -cow and buffalo breeding -rice fields -mat making -Patin fish production -Processing of coconut skin -chips production -VCO	Lack of knowledge, of education and research. Lack of transport	Strengthen already existing women groups Increase the knowledge in agriculture and fish production by trainings and group guidance.	Spreading gender concepts. Campaigns about gender linked to fire management should occur continually
Involve women every time you implement activities in the field (integrate them in invitations)	Women have the will to be involved	Not enough qualified women who can be involved	Raise awareness so it always involves women	Facilitation and mediation
Give ideas to the decision-makers and planners so they involve competent women	Develop small household industries (off-farm)	Government financial contribution too little . Transport is difficult	Focus on projects and activities which can involve people in a comprehensive way.	Always give comprehension and awareness of the importance of gender in all activities
Create and develop womens' groups (household economy, saving groups, religious groups)	Many women are inactive at the moment and can be activated. Natural resources are still readily available and can be used in the village. Many institutions, NGOs, GOs, are concerned with women	Limited skills and not enough guidance from institutions.	Strengthen institutions and train some people in guidance .	

Balance the number of men and women in the leadership of the farmers groups	Strengthen the structure and the independence of farmers groups	Not enough people are able to guide the group. Lack of transport and accomodation. Human resources are still not enough.	Stengthen the guidance and make it continual. Increase capacity building of farmers groups. Networking between all stakeholders.	
Raise gender awareness	Gender resource persons are available. Institutions are concerned about women. Gender motivators on field level are available.	Not enough materials for gender awareness campaigns. Local culture . Lack of funds.	Training and step-by-step work should be consistent and sustainable.	



ANNEX 4: Results from Motivators Workshop, 18.09.05 – 23.09.05

Place: Hotel Indryasara, Palembang

Facilitators: Eva Engelhardt, Yandriani, Wardah, Dian, Rebeka, Chandra

Resource persons: Ibu Elfa, Sylvi

Objectives:

- Participants exchange their experiences as village motivators
- Participants evaluate the income generating activities
- Participants use methods of participatory impact monitoring
- Participants conduct gender analysis in firemanagement
- Participants increase their knowledge about book-keeping and cost-benefit analysis
- Participants plan their next activities

Participants had very general **expectations** such as:

- I hope to learn about something new
- I hope I will improve my skills in facilitation
- I hope for something which will help improve the living conditons in my village
- I hope the EU will support my village until activities run successfully

Some points for good facilitation

- Check seating arrangement, try to sit in a circle
- Introduce facilitators and resource persons (always) and participants (if they are not more than about 20)
- Present objectives and planned schedule of the meeting
- Create of a warm atmosphere, for example, by an energizer
- Clarify some communication rules (facilitation, instead of teaching, one person to talk at a time, showing hands)
- Presentation of information by a resource person (not more than 15-20 minutes)
- Collection of questions
 - o a) collecting question in plenary by asking (one person faciloitates, one person visualises)
 - o b) literate participants can write questions on Metaplan cards
- Answering questions: Facilitate, but do not answer questions yourself!
- Invite audience to contribute to the answers by asking "anything more to be added?"
- Invite silent members to contribute
- If one sex dominates, insist on a series of answers by woman, man, woman, man,
- Allow and encourage discussion among participants
- Return discussion to the main topic
- Check the time
- Summarize the points of the discussion
- Draw conclusion from the meeting: what are the next steps (action!)
- Ask participants for a feedback about their satisfaction with the meeting and its results
- Thank resource persons, participants and organisers
- Close the meeting

Have energizers ready for in-between when people get tired!

Results from exchange of experiences with Income generating activities

MUBA

Place	Activity	Target	Indicators reached	Indicators not reached	Why were they not reached?	Solution
Bayat Illir	Setting up a rubber plantation, provide agricultural inputs and literacy training (special package for illiterate people)	Rubber plantation is set up. Farmers can read. Rice milling fertilizer and 2 nd sprayer are provided	-	Group administration not reached A rice milling is ready to operate	No programme from project	Develop partnership with plantation department and have cooperation with working groups for agriculture, for tools such as rice milling, sprayer etc.
	Rubber plantation for farmers who can read			Rubber plantation and literacy		
	Raising cattle	Feeding cows	The cattle grow up and become fat, pregnant, cage is clean	Cattle have not grown up	Not old enough to become pregnant	
Pagar Desa	Agriculture and animal production	There is rice milling	Members of group can operate the rice milling machine			
		25 goats received	Cage is clean enough, Animals gained height	There is little increase in weight	Lack of vitamins, not enough food for the animals	Medicine and seeds of grass from the project
Mangsang	Raise cows of the Bali species	Development in animals 3 men and 19 women participate Group 1: 5p G 2: 5 people G3: 9 People	Body weight increased. Height increased Satisfying cleanliness	Cows are still growing	Cows were very small in the beginning	Changing with new male cows which are bigger

OKI

Place	Income generating activity	Target	Indicator reached	Indicator not reached	Why was it not reached?	Solutions
Simpang Tiga	chips production, 2 womens groups involved	Increase quality and marketing (colour, taste, packing)	-colour is white -taste is delicious	Packaging not yet satisfactory. Sale of chips still limited to subdistrict	Increase of the production budget. Difficulty in registration. No equipment for packing	Cooperation with others (partnership) Guidance from government institutions which can provide packaging machine
Ulak Kemang	Mats production, group with 30 female members	Increase quality and produce new designs	-high quality of mats -new combinations of colours -variation in design (sandals, bags, etc) -cooperation with PKK on subdistrict level			
	Fish production with 24 male members	Increase fish production up to benefit of 600.000 R per person	-weight has been increased -benefit rose from 400.000 to 600.000 R per person. Very satisfactory!			
Ujung Tanjung	Cattle feeding Group of 8 women and 8 men	Increase cattle feeding business. Cattle are fat and healthy	Cattle are healthy	Cattle have not gained weight.	Cattle just arrived one month ago. There is not enough additional food.	Plant grass to produce feed for cattle.

Place	Income generating activity	Target	Indicator reached	Indicator not reached	Why was it not reached?	Solutions
Muara Telang	Planting padi rice	1 hectare to produce 4 tons	Water system is OK!! 2 groups are involved (parit gantung, tani karya) and have harvested			Giving rewards to increase production
Upang	Increase paddy production with im-proved paddy seeds		Area for planting prepared	Season has not arrived	Planting Paddy in Upang seasonal	
	Chips production (household economic business)	-Improve packing and marketing -get a benefit of 800.000 R per person in 6 months	Production group os formed	Production not yet increased. 800.000 R per person not earned	The price increase in flour made chips 100 % more expensive	Proper calculation before production
Desa Prajen Jaya	Paddy production	1,5 tons produced on 1 hectare	2 groups received incentive from SSFFMP (2 tractors, 2 threshers). 2 groups have experts who can operate the machines	Planting season has not arrived		
Desa Talang Lubuk	Increase production of virgin coconut oil	Produce 4000 litres of VCO in 6 months		Only 1000 litres produced	Tradinghouse has not enough funds to buy VCO from farmers. Target was too high. Marketing still not ready, registration number still missing	Get registration number, get distributor From PD Lintang Sejahtera, generate funds for trading house
	Develop production of coconut fibres	There is a machine for coconut fibres. Increase quality of coconut fibres	Not reached	30 tons of coconut fibre not available	No equipment for producing fibre with good quality	Training for machine operators

Results from Village Motivators` Planning Exercise

Planning of OKI District

Group members :

- | | |
|----------------|------------|
| 1. Heru Slamet | 4. Nuhaili |
| 2. Cik Mila | 5. Parida |
| 3. Effendi | 6. Rusla |

Place	Target group		Target 2006	Indicator	Activities	
	♂	♀			Fire Management Activities	Income Generating Activities
Riding	15 persons	20 persons	Increasing Awareness and Knowledge about Fire Management	35 people know and are aware about Fire Management. Two meetings conducted in 2006	Campaign regarding Fire Management	-
	10 persons	10 persons	1 group for fire management is established	1 group of Fire Fighters composed by cattle group and its family members is formed	Facilitate meetings and build up group	-
Ujung Tanjung	8 persons	8 persons	Increase knowledge about cattle (cows). Raise awareness about fire management	8 cows are fat and 4 cows are healthy	Inform group members about Fire Management	Clean stable every day Provide sufficient feeds
Ulak Kemang		30	Increase quality of mats production	15 mats per person in group per month with marketable quality	-	Spend more time on mat production check and improve quality of each member
		30	Giving campaign to the villages about Fire Management	30 people are aware of and understand Fire Management	Group meeting and explanation about Fire Management	-
Simpang Tiga	40 persons	40 persons	4 (four) groups involved	80 villages involved in Fire Prevention Activities	Socialization and ask villagers to find IGAs as an alternative to get money	-

Planning of Banyuasin District

Group members :

- | | |
|------------|-------------|
| 1. Sumarni | 5. Abbas |
| 2. Sartina | 6. Parida |
| 3. Kartini | 7. Thamrin |
| 4. Marwati | 8. Iskandar |

Place	Target group		Target 2006	Indicator	Activities	
	♂	♀			Fire Management Activities	Income Generating Activities
Talang Lubuk	-	30 persons	Increasing production of VCO	Trading House can fulfill order from distributor with quantity 2000 litre/month	-	Campaign for the group to produce VCO with standard qualification
		30 persons	January 2006	There's insentive from Perindag to increase production of VCO	-	Approach government with arranged proposal. Develop partnership with Perindag (Industrial and Trading Department)
	25 persons	25 persons	June till September	Men and Women group are involved (50 persons)	Facilitate meeting in every campaign in the village	-
Muara Telang	20 persons	10 persons	Paddy field cultivation is improved and more efficient	There's tractor available to increase agriculture products	-	Control all activities and conduct campaignd for the group. Plant paddy seeds
	25 persons	20 persons	Hold meeting about Fire Management in the village once in two month	25 persons stop to use fire in the forest	Conduct campaign about Fire Management	-
Upang	28 persons	29 persons	Increase awareness of Natural Resources of Indonesia	57 participants are concerned of sustainable use of Natural Resources (regarding aspects of health and economy)	Provide education to children (10 – 13 years old) to love and care about environment and animals	-
	12 persons	7 persons	administration training with	Participants are able to do	-	Administration training for

			19 participants is planned for 5 January 2006	simple book keeping		Alsintan (agricultural machine services) group
		13 persons	Increase quality by using better raw material and improve process in chips production	Every group member earns a profit Rp. 300.000/month	-	Explain and raise awareness of the group of the importance of group activities regarding family business
Prajen	46 persons	10 persons	Increase paddy production	40 hectares of paddy have been planted in September 2005	-	Harvest paddy in February 2006
	30 persons	10 persons	Every month (in the fourth week) at 2006	Increase awareness of 40 group members in Fire Prevention measures	Conduct campaign for the group. Raise awareness of the children and villagers about Fire management	-



Planning of MUBA District

Group members :

- | | |
|-------------|------------|
| 1. Sofwani | 4. Jumiati |
| 2. Yulia | 5. Marudut |
| 3. Mat Alim | 6. Tati |

Place	Target Group		Target 2006	Indicator	Activities	
	♂	♀			Fire Management Activities	Income Generating Activities
Bayat Ilir	1	14 persons	Villagers are aware about negative effects of forest fire	14 members of women group are aware of negative effects of forest fire	Campaign about forest fire for group and villagers	-
			Increase knowledge on methods of managing forest fire	14 members of women group plus 9 women (villagers)	Conduct campaign for villagers to dig trenches before lighting fire	
			Cooperation of Saprodi (seeds, fertilizer, etc) group. Agricultural machine	There is an organization in place, and material for saprodi	-	Develop organizational structure for cooperation, send proposal to the related instention
Pagar Desa	3 persons	7 persons	Increase the price of honey	price increases from Rp. 9000 to Rp. 10.000	-	Collect honey from villagers, look for marketing and sign contracts. Improve quality of honey
			Villagers are know about negative effects of forest fire	7 women and 3 men in one group are formed	Following fire training at 26-17 Sept 2005. Together with villagers in making trance	-
Mangsang	20 persons	20 persons	Villagers do not open new area with fire, but improve the	There are experienced farmers in certain cultivation	Conduct campaign to the villagers not to be a nomadic	-

			area already in use.They'll keep the soil compotion by adding manure (natural fertilizer) to plant vegetables	area (no nomads)	farmers	
Muara Medak	3 persons	37 persons	Paddy production with good quality, operational shop of saprodi	Great harvest till 3,5 ton/hectares There're 2 saprodi	Guide every SSFFMP project in the village	Proposed to the Sub District to have PPL for the group. Arrange proposal and give it to the village government and others to open saprodi shop in cooperation with the villagers
	All villagers of Muara Medak (675 head of the family)		Villagers aware about negative effect of forest fire. Reduction in the use of rife	Villagers dig trenches before they use fire on their land. Take advantage of the wood to produce charcoal	Have cooperation with the village government and Fire Fighter Team in arranging anticipation of Forest Fire. Inform about negative effects of forest fire to the group members and other villagers	-