

# Gender Equality, Disability and Social Inclusion at SKALA<sup>1</sup>



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## Context

**Gender Equality, Disability, and Social Inclusion (GEDSI) are central to building a society where everyone, especially women, persons with disabilities, and other marginalised groups, has equitable access to opportunities and services.** In Indonesia, these groups face persistent barriers. Regional disparities, entrenched social and cultural norms, and structural economic inequalities often limit their participation in development processes and access to basic services. Integrating GEDSI principles across government functions—from data to budgeting to service delivery—is the key to ensuring that the needs of all Indonesians are heard, understood, and met.

**Indonesia has taken important steps to solidify and further commitment to GEDSI.** Presidential Instruction No. 9 of 2000 on Gender Mainstreaming marked a foundational commitment to incorporating gender considerations into all stages of development. Since then, many subnational governments have adopted local regulations and bylaws to support gender equality. Gender Responsive Budgeting (GRB), introduced nationally in 2012, requires both ministries and local governments to conduct gender analysis and develop inclusive budgets. These frameworks have helped bring GEDSI to the forefront of policy dialogue. Additionally, Indonesia's Long- and Medium-Term Development Plans (RPJPN 2025-2045; RPJMN 2025-2029) prioritise gender equality and inclusive development by providing guidance for both national and subnational actors to design policies and programs that are more responsive to the needs of women, people with disabilities, and vulnerable populations.

**Law No. 8 of 2016 also strengthens the GEDSI agenda by guaranteeing equal access to education, employment, and public services to persons with disabilities.** In parallel, the government's application of Minimum Service Standards (MSS) across sectors such as health, education, and social protection aims to embed inclusion more systematically in service delivery.

**Despite this progress, challenges remain as GEDSI policy commitments at the national level are not always reflected in regional planning and budgeting processes.** Disconnected systems, unclear mandates, and lack of institutional coherence hinder implementation of GEDSI policies. At the same

<sup>1</sup> *Sinergi dan Kolaborasi untuk Akselerasi Layanan Dasar (SKALA)* is an Australia-Indonesia Partnership Program which supports the Government of Indonesia's efforts to reduce poverty and inequality by improving basic-service provision to poor and vulnerable communities in less-developed regions. The views, findings, interpretations, and recommendations expressed in this publication do not necessarily reflect the official policy or position of the Government of Indonesia, the Australian Government, or DT Global.

time, social and cultural norms, such as gender stereotypes and stigma against people with disabilities, reinforce social exclusion.

**Gaps in data and institutional capacity compound these challenges.** Without disaggregated data that clearly identifies who is being left behind, it is difficult to target resources effectively or monitor progress. Coordination between national and subnational governments remains uneven. Many officials, particularly in the regions, still lack the awareness, tools, or technical skills to integrate GEDSI into day-to-day governance.

**Limited resources also constrain the scale and impact of GEDSI initiatives.** Budget allocations for GEDSI remain low, and human resources are often stretched thin. Civil society organisations (CSOs)—particularly women’s groups and organisations of persons with disabilities (OPDs)—are not consistently engaged in decision-making processes. Their limited participation reduces the system’s responsiveness to the realities on the ground.

To address these issues, stronger collaboration across sectors and levels of government is essential. Institutional capacity must be strengthened, coordination improved, and space expanded for community participation. With targeted support, these efforts can help drive more inclusive planning, budgeting, and service delivery across the country.

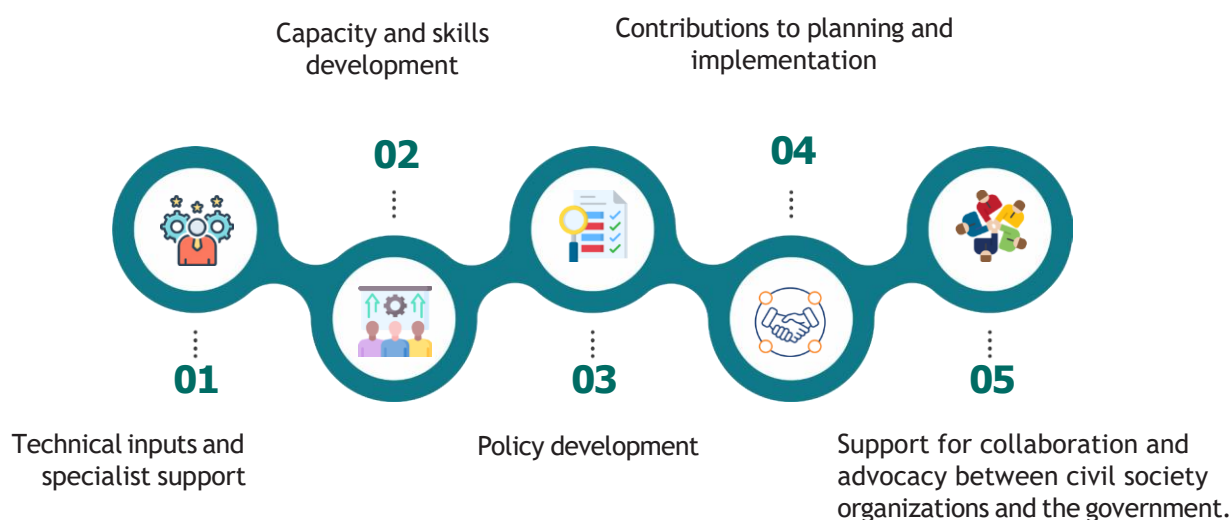
## SKALA’s Support for GEDSI in Inclusive Basic Services

The Australia-Indonesia Partnership Program SKALA supports the Government of Indonesia in its efforts to reduce poverty and inequality by improving the delivery of basic services to poor and vulnerable populations in underdeveloped regions. SKALA focuses on strengthening governance systems to make service delivery more inclusive, equitable, and responsive to community needs. GEDSI is a cross-cutting priority in all aspects of SKALA’s work.

The program approaches GEDSI integration through two complementary pathways:

- i. Enabling marginalised groups to participate in government decision-making through engagement with civil society networks.
- ii. Strengthening governance systems to create incentives and enhance the quality of public spending so that services meet and exceed minimum standards, and are inclusive.

SKALA supports GEDSI through:



**SKALA promotes collaboration and cooperation between Civil Society Networks (Jaringan Masyarakat Sipil/JMS) and government to ensure the active inclusion of vulnerable groups in planning and policy decision-making processes.** The program follows two interrelated pathways to achieve this goal:

- 1 By improving access to data and strengthening analytical capacity, JMS are equipped to conduct evidence-based advocacy and influence government policies and budgets in ways that reflect the needs of marginalised communities.** In provinces such as NTB, Aceh, and North Kalimantan, SKALA has supported the development of regional data portals that are accessible to users with visual impairments. These systems allow civil society to track service delivery performance and advocate for change using credible, disaggregated data. The program also supports the integration of GEDSI-relevant indicators into these platforms, enabling JMS to better identify service gaps and recommend targeted solutions. Capacity building is a core part of SKALA's approach. Through training and mentoring, JMS representatives are supported to better understand government planning and budgeting processes and engage with them effectively. When supported by local governments, civil society groups can become influential advocates for better services and stronger accountability.
- 2 SKALA also collaborates with its government partners to strengthen government systems, guidelines, and forums that support meaningful collaboration between authorities and diverse civil society groups.**
  - i. The program works with the Ministry of Home Affairs (MoHA) to develop inclusive planning guidelines and mechanisms that clarify roles and responsibilities, provide comprehensive direction for gender-responsive medium-term development planning, and ensure participation. It also facilitates coordination between national ministries and agencies to guide and oversee subnational governments in institutionalising inclusive practices.
  - ii. In collaboration with subnational government partners, SKALA facilitates the institutionalisation of inclusive planning and budgeting forums to engage a wide range of stakeholders, including organisations of persons with disabilities, Indigenous groups, and climate-focused organisations. These forums are adapted to local contexts and serve as platforms for civil society to influence policy—such as implementing gender mainstreaming regulations, drafting action plans on ageing and disability, and shaping policies on civic participation. The program also supports efforts to raise local government awareness of the value that civil society networks bring to policy development.

**SKALA's support for inclusive governance spans three key areas: data and analysis, public financial management, and minimum service standards.**



#### **GEDSI in Data and Analysis for Planning and Budgeting**

- i. At the national level, SKALA partners with line ministries to integrate gender-disaggregated data into key policy and planning platforms such as SEPAKAT.<sup>2</sup> This enables provincial governments to use data to understand local needs and translate those insights into concrete plans and budgets. Examples include regional action plans for gender mainstreaming, disability inclusion, and ageing.
- ii. SKALA also works to strengthen village information systems that capture the needs of marginalised populations, including female-headed households. By improving how local governments collect, analyse, and use data, the program helps them plan more effectively and monitor who is benefiting from services.



#### **GEDSI in Public Financial Management (PFM)**

- i. The program works with the Ministry of Finance (MoF) to improve how gender is reflected in budget systems, including through successful pilots in East Nusa Tenggara

<sup>2</sup> Integrated Regsosek Data Based Development Planning System.

- and Gorontalo. This gender tagging has now been integrated into MoHA's Regional Government Information System (*Sistem Informasi Pemerintahan Daerah* or SIPD) for a more consistent and scalable approach to gender-responsive budgeting.
- ii. SKALA also facilitates linkages between financial and planning systems, such as MoF's Regional Financial Information System (*Sistem Informasi Keuangan Daerah* or SIKD) and SEPAKAT, to improve how data informs fiscal policy. These tools support local governments in tracking how budget decisions affect service delivery for different population groups. In North Kalimantan and West Nusa Tenggara (NTB), collaboration between provincial governments and SKALA has helped increase budget allocations for essential services. The program has also backed inclusive tax policies, including exemptions for modified vehicles used by persons with disabilities, aligned with regional tax and retribution reforms in Aceh, NTB, and North Kalimantan.



### GEDSI in Minimum Service Standards (MSS)

- i. At the national level, SKALA collaborates with key sectoral ministries to embed GEDSI indicators into MSS policies and technical guidelines so they reflect the real needs of vulnerable populations. The program also promotes the use of disaggregated data to highlight service gaps, for instance, the lack of gender-sensitive school infrastructure or the accessibility of healthcare for people with disabilities.
- ii. At the subnational level, SKALA provides technical assistance to help districts and provinces review and update their planning documents and budgets so they better align with GEDSI priorities. Through participatory mechanisms, such as public consultations and focus group discussions, local governments and SKALA ensure that the voices of vulnerable groups shape how local governments deliver on their MSS responsibilities.

## Looking Ahead



**Gender Mainstreaming.** Continue to support national ministries in developing practical tools, strengthening technical capacity, and refining policies to advance gender equality. This includes contributions to national and subnational action plans, aligned with the vision of the RPJPN 2025-2045 for a more inclusive society.



**GEDSI in Data, PFM, and MSS.** Partner with government to track GEDSI-related allocations across the budget cycle through stronger policy frameworks, improved systems, and clear guidance for subnational implementation. This includes continued support for gender-responsive fiscal decentralisation and the integration of GEDSI indicators into development strategies.



**Working with Civil Society.** Build on existing partnerships with civil society networks to expand their role in planning and budgeting processes. By ensuring that those most affected by exclusion have a seat at the table, the program helps build systems that are more just, accountable, and inclusive.



**SKALA**  
Sinergi dan Kolaborasi untuk Akselerasi Layanan Dasar  
Kemitraan Australia - Indonesia

Sinergi dan Kolaborasi untuk Akselerasi Layanan Dasar (SKALA) is an Australia-Indonesia Partnership Program aimed at supporting the Government of Indonesia's efforts to reduce poverty and inequality by improving basic-service provisions to poor and vulnerable communities in less-developed regions.

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