

**THE GENDER AWARENESS PROGRAM**  
*(REVIEW AND INPUTS)*

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## **EXECUTIVE SUMMARY**

The details of the Gender Awareness Program were developed by the gender consultant and the gender and development (GAD) coordinator during a field visit to the Watch project by the former. The consultation period included visits to community groups, discussions with people in the local community and work on reviewing the draft module for gender awareness and developing it into a full-scale program.

The Gender Awareness (GA) program has not been developed as an entirely separate program but as a supporting component of the Community Development program and an integral part of the whole Primary Health Care (PHC) project. It aims to help solve the problem of the imbalance in the roles and relationships between the men and the women that is one of the main factors contributing to the health problems of the women and their children. The work roles and social relationships of the men and women in Jayawijaya are extremely gender-based and progress can only occur if the people can become more aware that some of the stereotype attitudes are hindering their own development.

Based on the review of the draft module and on information obtained from the GAD coordinator and the field visits, decisions were made about inputs to the full-scale GA program. The draft module's main strength was that it provided an excellent basis for the program. Attention had been given to the appropriate approach for the program in the Jayawijaya context, to the organisational structure and also to strategies for sustainability of the program. Inputs were necessary regarding the contents, methods, monitoring and organisation of the full-scale GA program.

The draft module had not worked out the details of the program and this was the main task of the gender consultant. The GA program is now fully-developed. It will take the form of a course in monthly sessions on relevant topics to help both the men and the women to think about gender problems and establish new priorities. The aim is for a change in attitudes and behaviour in such a way that the people can accept an increase in the men's productive roles and a corresponding increase in the women's reproductive roles, as well as an improvement in women's status. Participatory methods are an important feature of the program because they permit the two-way flow of communication needed when dealing with sensitive and complex ideas. There will be careful monitoring of responses and adjustments will be made whenever necessary. It was decided that qualitative as well as quantitative indicators will be applied and careful documentation will be made of all the information to measure progress. A team of field officers will be trained and the GA program will be implemented in a broad range of locations during the next three years.

## **1. INTRODUCTION**

The purpose of this document is to report on a field visit to Wamena undertaken between Nov. 15 and Dec. 2, 1994, in the context of the Jayawijaya Watch Project Extension. The project required a review of, and inputs to, the gender awareness draft module.

The objectives of the field visit were

1. To conduct field visits and discussions with local groups
2. To review the draft gender awareness module
3. To recommend changes and inputs to the module
4. To improve methodology and identify indicators.

#### Background to gender imbalance

There are extreme levels of gender imbalance in the communities in the highlands of Jayawijaya and these have been identified as a barrier to the success of the Watch project. The inequity in work roles and social relationships has a direct negative effect on the health of the women and their children. The women are in a subordinate position and are over-burdened with work as the result of both traditional and more recent determinants.

The relationships between men and women in the Dani and Yali societies of this area are traditionally very paternalistic ones. The women have very limited power and status in the communities. In most places, except the eastern Oksibil area where the women are relatively more equal, the women are still regarded as the property of the men and do not participate directly or actively in community organisation or decision-making. Traditionally the women have also always had to fulfil a heavy work role in agriculture and animal husbandry as well as cope with all the home and family care tasks.

Recent contacts with the outside world have added to the existing inequalities. They have caused new imbalances in the work roles in particular. The communities have been confronted with many new ways since the 1950s. They are now in a state of very rapid socio-economic transition and many traditional roles in society have been lost or greatly altered. In former times, according to the people's own accounts, the work roles of the men and women were equally heavy. The men were fully occupied with their important warrior role and with the lengthy and difficult task of preparing new fields by using only stone implements. The ban on warfare since

1969 and the availability of modern implements, however, have reduced the men's work role so much that they now have very little to do. Their weak economic role has caused the loss of a clear social identity as well. The men often fill in their time by wandering about or sitting around chatting and smoking. By contrast, the women have become even more overburdened with work as they are expected to produce more for sale for the acquisition of the newly available goods. Their social status has not improved and they have no clear rights to the income from their labour.

### Process of change

Special efforts need to be made to manage the gender differences and induce changes in gender roles and relationships, in order to improve community conditions in general and the health of the women and children in particular. Information from the base data indicates that the present inequity in gender roles and relationships results in a situation in which the women are so overburdened that they are frequently tired and weak and have little time or energy for community activities or for adequate health care of themselves or their families. The women and children have much higher malnutrition levels than the men. The women have low education levels and low participation rates in all community activities. The Gender Awareness Program of the Watch project aims of the program is to create more balance in gender roles and relationships by setting in motion a process of change in attitudes and behaviour. This is an ambitious aim but it is believed that it can be achieved if it is understood that it is a process and that it will take time.

## **2. FIELD ACTIVITIES**

As part of the review of the gender situation, field activities were undertaken to obtain a deeper understanding of the socio-economic conditions and the gender problems in Jayawijaya. Field trips were made to project sites and community groups, discussions were held with people in the local communities and a presentation was given at a seminar. Five days were spent in village locations, observing activities and engaging in informal discussions with the local people about traditions and ideas. The visits were all to locations in the Wamena valley: A. Lokobal and Woma to the east, Kimbim and Elagaima to the west and Manda to the north-west. On two occasions, during visits to locations towards the end of the consultation period, trial sessions of the gender awareness program were held with community groups on the topics of community profile and health and nutrition. At other times, appointments were made for more formal meetings and

discussions with key people in the community: Rev. and Mrs. Jim Riley who are the New Zealand representatives of APCM ( Asia Pacific Christian Mission), the Jesus Mary and Joseph (JMJ) Sisters who are active in village-based health and pastoral groups and Nico A. Lokobal who is a lay pastor and an acknowledged expert on Dani culture. The seminar presentation was arranged by Dr. Zulfian, who is head of the Jayawijaya Health Department and who works closely with the Watch project. The topic “Community Development and Gender and Development in Watch” was included in a seminar that was being held in Wamena for Inpres doctors (recent graduates doing three years government duty). Some doctors showed much interest in the programs that are dealing with the community problems.

## **2.1.Relevant Points**

The field activities were most valuable in providing a clear picture of people’s attitudes towards gender roles and this in turn was necessary for the review assessment of the draft gender awareness module. The visits helped to highlight and clarify the problems that the Gender Awareness (GA) program must address and to provide relevant information for development of the full-scale GA program.

### Workloads and gender interactions

The field visits provided insights into the daily realities of the gender problems. The cycle of ubi (sweet potato) cultivation is extremely intensive and the women are expected to do all the hoeing, planting, weeding, nurturing, harvesting and hauling of the crop, in fields often very long walking distances from their homes. Babies and young children are often left in the care of older female children, with no food provisions until the women return from the fields. The men rarely assist with child minding or food preparation, even when they have no work to do.

During our visits the men dominated discussions and assumed the role of explaining the women’s work. In the group activities the men still hold mainly management positions while the women continue to do most of the work. The problem of the women’s limited participation in the groups organisation was noted in all the locations. In some of the new rabbit-breeding activities the women collect the fodder while the men still make all the decisions and consider that they alone own the new product.

At one village a group of women had specially taken time off to cook a midday meal, in the stone cooking method, for three men who had spent the morning digging over a new field. This midday feast was enjoyed by all but the men were fed first, sitting separately and being treated as honoured guests. These observations showed clearly the stark differences in the status of men and women and indicated the types of changes in gender roles and relationships that are most necessary.

#### Group structures and Community Development program

The information about the group structures and the Community Development (CD) activities helped to clarify the way the GA program should be organised. The Watch project has not formed its own separate community groups but has built upon existing traditional or church-based group structures for the health and community programs. It was seen how the strategy of the project has helped to ensure present group cohesiveness and how it has been designed to promote future sustainability of the programs. The GA program should also work within these group structures, for the same reasons. A further advantage is that they offer an appropriate entry point for the GA program.

The CD program has introduced a wide variety of new activities to the community groups and has provided the people with special training. The activities include income-generating projects based on the introduction of small animals and new crops, simple technologies for labour-saving devices, small infrastructure projects for clean water supplies and toilet facilities, small-scale agro-industries and the LEISA greening program. The new activities aim to improve economic conditions, to create job opportunities for the men and to ease the workload of the women. Crop diversity alone, and less reliance on ubi as the only food staple, will relieve women of some of the intensive work that ubi cultivation demands. The support of the GA program is needed to help overcome the many gender problems that will detract from the success of the CD program if the problems are not resolved.

#### Approach to gender issues

The formal discussions conducted with a range of church leaders provided important points for the approach to be taken by the GA program. The churches have a strong influence

upon the ideas and behaviour of the local people and many of the churches also conduct NGO activities. The aim in meeting the church people was twofold, to explain the GA program to them and to elicit their ideas about the program. It is important that all parties have a similar understanding and the same broad goals.

It became clear that although there has not yet been any consideration given to preaching on the subject of gender equality, the churches support the idea in principle. It was also clear that church bodies are willing to work together with the CD and GA programs of the Watch project. The JSJ Sisters, for example, welcome the programs as they lend support to their own pastoral and health work with the village groups.

Explanation were given about the present social problems and the nature of the changes that are occurring and that still need to occur. Pak Nico stressed the importance of traditional systems, believing that the local people must retain the positive values of the culture and that changes must be built upon them. One of the examples given was that of the traditional system of collective ownership and sharing of land. It is considered important that community development should not interfere with this system and should use it as a basis. On the topic of gender relationships, it was pointed out that it is definitely not taboo for men to work in agriculture and animal husbandry, although it is not customary. The younger men are showing more willingness for these roles.

### **3. THE GENDER AWARENESS PROGRAM**

The full-scale gender awareness program was developed by the gender consultant during the field visit, in consultation with the Gender and Development (GAD) coordinator. This involved a review of the local socio-economic situation through the field visits and discussions and a through review of the existing draft gender awareness module, followed by decisions about inputs for the whole program. It also involved initial consideration of the positions to be taken about the application of GAD theory in the Jayawijaya context and about the function of the GA program in the context of the overall Watch project.

### The application of GAD theory

The reasoning of GAD theory is that the socio-economic structures and the cultural traditions of many societies have produced imbalance roles and relationships between men and women. Such imbalance impedes development programs in these communities. In most cases it is the women who suffer discrimination and have unequal opportunities, and the GAD approach involves identification of practical and strategic ways of restoring the balance and giving women a better societal position. This usually requires changes that focus on enabling women to be freed from a purely reproductive role, to have a more important productive role, to have more access to the income thus generated and to participate more fully in community organisation and decision-making. The GAD approach is different, however, from the earlier Women in Development (WID) programs which focused attention exclusively on women. GAD programs are inclusive, covering all gender issues in an effort to promote changes in the roles and status of both women and men, as required by the situation. GAD programs promote changes in the roles and status of both men and women, depending on the need.

The GAD approach is especially relevant in the Jayawijaya context where the gender imbalance has become so extreme and where development of the men's work role is so important. From the initial stages of the Watch project it was recognised that in Jayawijaya it is necessary to find ways to enable the men to play a more productive role. This emphasis on the men's role is unusual but it is entirely compatible with GAD theory, as the primary aim of the GAD approach is also to redress gender imbalances for the benefit of the whole community. The project is introducing more work opportunities for men in order to restore a measure of balance in work roles and thereby benefit the women. It aims to improve community welfare in both economic and social terms by attempting to reduce and alter the women's workload and to increase the women's participation in the formation and running of the groups. These tasks, which are important for the target of improvement of health conditions in Jayawijaya, require the support of a full-scale GA program to promote the changes in ideas and attitudes that are necessary for changes in behaviour.

### The context of the GA program

Consideration was given to the position and function of the GA program and the outcome was that it has been planned to support and complement the CD program. As such it is one of the

essential components of the PHC project, a project in which community, gender and health interventions are integrated parts of the one packet for the improvement of the health of the women and their children. It was a conscious decision to develop the gender awareness program in this way and it does not imply that the gender awareness program is secondary to or less important than the CD program. The two programs are mutually supportive to a very high degree. The CD activities are the practical solutions to the community imbalances and the GA program has been developed to lend strategic support to this. The GA program focuses people's attention on work roles and relationships in their communities in such a way that they will think about the significance of the imbalances and will become more willing and able to understand the problems and accept the need for changes. Topics of the GA course will support the CD community and income-generating activities and the two programs will become carefully coordinated.

### **3.1 STRENGTHS OF THE DRAFT MODULE**

The review of the draft GA module found it to be very well-conceived. It had many strengths that provided an excellent basis for the full-scale GA program. The weaknesses of the module were that it lacked development into a detailed and complete program and required a number of inputs.

The GAD coordinator had compiled ample data, mostly of a qualitative nature, to present a comprehensive outline in the draft module of the gender issues and the changes needed. The draft module presented a number of excellent points pertaining to the directions needed for the GA program. These include the approach to the change process, the basic structures for the organisation of the program and the strategy for sustainability.

#### **3.1.1. Approach to Change**

The GAD coordinator had made an analysis of the possible and appropriate types of change needed in the GA program. This was partly based on an analysis of the extent to which the people have been able to adjust their attitudes and behaviour to the many new ways that they have been confronted with in recent times. On the one hand, they have accepted a number of changes in physical things, such as the money economy and its new tools and goods. Many people

have also accepted the deeper changes associated with the adoption of a different religion and a new education system. On the other hand, they still maintain many of their traditional systems, especially those concerning the status of women and the collective ownership of land. The analysis found that while there are positive aspects to the latter, the inferior position of women has very negative social and economic effects. These factors are taken as evidence that the people are capable of accommodating profound changes in a relatively short time but they have not achieved the further changes in gender roles that are so important for effective community development and need assistance to do so.

The module notes that there are both opportunities and complexities in introducing such changes to people's basic ideas about their identity and status in society. There is an opportunity to work with the men. The data indicates that they are dissatisfied with the present situation and feel that they lack a clear and important work role and are conscious of a loss of identity. Frequently, for example, the older ones speak of their enthusiasm for life and work in the days before warfare was banned. This suggests that the men feel the need for new and meaningful work roles and the GA program can use this opportunity to extend their ideas and make them realise that they must accept changes in gender roles. The module points out this needs to be approached in a sensitive and non-threatening way to avoid misunderstanding or objections.

It is cautioned that complexities arise in the approach to the women because of their own work roles. There are obvious inequities in the women's position but the gender analysis shows that the women have a very strong work ethic and their identity is closely connected with their important productive role. They are regarded, and regard themselves, as "dead" people if they do not work. It was decided that it is important to be sure that the GA program does not undermine these values while trying to raise consciousness about the need to redress the inequalities and improve women's status in the community.

The module took the approach, therefore, that the GA program should concentrate on raising awareness about the importance of the women's reproductive role, so that both men and women will begin to attach more value to this form of work. This is especially desirable in the Jayawijaya context as the pressures of the outside workload often force the women neglect home and child care duties and their own nutritional needs. The module does not advocate abolishing the

women's productive role, as the men's work role is developed, but advises that the changes sought must be moderate and acceptable. The aim should not be to detract from the work role but to lessen the load and allow some of it to be transferable to the reproductive role.

At the same time, the module outlined how the GA program should lead both the men and the women to realise that greater financial benefits must be awarded to women, in the form of ownership of income, for the reproductive work that they continue to perform. Care must also be taken to ensure that the new productive work opportunities for men do not inadvertently increase the women's workload or limit their full participation, a tendency noted in the rabbit-breeding activity.

Broad objectives were implicit in this analysis of the most appropriate types of changes required for management of the gender issues. The draft module identified the major goals for the program to be :

- A decrease in the women's productive workload and a corresponding increase in the men's workload
- An increase in the women's reproductive role and an accompanying increase in the women's status in the community.

A further correctly point stressed by the module was that these objectives must be regarded as long-term rather than short-term objectives. This is because of the nature of the program, in which people's deep-seated ideas about themselves and their society are being changed. The draft module's analysis of the approach to be taken on all these matters was well-defined and provided the directions and basis for the GA program.

### **3.1.2. Structures for Program Organisation**

The draft module identified certain advantages that are relevant to the organisation of the GA program. It recognised as an advantage the fact that the program can be planned to work within the established community groups of the CD program. Furthermore, the module utilised the advantages arising from the GAD coordinator's experience with the groups and familiarity with the cadres and members of the community groups, through her role in the CD activities. These factors are used to provide a natural and acceptable entry point for the GA program, which is a

most important consideration. The GAD coordinator has also already identified individuals among the cadres who can be trained as Field Officers (FOs) to become members of the Team for the GA program.

The draft module cites a constraint in the organisational structure of the program. This is the fact that it is impossible to have an equal number of male and female field officers. Only two among the ten prospective FOs are women and both of these are from the immediate Wamena area. The experience of the GAD coordinator has shown clearly that there are major difficulties in finding more women to be FOs for a number of reasons. Women have relatively little free time to devote to the position and the GAD coordinator has found that even when they have the time the women cannot travel freely. There is always suspicion and gossip when a woman goes somewhere alone. During the cadre training, for example, nearly all the husbands accompanied their wives although efforts had been made to assure them in advance that suitable boarding accommodation would be provided for the women. There are few single women available for the position. This handicap can only be accepted by the GA program.

### **3.1.3 Strategy for Sustainability of groups**

The draft module had given adequate attention to the development of a system for the sustainability of the community groups after the completion of the project. There are two main strategies for sustainability, a built-in system and the development of a networking system with local and provincial NGOs.

Sustainability is being built-in in various ways. The community groups have been developed from existing groups and a grass-root's approach of working directly with the people in the groups has been followed, with the FOs being chosen from among the local cadres. The GAD coordinator had decided that the training of the cadres and FOs in the GA program will aim to create key people for the post-Watch era. These people will be experienced in thinking out problems, coordinating and managing activities and dealing with a wide range of people. They will be ready and able to respond later to opportunities from NGOs or government projects. It is recognised by the module that they will also have learnt useful self-sufficiency skills through the income-generating activities that have used a "revolving group" method. The groups were given

small animals and seeds with the requirement that they pass on some of the products to new groups and this is considered to be good general training in sustainability.

A deliberate policy of the whole project is that cadres, in the interests of sustainability, are not given salaries and this will be continued with the FOs of the GA program. It has been seen in other projects that paid staff tend to stop work once a project ceases and there is no longer any payment. In the Watch project, such staff are given special facilities in the form of training and access to capital to start their own small enterprises. The aim is that they will have a continuing income of their own after the project ceases.

The development of the networking system has been initiated through contacts with a number of outside NGOs, groups working in Jayawijaya district or in West Irian. The project has contacts with such groups as:

- YPMD (Church group for Development of Village People)
- Yasukogo (Bethesda organisation working in farming and animal husbandry)
- YPPWI (non-denominational organisation for the Development of Irianese Business people).

The draft module recommends further development of the links with the outside groups in the immediate future, in particular with the YPPWI as this organisation is non-denominational, has many women among its members and provides training and capital resources for small businesses. It is hoped that YPPWI will be motivated by the contacts with the Watch project to establish a branch in Jayawijaya and that all the larger organisations will continue to give support to the community groups and to work closely with them to their mutual advantage.

### **3.2 INPUTS TO THE PROGRAM**

The draft module of the GA program had analysed the broad gender issues and provided a good basis for the full-scale program but a number of inputs to it were required. The module had not worked out the details of the ways to achieve the required changes in attitudes and behaviour. It was in respect to these weaknesses of the draft module that the gender consultant became directly involved. The inputs included course contents and detailed objectives, the methodology for

the program, a set of indicators with related systems for monitoring and documentation and the organisational details.

### **3.2.1. Course Contents and Objectives**

The information from the draft module was used to develop a list of contents for a course for the GA program. Six broad topics on gender awareness-raising are included in the course, starting with a general community survey and progressing to a deeper focus on gender issues and their health implications.

The topics are:

- Community profile
- Work profile
- Incomes
- Health and nutrition
- Children and education
- Social organisation

The topics are designed to make people focus on the implications of the imbalances and on a re-ordering of priorities.

A special title was given to the course. The title conveys the meaning of “self-survey, planning for the future”, translated to the local language. The purpose of the title is to catch people’s interest as well as to give a clear impression of the nature of the course. Based largely on the topics for the course in gender awareness-raising, and with reference to the draft module’s identification of the major objectives, a number of specific objectives were developed. They relate to the broad categories of work roles and income, family health and nutrition, children and education, and women’s social relationships.

Specific objectives :

1. Work roles and income

- (i) greater understanding of
  - the present imbalance in the reproductive workload and its negative effects on women and children
  - the value of time spent on different tasks, the priorities involved
  - who generates family income, who owns it and what should be consumed or saved
- (ii) increased acceptance of
  - the idea that work in the home is valid and important work
  - the idea that men's identity can be related to productive work
  - the need for men to help care for young children

2. Family health and nutrition

- (i) increased knowledge of
  - nutrition, especially for young children
  - nutritional needs of pregnant and breast-feeding women
  - the link between family health and women's time spent on home duties, the priorities involved.

3. Children and education

- (i) better understanding about
  - the value and status of girls – the reasons for girls to attend school
  - the reasons for girls not to marry at a very young age.

4. Social relationships

- (i) greater acceptance of
  - women's participation in meetings, training sessions and decision-making about group activities
  - women's right to hold official positions in group activities
- (ii) more awareness of

- the need for women to have time available for community roles
- the causes of family conflicts

More attention was also given to general objectives. It is considered that it is possible to achieve a change in people's deep-rooted ideas and attitudes to gender issues so long as the program is adequately flexible. The program therefore needs to make flexibility a general objective so that the program always "fits" well with the needs and desires of the target group. This will ensure the success of the process of change and it will also heighten the degree of sustainability.

The program must be flexible with regard to both the time frame and the nature of the changes. With regard to the time frame, it must be recognised that it is realistic that in the first one or two years only the directions of change will be apparent. The real changes in attitudes and behaviour will only become evident in the longer term, as mentioned in the module. The program is therefore not based on objectives in which radical changes are sought immediately but on ones in which small, positive changes will be taken to indicate that the process is gaining momentum.

Efforts have also been made to give maximum flexibility to the various organisational aspects of the program. It has been made flexible enough to accommodate the varying needs and levels of the sequence of topics can be rearranged and the contents can be modified. There is also a special category for the notation of specific indicators so that responses from the individual groups can be checked. The course is organised in monthly sessions but more time will be spent on particular matters when there is a problem coverage of the six main topics with each group.

### **3.2.2. Methodology**

The method of lecturing on these topics in the customary way would have limited results. The top-down of "penyuluhan" (instruction) is not stimulating enough for a program in which the objective is a change in ideas and behaviour. The GA program is essentially a learning process, one in which traditions and stereotypes are being questioned. For these reasons the PRA (Participatory Rural Appraisal) methods have been chosen as the main ones for the full-scale gender awareness program. The gender consultant provided recent articles 1 on this methodology and adaptations to the PRA methods have been made for the Jayawijaya situation.

PRA is the most appropriate method for a program that is aiming to raise awareness about social issues. The baseline data and gender analysis studies show clearly that the socio-economic problems in Jayawijaya are complex and inter-related, so it is imperative that the program uses methods that can help the people understand the links and priorities involved in finding solutions.

The PRA methods, an extension of action research method, is one that has many advantages. It creates active participation and the full involvement of everyone in the community. This helps to ensure that people think more deeply about the topics under discussion. The PRA methods also help the facilitators to work together with the target group in such a way that both sides are interacting effectively and a two-way flow of communication is realised. The method creates interest in the program and is therefore also a motivational factor in itself.

PRA uses innovative techniques to focus attention and draw out ideas. The participants are asked to create drawings, diagrams, lists, charts and are provided with visual aids such as cards, posters and photos. Role play is also used. The participants work by themselves or in small groups or together with the field officers to express their knowledge on the topic, to analyse the problems and to seek the solutions. The GAD coordinator and FOs guide the sessions towards the desired goals but they are also guided by the input and responses of the groups. The rationale of the method is that there will be enhanced acceptance of the messages when solutions emerge spontaneously as both sides work together.

The two-way exchange of ideas is an important additional objective of the program. The GAD coordinator and the team of FOs will consciously try to learn more about the target groups' programs messages. This is important when dealing with ideas and trying to convey new messages and to persuade people to accept a new way of thinking.

The two-way exchange of ideas will also function as an effective means of qualitative data collection. The visit to the Lembah Hebron group in Manda was combined with a trial of the GA program on the topic of Health and Nutrition. Discussions and group drawings revealed that local people do not understand the nutritional values of different foods and provided valuable information about their attitudes and level of knowledge.

PRA methodology is also appropriate for encouraging the participation of women, as the sessions can easily be divided into smaller working groups. This is an ideal way of giving extra attention to the women when necessary without making the men feel ignored or offended. During discussions with church leaders the point had been stressed repeatedly that a program on change in gender roles must include the men and must not make them feel that any secrets are being kept from them.

### **3.2.3. Indicators and Monitoring**

The purpose of indicators is to provide data for a measurement of changes in the attitudes and behaviour of the people. The indicators will show what effect the program is having. They are designed to give information on both positive and negative results. Changes are considered to be improvements when they produce more balance in gender roles and relationships and higher levels of participation by the women.

It is important to note that there are definite limitations to the amount of quantitative data can be collected to serve as “scientific” indicators in a program for awareness-raising on gender issues. A list of quantitative indicators has been developed but there are limits, for example, to ways of listing men’s attitudes to their rights of ownership. Consequently, changes in attitudes and behaviour will also be measured in qualitative terms. The compilation of indicators of a qualitative nature is an extremely will be made of this type of data.

The list of quantitative indicators were developed primarily by reference to the objectives and the various indicators were set out on an Indicator Form for FOs. The Indicator Forms are arranged so that the FOs will fill in points that are set out clearly in columns. These will be completed and sent in monthly to the GAD coordinator.

Points covered by the Indicator Forms:

- Time spent by women on tasks:

In the fields, walking to the fields, carrying loads home and to markets, marketing, providing for animals, collecting water and firewood, cooking, caring for children and the elderly.

- New tasks done by men:

types listed and frequency noted.

- Income :

Produce sold, who sells it, who decides access to and use of income, use of income (reinvestment, food, tools, household utensils, education, health, savings)

- Health and Nutrition:

Produce consumed, diet of children, who prepares and who gives food to children, frequency, diets of pregnant and breast-feeding women, sicknesses, measures taken, who cares for the sick person.

- Children:

Number of girls/boys attending school, levels reached, girl/boy drop-outs, marriage ages of girls/boys, number of pigs for girls in marriage.

- Participation:

Numbers of men/women in attendance at meetings and training courses, official positions of women in activity groups, decisions made by women, types of family conflicts, frequency.

A separate column is included on the form for the inclusion of indicators to measure the specific goals that the individual groups establish for themselves as a result of the GA course.

A separate sheet on the Indicator Forms will be used for the notation in descriptive terms of the qualitative indicators. Issues requiring qualitative data collection are those concerning changes in attitudes on such matters as the status of girls/women and the rights of women to participate in family and community decision-making. Another area is that of changes in priorities. Assessment in qualitative terms will be made of the priorities of men and women about the relative importance of the tasks they perform and the values they give to time spent on certain tasks and the links these have with health. PRA methods, such as the ranking of prepared cards, are very useful in this type of data collection. The GAD coordinator and the FOs will include written accounts on these topics. They will note points from their own observations and from comments made by the participants that indicate how people's attitudes and behaviour are changing or not changing and what concessions or objections are occurring.

It is the task of the GAD coordinator to collate all the information. Monitoring and documentation are therefore important at this stage. A Master Form was prepared for the

compilation of the monthly data. Relevant information from the health sector's data will be included and the coordinator will cross-check important points. The coordinator will make regular field visits and will make monthly analyses of all the information. This will be used to make adjustments in program details and to prepare careful documentation of the progress of the whole program.

#### **3.2.4. Organisational details**

The spatial organisation of the GA program will be in accordance with the 8 areas in Jayawijaya designated for the Watch Project Extension, with the exception of Oksibil and its replacement with Mamit. There are presently 66 community groups in these areas and the gender GA program will be introduced to approximately one-third of the groups in each area during the next 2 years, a total of 25 locations. The groups were selected on the basis of the GAD coordinator's judgement about the level of need for gender awareness-raising and consideration was also given to the practical problems of access and transportation.

The selected locations for the program are:

- 7 in the west in Kobakma, Kanggime and Mamit (latter area added due to need and relatively easy access)
- 12 in the south-east in Ninia, Holuwon, Tangma and Koropun
- 6 in the central area of Wamena.

The GA program will not be implemented yet in Oksibil, as there is a relatively low gender problem in this far eastern area.

The GAD coordinator has already identified ten potential FOs for the program, one from each area and three from the Wamena area, eight men and two women. In 1995 the focus will be on the 4 areas of Kanggime, Mamit, Koropun and Wamena (15 groups) and in 1996 on the 4 less accessible areas of Kobakma, Ninia, Holuwon and tangma (10 groups).

Two separate Training Sessions in the GA program will be conducted. In early 1995 a week-long Training Session will be held for cadres, including the potential field officers, from the first 15 groups. The training will introduce them to GAD theory, and the contents and methods of the

course will be explained and practised. The FOs will be given extra training on the monitoring system and the requirements of the Indicator Forms and will become members of the program's team of leaders.

The GAD coordinator will often have to rely on the FOs in the implementation and monitoring of the program and it was therefore decided that it is necessary to appoint a FO coordinator who will select the person from among the present FO candidates and contract arrangements will be made in early 1995.

The GAD coordinator will work intensively during 1995 on the GA program, aiming to conduct two sessions per week personally and to oversee additional sessions given by the FO coordinator. A timetable will be developed that will allow efficient coordination of the sessions in the different areas and also allow sufficient time for monitoring and for documentation of the results from the Indicator Forms. The FO coordinator's duties will be to conduct GA sessions and to assist the other FOs with follow-up activities and data collection.

The second Training Session will be held in early 1996 for the cadres and FOs of the second 10 groups, after evaluation and adjustments to the program are made, if necessary. There will also be non-Watch representatives from NGOs and government bodies included in the second Training Session. The experience gained during the first year of the program will be presented to this wider group with the aim of drawing them more closely into the program. It is hoped that some of them will become members of the Team and have on-going links with the groups.

The development of these links with non-Watch local bodies is one of the ways that the GA program has been organised to attain maximum sustainability. During 1997 the GAD coordinator will continue the GA course in some other locations but will also concentrate more fully on the long-term sustainability of the program. The FOs will be encouraged and assisted from the beginning to form small independent organisations among themselves and their groups. It is hoped that by early 1997 such small NGO groups will be developing among the community groups in area clusters. The GAD coordinator will then network between these and the bigger outside NGOs already identified by the GAD coordinator. There is much opportunity here for both parties.

Effective organisation of a supportive two-way link with the CD program, in the form of good coordination and follow-up, is also important. The CD program needs to provide sufficient practical support for the changes in ideas and behaviour that result from the GA program. The follow-up should come from the CD program in the form of continued access to materials and information and in the timely coordination of its income-generating activities and training sessions. As the people's attitudes become more open to changes in gender roles, there must be opportunities and support to fit new situation. There will be benefits for the CD program as well as the GA course will enable the people to make the changes in their attitudes towards work roles and the participation of women that the CD program also needs. The GAD coordinator will concentrate on the GA program during the next three years and cease to be directly active in the income-generating activities but will maintain close communication with the CD program. The two programs are closely interrelated and the success of one is fundamentally important to the other. Careful organisation of proper links between their programs are therefore essential as they will be mutually beneficial and will enhance total results.

#### **4. RECOMMENDATIONS AND CONCLUSIONS**

Some recommendations are made in connection with the CD program. The importance of the CD program to the GA program has been noted and it is evident that attention must be given immediately to some aspects of the income-generating activities. There is a need for assistance with marketing the new products. Small enterprises frequently face marketing difficulties and the isolation of many of the Jayawijaya groups will inevitably cause problems. The CD and GAD coordinators need to develop the strategy already considered by them in which the various groups in an area can establish a centre for arranging the storage, transportation and collective marketing of their produce. The groups must also be given education and advice on realistic pricing of their produce.

Equally important is the need for extra management training. There is already a tendency for individualism and opportunism to threaten the groups' survival. The income-generating activities are just beginning to get to the stage where the groups can start selling large amounts of produce, so good management practises must be instilled immediately. They must learn how to operate in a businesslike manner in which there is agreement from the outset about the criteria for the division

of the income among all the members, men and women, and understanding about what percentage is reinvested and what percentage is saved and where it is saved. It is recommended that this consolidation of the marketing and management aspects of the activity groups must now be made a priority in the CD program.

It is recommended that some special activities for children be introduced, as supporting elements for the GA program. One is a pilot project in primary schools on gender awareness and another is an idea for pre-school activities in the groups. The GAD coordinator will investigate the possibility of a pilot project in two local primary schools under the existing UKS (school health) program. The UKS program is a largely non-functioning extra subject for teaching primary health knowledge to school children and there is an opportunity here to develop the course to include early education on gender issues. The teaching methods used in the course will be designed to be highly participatory and the children will learn through art work, role play and story telling. If the pilot project is a success, the education program can be expanded. The aim is to make the children more aware of gender roles and their implications at an early age, in the belief that they will grow up with alternative ideas and broader views.

The pre-school activities would be in the form of a mobile kindergarten that would be coordinated with the posyandu schedule. Simple educational toys such as puzzles would be made taught to the FOs of the GA program. The aim is to provide extra stimulation for the children and also to demonstrate to the mothers the values of this type of play with their children. Efforts will be made at the same time to instil in the parents the idea that boy and girl children are equal and they should be given the same opportunities.

The recommendation for an assistant for the GAD coordinator has already been mentioned and is noted here again. The assistant will have the position of FO coordinator and will liaise with the GAD coordinator and the other FOs in all aspects of the GA program.

A final point is that it is recommended that special use should be made of the handycam to document some of the gender awareness sessions. The aim is to capture examples of people's attitudes and behaviour towards gender issues and to record changes in them as the GA course

progresses. This will be useful internally for review and analysis of the GA program and also for sharing information and promoting integration with other sections in the project.

To conclude, there are some aspects of the GA program that must be borne in mind constantly. This program is a new component of the PHC project and the GAD coordinator is required to be very innovative. There is a good basis and a felt need for the GA program, however, and this will help it to achieve its goals. The structure of the whole project, in which the health and community programs are very well-integrated, also greatly adds to the prospects of success of the GA program. The program must always be implemented with sufficient flexibility and sensitivity, to accommodate the differing ideas among people in different areas and between the genders. Through documentation is essential and it must be accepted that the results of the GA program will be clearly evident only in the long-term. There is confidence, nevertheless, that in the short-term period it will be evident that the barriers to the success of the PHC project caused by gender imbalances are being lowered.

1. - "Participatory Rural Appraisal: Gambaran Teknik-teknik, Berbuat Bersama Berperan Setara", Studio Driya Media, Bandung, 1994.
  - "Gender Training Manual", Birgit Kersten, 1994.