

# **Strengthening Gender Equality Policy in the Asia-Pacific Region:**

Developing a Workshop Module for the Experts' Capacity  
Building in Cambodia and Indonesia

Chief researcher : **Eun-Kyung Kim**

Co-researchers : **Soo-Yeon Lee**

**In-Sook Yang**

**Young-Hye Kim**

**Hyun-Joo Youn**

**Jung-Soo Kim**

**Myoung-Ok Kang**

**Se-Hyun Cho**

**Young-Hee Cho**



**KWDI**

Korean Women's Development Institute



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# **Strengthening Gender Equality Policy in the Asia–Pacific Region: Developing a Workshop Module for the Experts’ Capacity Building in Cambodia and Indonesia**

## **I . Introduction**

### **1. Background and Goals of the Research**

#### **A. Background of the Research**

In discussions regarding international development cooperation on the international stage, including at the UN and OECD, gender has been assuming a central position as a cross-cutting issue. In addition, the Millennium Development Goals, set forth to eradicate global poverty, have highlighted gender equality and women’s empowerment as one of the eight development goals. While South Korea’s official development assistance (ODA) has noted significant growth over the past years, programs related to gender equality and women’s issues have lagged behind. In addition, South Korean ODA has yet to reflect the ideology and goals of gender equality, as well as gender mainstreaming strategies. Research on ODA in connection with cross-cutting issues such as the environment and good governance is similarly lacking. In order for South Korea to assume leadership in international development cooperation efforts, it needs to further strengthen its gender-related ODA programs.

#### **B. Goals of the Research**

This paper presents the results of the inaugural year of KWDI’s ODA project,

“Strengthening Gender Equality Policy in the Asia-Pacific Region”, launched in 2011. Considering a workshop to be a vehicle to further empower gender equality policy experts across the Asia Pacific(AP) region, this research covers the preparation process, the content, and the results of a two-week workshop held in 2011 with policy experts invited from Cambodia and Indonesia. Based on its findings, this research aims to contribute to the further advancement of South Korea’s ODA by developing both a workshop module and gender-related ODA projects designed to promote the development of gender equality policies in the AP region.

## **2. Distinction from Previous Research Projects**

While previous studies on South Korean ODA mainly focus on the status of development assistance and gender equality or detail international trends and existing projects, they fall short of offering country-specific strategies since they fail to identify an organic link between donor (South Korea or other developed nations) and recipient nations or to fully identify the needs of recipient countries. In order to transcend such limitations, this research attempts to more accurately identify local needs by undertaking in-depth field research, including both the surveying of basic regional status and consultations with local experts. Based on the results, the researchers involved in this project and policy experts in partner countries will jointly develop, through the workshop for capacity-building, assistance strategies tailored to local needs.

## **3. Research Subjects and Methods**

### **A. Partner Countries**

The first-year project for this research was centered on Cambodia and Indonesia, which were selected based on considerations of efficiency and representation. First, it was determined that project implementation and use of

the results of projects in these two countries can be performed in an efficient manner given that they are ranked within the top ten recipient countries of South Korean ODA. They were also deemed to represent the socio-cultural diversity of Asia in that Cambodia is a low-income, Buddhist country whereas Indonesia is a middle-income, Islamic country.

## **B. Research Methods**

This project is fundamentally community-based participatory action research(CBPR) and knowledge sharing program(KSP), and it has adopted a program-based approach which emphasizes the sense of ownership on the part of the recipient countries and the importance of strategic issues such as policy change and institutional reform rather than the implementation of individual projects. Through these approaches, this research effort has attempted to further empower gender equality experts and bring about sustainable, longer-term, and macro-scale institutional reform in the field of women's issues in partner countries.

## **C. Stages of the Research Project**

This project was conducted largely in three stages. First was a planning stage in which local organizations were consulted in order to lay a foundation for cooperation and a survey was performed of local policy experts in order to incorporate the local policy demands into the research direction. Second, expert meetings by subject were held in the partner countries to identify actors in the advancement of women's policies and to investigate their specific capacity-building needs. Third, a capacity-building workshop was conducted in South Korea with gender equality policy experts from the two countries invited: Cambodia and Indonesia. The workshop was crafted as a participant-oriented problem-solving process in which each attendee drafted a policy issue paper on

specific policy issues in their home country. The workshop also served as a venue for the participants to form a cooperative policy network with other gender equality experts from governments, NGOs, and academia. As a follow-up measure, the Korean Women's Development Institute (KWDI) is planning to monitor the progress of the policy issue papers while maintaining a cooperative relationship with the local experts. The KWDI also hosts a quarterly Gender and ODA Forum to promote the exchange of field experience and knowledge among development cooperation experts from South Korea and across the AP region, as well as to actively communicate with relevant government officials. Finally, the institute created a KWDI IDC Network, a website to provide information on the gender equality policy infrastructure in the AP region.

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## **II. Needs to Strengthen Gender Equality Policy Infrastructure**

### **1. Development and Women**

#### **A. Evolving Approaches to Development and Women**

Prompted by criticism from Ester Boserup in the early 1970s regarding the lack of reflection of gender in the national goals of development in developing countries, most of which were based on the modernization theory of the West, a Women in Development (WID) approach emerged as a means to include women in the development process. This WID approach laid a foundation for policies focused on fulfilling the practical needs of women.

As many criticized the approach's limitation of being unable to fundamentally subvert the unequal power relations between men and women, WID was replaced by a Gender and Development (GAD) approach. The GAD perspective spotlighted women as development actors rather than beneficiaries of development assistance while striving to meet the strategic needs of restructuring gender relations and promoting women's status.

With the endorsement of gender mainstreaming in the Beijing Platform for Action by the Fourth World Conference on Women in 1995, a foundation was laid to reflect gender perspectives across all stages of development cooperation projects. The gender mainstreaming of policies requires an exploration of entry points through which gender perspectives can be integrated into policies, as well as efforts to build the capabilities of policy experts.

#### **B. Two Perspectives on Women's Roles in the Development Process**

There are two contrasting perspectives on women's roles in the development process. The first is based on an economic approach and views women's labor

as an engine for economic growth. Based on modernization theory, Advocates of this standpoint emphasize how women's participation in the labor market expanded together with modernization during the development period of industrialized countries. However, the standpoint has a limitation in that it pursues effective economic growth via women's traditional gender roles rather than by addressing unequal gender relation in a society.

In the meantime, a rights-based approach, which values fairness and social justice, defines gender inequality as a fundamental source of poverty. This approach highlights the importance of equal opportunities in decision-making processes, equal rights to opportunity and service, and capacity-building for both men and women.

Recently, the international community has been paying increasing attention to development and aid effectiveness and gender is taking a central position as a cross-cutting issue in relevant discussions. In the economic approach, gender equality is considered as a tool to achieve aid effectiveness, whereas in the rights-based approach, it is a goal unto itself.

## **2. Needs to Advance Gender Equality Policies and to Enhance the Capacity of Human Resources**

Strengthening the capacity of women's policy experts can be considered part of the infrastructure of promoting gender equality policies. The human capability approach provides a theoretical framework for such efforts. Also, the creation of a policy network that maximizes the effectiveness of the capacity-building of individual experts can become social capital for the promotion of gender equality policies.

### **A. Human Capability as Social Infrastructure**

Strengthening human capacity can be described as social infrastructure for

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national development. Amartya Sen defines poverty as capability deprivation and draws attention to the importance of capability in development. This human capability approach provides a theoretical foundation for the human development paradigm, which emphasizes human capital and capacity in development discourses (Fukuda-Parr, 2003).

With the ownership of recipient countries being further highlighted in recent discussions on aid effectiveness around OECD countries, capacity development has been the recipient of increasing attention (OECD, 2006). Capacity development to promote aid effectiveness can be achieved when local needs-based strategies are created and put into practice through the participation of beneficiary countries.

## **B. Expert Networks as Social Capital**

Capacity development needs to be carried out not only at the individual level, but in multiple layers across society, such as by organization, sector, and network since what is essential for bringing about social change is not only individuals' roles, but also the roles of organizations that exercise political pressure through collective action and thereby facilitate policy changes (Fukuda-Parr, 2003). Therefore, it is important to reinforce not only individual capabilities, but also expert networks that can exert influence on policy formation.

A number of studies based on social capital theory have demonstrated that a society with a higher level of trust and stronger networks enjoys a higher standard of living (Putnam, 1993; Fukuyama, 1995; Adler and Kwon, 1999). In rapidly evolving modern societies, the seamless exchange of opinions between experts is ever more important (Malik, 2002). In this regard, an enhanced expert network can lead to the further advancement of a society by creating a synergic effect on the development of individual capabilities.

### **3. Gender Equality and Good Governance**

#### **A. Strengthening of Administrative Accountability and Women's Empowerment**

The improvement of administrative accountability for women's social and political empowerment requires the creation of gender-sensitive public services and policy measures to support the system. First, it is necessary to provide public services that serve the needs of underprivileged women in less-developed countries to secure their basic rights and welfare. The provision of gender-sensitive public services contributes to the establishment of a foundation for women's empowerment. In particular, it increases women's participation in public administration, contributing to heightening women's status.

However, women's participation in public administration alone cannot be considered as a sufficient condition for the improvement of women's status. Civic society should also participate in the administrative process in order to secure democracy and accountability of public administration and enable gender equality to become a pillar of good governance.

#### **B. Women's Participation in Public Services and Reduction in Corruption**

Despite the continuous provision of aid from donor countries, a number of developing countries remain yet to overcome inefficient administrative and public service issues stemming from corrupt governments. Gender equality continues to be a distant dream in societies with rampant corruption, due to gender discriminative justice systems and women's limited access to public services.

Rather than directly attributing reduced corruption in business and governments to women's social and economic participation, recent studies argue that it is the institutional adjustments and changes in policymakers' perceptions

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led by women's participation that have a positive impact on reducing corruption (Alhassan-Alolo, 2007; Goetz, 2007; Mukherjee and Gokcekus, 2004; Sung, 2003, 2005; UNDP and UNIFEM, 2010). In other words, it is not women's participation itself, but rather elements of good governance such as transparency, accountability, and openness that are promoted through increased opportunities for women which in turn contribute to reducing corruption. Hence, there is a need to review overall institutional environment, rather than women's social participation itself, in an effort to promote good governance since it plays a key role in both the eradication of corruption and the promotion of gender equality.

For the policy goal of the eradication of corruption, in addition, a monitoring and accountability system needs to accompany other measures in order to weaken the long-standing male-dominated corruption opportunity structure and networks, as well as to ensure that the benefits of public services provided to women are not eroded by corruption. This will require a strengthening of the monitoring role of civic society (Alhassan-Alolo, 2007; UNDP and UNIFEM, 2010) and women's participation in civil society networks (UNDP and UNIFEM, 2010).

### **III. Analysis of South Korean and International Policy Development Workshop Programs**

#### **1. International Policy Development Workshop Programs**

##### **A. UNIFEM: Global Development Agenda-Tools for Gender Sensitive Planning and Implementation**

UNIFEM maintains a workshop program for training of trainers (TOT) known as “Global Development Agenda: Tools for Gender Sensitive Planning and Implementation”. This program draws gender-sensitive perspectives into the planning and budgeting stages in consideration of aid effectiveness and customizes the content to suit the conditions in the country of the trainees as well as the nature and type of the project. It offers nine modules in total, following the framework of the gender campus of the ITC/ILO, over a period of two to three days. In September 2010, the KWDI, in partnership with UNIFEM and the ITC/ILO, made use of six out of the nine modules to offer an Asia Pacific International Development Cooperation workshop to 20 total participants drawn from NGOs and governments across the AP region: four countries including Indonesia (four delegates), Mongolia (one), Russia (one), and South Korea.

##### **B. ITC / ILO: The Gender and Non-Discrimination Programme<sup>1)</sup>**

This ITC/ILO program is offered through two venues: the on-line Gender Campus and the annual off-line Gender Academy. As of 2011, the Gender Campus<sup>2)</sup> is operated as a two-month program featuring five sub-topics and 33

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<sup>1)</sup> International Training Center. "Gender Equality and Non-Discrimination Program (GNDP)" [http://gender.itcilo.org/cms/index.php?option=com\\_frontpage&Itemid=1](http://gender.itcilo.org/cms/index.php?option=com_frontpage&Itemid=1). Accessed on October 12, 2011.

<sup>2)</sup> International Training Center. "Gender Campus".

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modules under the main theme of gender and labor. Participants include those who are interested in gender-related awareness and its application, such as government officials, employees of public organizations, gender equality activists, employees of development organizations, and civic group members.

The Gender Academy is managed by the International Training Centre of the ILO with a goal to holistically transfer the ILO's expertise regarding gender mainstreaming. This paid program is offered in three languages (English, French, and Spanish) over approximately two weeks to those who have achieved a certain level of gender awareness and background knowledge. It includes master classes and elective workshops.

### **C. The World Bank: Gender and Development-A Trainer's Manual**

The World Bank's "Gender and Development: A Trainer's Manual" consists of four modules designed to promote understanding of gender among stakeholders in terms of development policy, planning, and implementation, as well as of the fact that development intervention can have different impacts on men and women. It is considered a standardized training package that develops gender-sensitive perspectives and planning/implementation skills among working-level development staff. Its recommended training period is two to four days.

## **2. South Korean Training Programs**

### **A. KOICA Gender-related ODA and Evaluation**

Invitation-based training programs offered by the Korea International Cooperation Agency (KOICA) are aimed at helping increase the policy

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[http://gender.itcilo.org/cms/index.php?option=com\\_content&task=blogcategory&id=11&Itemid=64](http://gender.itcilo.org/cms/index.php?option=com_content&task=blogcategory&id=11&Itemid=64). Accessed on October 13, 2011.

implementation capacity of aid recipient countries and other developing countries by strengthening their human capabilities. By inviting policymakers and technicians from developing/recipient countries to share South Korean experience and knowledge, KOICA provides five different types of training programs: 1) A country-specific training program that reflects the needs and status of individual country, offered upon request by a developing country; 2) A basic training program where people from developing countries are invited and education on subjects in which South Korea holds a competitive advantage is offered; 3) A temporary special training program which is offered upon request from governments in developing countries or from regional organizations; 4) A joint training program offered in technical or financial cooperation with international organizations, aid agencies, or recipient countries; 5) A scholarship program which sponsors students from developing countries to participate in an academic degree program that lasts one year or longer, with an aim to support the promotion of core human resources in developing countries.

Training institutions commissioned by KOICA include government ministries, state-funded organizations, educational institutions, and NGOs. A total of 111 organizations in 2007 and about 100 organizations in 2009 carried out training programs based on their areas of specialty (KOICA, 2010. 64-65). In general, the KOICA headquarters office is responsible for developing programs and for overall program-related affairs while KOICA offices in developing countries play a supporting role. As to the selection of workshop participants, information on the selection process and the finalists should be announced following consultation with the diplomatic missions of South Korea in the country in question. Local KOICA offices are granted only very limited authority in relation to decisions of workshop program, participants, and budget execution (KOICA, 2010).

The training institutions manage only those program-related affairs that begin upon the arrival of participants, but for matters related to planning through

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evaluation, they should follow the guidelines agreed between KOICA headquarters and the government or responsible ministry in recipient countries. There are no particular channels of cooperation and/or communication with KOICA offices in recipient countries (KOICA, 2010).

## **B. Overview of KOICA-commissioned Training Programs in Relation to Women's Policies**

Since KWDI conducted a training program on women and health commissioned by KOICA(Korea International Cooperation Agency) in 1996, the number of training programs commissioned by KOICA in relation to women's issues has expanded to seven in 2009, nine in 2010, and eleven in 2011.

In general, those programs last two to three weeks, and a two-year degree program is offered as well. Participants are typically public officials at the manager level or above and experts in the gender equality policy of developing countries. They are conventionally selected in consultation with the governments of partner countries via the South Korean diplomatic establishment.

Training sessions for the women/gender sector are conducted by subject and several organizations are involved, including the KWDI, the Korean Institute for Gender Equality Promotion and Education (KIGEPE), the International Women and Family Foundation (IWFF), Seoul Foundation of Women and Family, the Korea Human Resource Development Institute for Health and Welfare, Ewha Womans University Graduate School of International Studies, Sookmyung Women's University Asia Pacific Women's Information Network Center (APWINC), and Sookmyung Women's University Global Human Resources Center. From 1996 to 2011, approximately ten organizations hosted 60-odd workshops, including 2008 Women's Policy Development Program by the KWDI.

### **C. Characteristics of Women's Policy-related Training Programs by KOICA-commissioned Organizations**

As to KOICA-commissioned training related to women's policy, major programs include the KWDI's women's policy development program (November 1-16, 2008), the KIGEPE's gender equality policy capacity-building program undertaken as a joint KOICA and UNDP Afghanistan program (May 15-31, 2011), the APWINC's Colombia women's policy development capacity-building program (July 2-17, 2009), and the IWFF's women's employment and entrepreneurship capacity-building program (May 19-June 4, 2011).

As the number of such invitation-based workshops has increased over time, the programs have also deepened and diversified. In the beginning, the workshops covered only general issues related to women's development, but they cover more and more specific issues such as policy, human right and ICT targeting at a specific country. The single greatest weakness of these programs is that the participation of commissioned organizations is limited within the program-planning stage in which the basic framework of the program is determined, aspects such as participating countries, participants, and when the workshop should be held. As this prevents commissioned organizations from developing programs based on participant information, it hampers customized planning and organization of the workshop. With no authority to select participants, they are unable to screen out inappropriate participants in a variety of situations during the workshop, consequently reducing the effectiveness of the workshop (Kwon, Hyeok-ju, 2010).

### **3. Suggestions for Future Operation of Training Programs**

The analysis of the characteristics and the limitations of training programs offered at home and abroad has implications as follow. First, it is necessary to evaluate the effectiveness of the invitation-based programs which are carried out

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as a component of South Korean ODA. Second, each commissioned organization and KOICA should publish performance reports on the workshop. Third, detailed information should be exchanged between the commissioning and commissioned organizations beginning with the planning stages of the workshop, and the commissioned organization needs to be allowed to participate in the planning. Given that the bulk of the women's policy-related training offered at home is operated as an one-off event, it is also necessary to plan a long-term program in consultation with the commissioned organization in order to ensure the continuance of the program and sustainable cooperation with the participating countries. Taking these issues into consideration, KOICA needs to revise its invitation-based training programs and pursue further improvement to their efficiency and effectiveness.

## **IV. Gender Equality Policies and Aid Systems in Cambodia and Indonesia**

### **1. The Status of Gender Equality Policies in Cambodia and Their Relationship with Aid Agencies**

#### **A. Relevant Governmental Organizations**

Cambodian governmental organizations related to gender equality issues include the Ministry of Women's Affairs, the Cambodian National Council for Women, and the Technical Working Group on Gender (TWG-G). In order to promote gender-sensitive policies and gender equality programs, the Cambodian Ministry of Women's Affairs has embarked on the 1999-2008 Neary Rattanak I and II, five-year plans for the advancement of gender equality, while the Cambodian National Council for Women publishes a CEDAW report every four years. The TWG-G deals with cross-cutting issues at the working level, including harmonization of gender equality and aid, as well as decentralization.

#### **B. The Condition of the Status of Women and Major Gender Equality Policies**

Cambodian women are politically underrepresented, making up only 21% of MPs, 10% of Vice Prime Ministers, 7.7% of Ministers, and less than 10% of local government officials<sup>3)</sup>. Such minimal representation can be attributed to a lack of female leaders, patriarchal prejudices, limited educational opportunities for women, and inert civic movements.

There is a similarly extensive gap in the economic sector between the status of men and women. While women's labor participation has reached 71%, they primarily work in low-paying, and irregular jobs. This is partly because women

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<sup>3)</sup> Chun Hak and Kim Siphath (2011), "Women's Political Empowerment and Decision Making". This was presented at the Cambodia-South Korea expert meeting in August 2011.

are less educated, which indicates that programs linked with employment opportunities such as short-term vocational trainings are called for in order to increase their economic capabilities.

Cambodian women's exposure to domestic and sexual violence is quite severe as well, but the victims fail to receive appropriate support and generally hide their victimization due to low societal awareness of violence against women and practices of gender discrimination.

### **C. Status of Gender Projects Conducted in Partnership with Bilateral/Multilateral Agencies**

Major donors of gender-related development aid projects include Japan, Australia, the United States, Germany, Canada, Norway, and UN Women. The majority of the projects are related to human rights promotion. When necessary, programs are undertaken through collaboration between international agencies or with international NGOs. Local cooperation agencies include local NGOs and governmental agencies such as the Council for the Development of Cambodia, the Ministry of Women's Affairs, the Ministry of Justice, and the National Task Force Against Trafficking in Persons.

## **2. The Status of Gender Equality Policies in Indonesia and Its Relationship with Aid Agencies**

### **A. Relevant Governmental Organizations**

Indonesian governmental agencies related to gender equality include the Ministry of Women's Empowerment and Child Protection, the Indonesian National Commission on Violence Against Women (Komnas Perempuan), Indonesian Women's Parliamentarians Caucus (KPPI), and the National Commission on Human Rights. In accordance with Presidential Decree 9/2000, the Ministry of Women's Empowerment and Child Protection has been striving

to introduce gender mainstreaming policies to every stage of programs across all governmental ministries. The Indonesian National Commission on Violence Against Women handles issues of regional, domestic, and international networking for the elimination of violence against women and the protection of women's human rights based on the national constitution and the CEDAW. The goal of the KPPI is to promote solidarity among former and incumbent female politicians in both the Upper and Lower Houses. The National Commission on Human Rights deals with cases of violation of women's human rights.

## **B. Women's Status and Major Gender Equality Policies**

Although Indonesian women's participation in politics is on the rise, it has yet to reach sufficient levels. In 2004, the proportion of female members in the Upper and Lower Houses were 22.6% and 11.8%, respectively, but they had risen to 26.5% and 18.04% in 2009<sup>4</sup>).

Gender inequality and discrimination against women in the national economic sector persists as well. Women's labor participation, which reached 49% in the early 1990s, declined to 40% and women's employment in regular jobs decreased by 28% in 2003. As of 2002, female workers' average wage amounted to only 70% that of male workers, partly due to women's limited access to education and discrimination in employment.

Indonesian women suffer from low social status; limited access to education, employment, and decision-making; and violence against women including domestic violence, trafficking, and sexual violence. However, it is difficult to compile accurate information about the status of violence against women due to the social norm of considering it a private matter.

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<sup>4</sup>) Ministry of Women Empowerment and Child Protection, "Women Empowerment in Politics and Leadership in Indonesia". This was presented at the South Korea-Indonesia expert meeting in August 2011.

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### **C. Status of Gender Projects Conducted in Partnership with Bilateral/Multilateral Agencies**

Development aid programs in Indonesia are primarily conducted under the leadership of the State Ministry of National Development Planning (BAPPENAS). BAPPENAS undertakes ODA-related gender mainstreaming strategizing. Japan, Australia, Canada, the Netherlands, Germany, the United States, the Asian Development Bank, the World Bank, UNICEF, and UN Women are mainly involved in aid programs related to female child education, women's health, and promotion of women's political participation. Local cooperation agencies include BAPPENAS and the Ministries of Women's Empowerment & Child Protection, Foreign Affairs, Internal Affairs, Welfare, and Education, in addition to local NGOs.

## **V. Investigation of the Needs of Partner Countries and Expert Meetings**

### **1. Overview**

#### **A. Period and Methods**

A survey were conducted and meeting were held with experts from the partner countries in order to identify the development needs of the two countries. Questionnaires were distributed to relevant organizations during this visit and completed questionnaires were collected either by a local coordinator or via mail. Survey respondents included government officials, researchers, bilateral and multilateral aid agencies, and NGOs. About 130 questionnaires were distributed in each country. In order to gather more detailed information about local needs, this basic status survey was accompanied by expert meetings with government officials, NGO workers, and researchers in women's policies.

### **2. Results**

#### **A. Overall Status of Women**

According to the investigation, both Cambodia and Indonesia are facing serious issues across the board related to the status of women; in both countries, gender discriminative culture and practices were identified as major obstacles to improving women's status.

#### **B. Status of Gender Equality Policies**

Both countries have enacted women-related polices, with Cambodia promoting Neary Rattanak and Indonesia enacting laws to promote gender mainstreaming in the national development plan as a basic framework of women's policies. The area demonstrating the best-implemented women's policies in both countries was educational opportunities for women, whereas the most poorly

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implemented area for Cambodia was policies for rural women and for Indonesia eradication of violence against women.

### **C. Actors and Methods to Promote Gender Equality**

When queried as to who has been the most influential actor so far and who should be major actors for the future efforts in achieving gender equality, experts in both countries pointed to the government and parliament, indicating the significance of the roles of governmental institutions. As to areas that require the enactment and implementation of laws and institutions for gender equality, eradication of violence against women was the most frequent answer, illustrating that officials and experts in the field of gender equality in both countries were very well aware of the gravity of violence against women in their countries. When asked what they required for the implementation of gender equality programs, an overwhelming number of respondents responded institutional and policy support (48% Cambodia and 40% Indonesia). In other words, they believed that the promotion of gender equality requires national level planning and effort.

## **3. Comparison of the Results of the Two Countries**

### **A. Commonalities**

First, experts in both countries pointed out that discriminative culture and customs are major obstacles to improving women status in their countries. Regarding the status of women's social participation, education and politics were regarded as areas showing increased participation by women and those expected to witness increased women's participation in the future. In terms of achievement of the MDGs in relation to cooperation with international policies, the order of importance they projected was eradication of poverty, promotion of gender equality and women's empowerment, and provision of universal

elementary school education.

## **B. Differences**

As to the area within women's policy that demands the most urgent attention, Cambodian experts listed violence against women first, followed by educational opportunities for women and gender mainstreaming of policies. In Indonesia, meanwhile, the order was changed: gender mainstreaming of policies comes first followed by educational opportunities for women, support for rural women, and violence against women. Through expert meetings in Cambodia and Indonesia, the expected roles of NGOs differ in the two countries.

## **4. Conclusion and Needs for Cooperative Projects with South Korea**

Based on the results of the needs survey, this research selected three topics-women's political empowerment, economic empowerment, and women's human rights and eradication of violence against women-as focus areas shared between the two partner countries. First, as the survey on basic status shows, women's human rights and the elimination of violence against women are the areas showing the most urgent need for legislation and implementation in both countries. Second, given the fact that both countries identified the government and parliament as the most influential agent for the promotion of gender equality, women's political empowerment was elected to be a key area of concern. Lastly, women's economic empowerment was picked due to the fact that in both countries, women's participation in the economy is meager, there is a dramatic wage gap between men and women, and the labor market is highly gender-divided. Following the survey on basic status, accordingly, the expert meetings and the capacity-building workshop for the advancement of women's policies were held focused on these three topics.

## VI. The Capacity-building Workshop for the Establishment of a Foundation for Women’s Policy Infrastructure in the AP Region

### 1. Overview

#### A. Background and Goals

This research project makes use of training programs as a vehicle for the reinforcement of gender equality policy infrastructure among countries in the AP region. The invitation-based workshop held in 2011 was designed in such a way so as to allow participants to take ownership over the issues in their country, explore solutions, and maximize the effect of the empowerment workshop through the formation of a policy network.

〈Table 1〉 Overview of the Workshop

<ul style="list-style-type: none"> <li>○ Title: 2011 KWDI Workshop- Capacity Building for Women’s Policy</li> <li>○ Period: September 18 – October 1, 2011 (2 weeks)</li> <li>○ Venue: KWDI and Grand Hilton Hotel (Accommodation: Mapo City Hotel)</li> <li>○ Participants: 15 persons in each country, total 30 persons (public officials, NGO activists, politicians)</li> <li>○ Participating countries: Indonesia and Cambodia</li> <li>○ Qualifications of participants: <ul style="list-style-type: none"> <li>- Public officials in charge of women’s policies, civic and women’s NGO activists, scholars, future female leaders, and more.</li> <li>- Fields: law, politics, education, labor, statistics, family, health, welfare, society, and culture</li> <li>- Participants must be fluent in English in terms of understanding and presenting opinions and are willing to participate in the workshop in a creative and proactive manner</li> <li>- Participants must hold work experience of three years or longer in their field and is planning to work in the same field for the following one year or longer</li> <li>- Participants must be aged 25 years or older and capable of managing travel and workshop schedules abroad</li> </ul> </li> </ul>
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## B. Duration

The workshop was designed with the title “2011 KWDI Workshop: Capacity Building for Women’s Policy” and set to last for two weeks. Participants were approximately 30 public officials, politicians, NGO workers, and scholars from Cambodia and Indonesia.

## C. Participant Selection

The selection of participants was conducted through the following stages: 1) Creation of a local expert pool by visiting relevant organizations; 2) Investigation of the specific needs of the partner country through local expert meetings; 3) Announcement of the workshop, receipt of applications, and submission of applicant’s policy issue notes; 4) Selection of participants based on their field, roles, policy issue notes, and the formation of a subject-based women’s policy network.



⟨The participant selection process⟩

## D. Characteristics of the Workshop

The workshop was unique in that the local needs for the development of women’s policy were carefully explored through a basic status survey and expert meetings and the results of these investigations were reflected in the workshop content and the selection of participants. Furthermore, it was designed to help participants become truly empowered by encouraging them to develop a sense of ownership and become proactively engaged in problem-solving process, rather than being simply a unilateral transfer of knowledge. Finally, a range of

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women's policy experts across the board were included to help them create a women's policy network by country and subject area.

## **2. Workshop Programs**

This workshop consists of core courses, elective courses, participants' workshops, field visits, and cultural experience. Core courses included lectures designed to raise awareness of the importance of gender in development programs and promote the understanding of gender-sensitive policies. Elective courses were comprised of lectures of advanced level and expert consultations on three topics: women's political empowerment, economic empowerment, and elimination of violence against women. In addition, participants experienced relevant organizations through field trips connected to the elective courses and they learned about the South Korean experience of development of gender-related issues and promotion of gender equality. The participant workshop provided them a chance for them to share policy issues from their own country and grow aware of the reality of women's policies in the two countries, as well as to concretize their ideas regarding how to create and implement policies through the help of expert coaching.

## **3. Participant-oriented Workshop and Developing Policy Issue Notes**

### **A. Participants' Sharing of Policy Issues in Their Own Countries**

By subject area, participants had presentations about the challenges and the causes facing gender-related policies in their own country. They also further developed the policy issue notes that they had submitted as part of applying for the workshop in order to create a policy issue paper exploring issues in their country and suggesting policies and implementation measures. One representative

per subject area from each country made a presentation about a policy issue paper.

## **B. Elective Subjects and Presentations by Subject Area**

The policy issue notes submitted by the participants when applying for the workshop fell short of a policy proposal, despite their relatively acute awareness of the problems. The participants further developed these policy issue notes in order to convert them into practical policy proposals that include quantifiable goals, concrete implementation plans, and follow-up measures.

## **4. Evaluation and Monitoring**

Evaluation of the workshop was conducted through a survey and in-depth group interviews. The evaluation criteria included the suitability, efficiency, effectiveness, influence, and sustainability of each core course, elective course, field visits, and expert meetings. Also, to obtain a more accurate evaluation and points for improvement, a period of qualitative evaluation was assigned by means of in-depth group interviews.

Through self-evaluation, participants answered identical survey questionnaires before and after the workshop. According to the results, they reported that their ability to develop policies and devise alternative ideas was improved the most.

However, participants pointed out that the workshop would have been better if they had had more time for discussions and networking, and improved program design.

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## **VII. Conclusion**

### **1. Workshop Module for the Advancement of Women's Policies in the AP Region**

This research project developed and then successfully conducted a women's policy capacity-building workshop designed to establish gender equality policy infrastructure in the AP region. Partner countries were selected based on expert consultations. This research project explored the political, economic, and cultural conditions and a diverse range of actors in women's policies in the partner countries. The most essential component of this research project is the field research. The women's policies' needs in the partner countries were carefully investigated by surveying their basic national situations and holding meetings with women's policy experts from each country. This needs assessment process narrowed down the topics of the workshop into three areas: women's political empowerment, economic empowerment, and human rights. The program was further clarified through consultations with a range of experts and efforts were made to develop a participant-oriented workshop designed to help promote the capacity-building of the participants at a practical level.

The characteristics of this workshop which greatly contributed to its success include the following: a thorough exploration of local needs was undertaken in close communication with local experts in women's policies from the outset; the entire workshop proceeded as a participation-based problem-solving process; and it served as a networking opportunity among women's policy experts from the two countries.

One of the elements that this project strove to contribute to South Korean governmental ODA programs was the development of a capacity-building workshop module. The workshop was structured as a multi-stage curriculum, ranging from awareness-raising to the fundamental concepts of women's policies, South Korean case studies and experiences by subject area and expert

consultations, along with how to draw policies out of ideas. Hence, based on the needs of the participants, this workshop can be used by policy experts in general as well as for a more specified program for women's policy experts.

(Table 2) A Module for an Expert Capacity-building Workshop for the Advancement of Gender Equality Policies

Stage	Details		
Selection of partner countries	Determining of criteria for selection of partner countries		
	↓		
Investigation of local needs	Identifying local issues and needs		
	↓		
Local experts meetings	Identifying local issues and actors in policy implementation		
	↓		
Workshop planning	Recipient side	<ul style="list-style-type: none"> <li>• Development of topics for the workshop</li> <li>• Selection of participants from partner countries by subject area (Applicants are required to submit a policy issue note)</li> </ul>	
	Provider side	<ul style="list-style-type: none"> <li>• Selection of moderators and facilitators of the workshop</li> <li>• Development of the workshop program and selection of lecturers</li> <li>• Development of a workshop evaluation tool</li> </ul>	
	↓		
Conducting the workshop	Confirmation and notification of the final participants and participant self-evaluation		
	↓		
<b>Workshop content</b>			
Overview of gender and development	Overview of development theories		
	↓		
	Gender and development		
	↓		
South Korean development experience	South Korean political and economic development and evolution of gender equality policies		
	↓		
	The KWDI and the advancement of South Korea's gender equality policies		
	↓		
Awareness-raising (lectures and workshops)	Level of participants' awareness of gender equality		
	↓		
Basic concepts of gender equality (lectures and presentations)	Three tools for gender mainstreaming		
	↓		
Participants' workshop (1)	Participants' presentations and information sharing on gender equality policies from their own countries		
	↓		
Detailed subjects (lectures	Political empowerment	Economic empowerment	Women's human

Stage	Details		
and expert consultation)			rights/elimination of violence against women
	↓	↓	↓
	South Korean cases and expert consultations	South Korean cases and expert consultations	South Korean cases and expert consultations
	↓	↓	↓
	Evaluation by subject	Evaluation by subject	Evaluation by subject
Participants' workshop (2)	Participant evaluation and sharing of program details		
	↓		
How to craft policies (lectures and coaching)	Necessity and methods of establishing networks for policy formation		
	↓		
	Roles and necessity of female leadership in an organization		
	↓		
Participants' workshop (3)	Lectures on how to create policies, with a goal to assist participants develop policies		
	↓		
	Discussions for participant development of policies and submission of a policy proposal per person (based on policy issue notes)		
Evaluation and closing of the workshop	↓		
	Participant' presentations on policy proposals and expert coaching		
Feedback with partner countries	↓		
	Evaluation of the program (satisfaction level, etc.)		
↓			
An ongoing cooperative network with partner countries Seeking follow-up measures for and ways to further develop policy proposals			

## 2. Policy Suggestions for South Korean Gender-related ODA Programs

The results drawn from the topics of policy proposals developed during the capacity-building workshop can greatly contribute to aid effectiveness in the sense that they were obtained in the process in which women's policy experts from the two countries took initiative in seeking solutions.

〈Table 3〉 Gender-related ODA Program for Women's Political and Economic Empowerments and Women's Human Rights

Area	Partner country	Topics of policy proposal	South Korean organizations that can cooperate with the KWDI
Political empowerment	Cambodia	<ul style="list-style-type: none"> <li>Empowerment of female politicians and measures to promote their participation in the decision-making process</li> <li>Monitoring by civic groups of parliamentary activities and ways to utilize it</li> </ul>	<ul style="list-style-type: none"> <li>The National Assembly of the ROK Gender Equality and Family Committee</li> <li>Ministry of Gender Equality and Family</li> <li>Ministry of Public Administration and Security</li> <li>National Election Committee</li> <li>Korean League of Women Voters</li> <li>Korea Women's Political Solidarity</li> <li>Korean Women's Association United</li> <li>The Korean Political Science Association</li> </ul>
	Indonesia	<ul style="list-style-type: none"> <li>Promotion of women's political participation in the parliament and local electorates</li> <li>Awareness-raising regarding women's political participation, the development process of South Korea's Public Official Election Act and changes in election practices</li> <li>Advancement of election culture through activities by women's general election solidarity groups and civic solidarity activities</li> </ul>	
Economic empowerment	Cambodia	<ul style="list-style-type: none"> <li>Changes in society's overall perception of women's economic activities, including women's economic participation in rural areas as well as provision of vocational education and training for women through public-private cooperation</li> <li>Measures to continuously make use of the Women's Development Center(WDC) (This can be discussed with South Korea's Ministry of Gender Equality and Family and Ministry of Labor)</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Strategy and Finance</li> <li>Ministry of Gender Equality and Family</li> <li>Ministry of Employment and Labor</li> <li>Seoul Women's Development Center</li> <li>Woman Resources Development Center</li> <li>Korea Development Institute</li> <li>Korea Research Institute for Vocational Education and Training</li> <li>Korea Information Society Development Institute</li> </ul>
	Indonesia	<ul style="list-style-type: none"> <li>Expansion of employment opportunities for rural women through vocational and ICT training</li> </ul>	
Women's human rights	Cambodia and Indonesia	<ul style="list-style-type: none"> <li>South Korean-style one-stop service to provide physical, psychological, and legal services to victims of sexual violence</li> <li>Media monitoring and strategies to use it as a practical tool for the prevention of sexual violence</li> <li>A joint survey of domestic and sexual violence</li> <li>Exploration of cases and strategies from the South Korean women's movement and good governance practices of the government and parliament</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of Gender Equality and Family</li> <li>Ministry of Justice</li> <li>One-stop Support Center</li> <li>Haebaragi Children Center</li> <li>Sexual Violence Relief Center</li> <li>Korea Women's Hotline</li> <li>Korea Legal Aid Center for Family Relations</li> </ul>

Compilation and delivery of the South Korean experience of economic growth, democratization, and promotion of women's human rights can provide a new opportunity through which directions for women's policies and movements in Cambodia and Indonesia can be newly established. Consultations should accompany this process in order for the two countries to translate such information into their own development process. To achieve this, it is required to develop a model customized to the needs of recipient countries.

According to the findings of this research effort, the following should be considered in order to increase the effectiveness of South Korean gender-related ODA. First, a diverse range of programs should be developed based on the priorities determined through a survey of the gender-related needs of the partner country. In order for gender programs to achieve related MDGs and become sustainable, in addition, longer-term and larger-scale programs need to be designed in place of one-off events. The establishment of an organization for gender-related research and development in Cambodia and Indonesia through which South Korean experiences can be transferred to the two countries could be an option worth considering. A project in which the establishment of an organization, dispatching of South Korea's gender experts, and existing invitation-based training programs are all combined would facilitate the mid- to long-term advancement of women's policies.

### **3. Future Tasks**

The 2012 research project will be focused on the development of more specifically localized women's policies, a step forward from the first-year capacity-building workshop. The workshop module developed by means of this research will be further segmented to allow it to cater to more specific issues. This will be undertaken in a cooperative manner between South Korea and the partner countries by mobilizing the local policy implementation network designed in this research. Ultimately, this will become a knowledge-sharing

program in which measures formulated with and for partner countries are pursued while shunning the simple transfer of South Korea's experience of advancement of women's policies.

Furthermore, various types of multilateral development cooperation projects need to be developed in partnership with other donor countries and international organizations that are undertaking gender projects. Such joint collaboration projects can serve as an opportunity for South Korea to build further capabilities and advance its gender-related ODA by learning from the work of international organizations with lengthy engagement in gender development programs.

The maturation and expansion of new training programs and multilateral cooperation programs regarding gender programs for Cambodia and Indonesia could be extended in the future to countries in Africa, South America, and the Middle East as a development cooperation model for ODA program gender projects.

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