

**Women Innovation Camp 2021:
Promoting Gender Equality through the Collaboration with the Private Sector**
Submitted by TVET System Reform Project & Sport for Development Programme
GIZ Indonesia

Fostering sports, entrepreneurship and innovation for the Internet of Things (IoT) for girls in secondary vocational schools in one of Indonesia's most conservative provinces through a *Women Innovation Camp*.

Promoting Gender Equality

The International Labour Organisation (ILO) estimated in the *ASEAN in Transformation: How Technology is Changing Jobs and Enterprises* that about 60 million jobs in Indonesia face a high risk of automation due to technological advances that will bring significant changes in the next two decades. Of all workers, low-skilled workers, women, youth, and less-educated workers will be severely impacted by technological advances. Even without the impact of digitalisation, the condition of women in the labour market is bad and still needs to be improved. The female labour force participation rate is lower in comparison to males, 55% to 83,2%. Interestingly, this figure is relatively lower compared to other countries with lower GDP in ASEAN, such as Cambodia and Vietnam.¹

This is quite worrying, mainly because the number of women in Indonesia is almost equal to men. Moreover, the number of the productive age of the female population (15-64 years) reaches two-thirds. The World Bank states that if the participation of women in the labour force increases by 25%, the GDP will increase by almost 3%. Low participation is one of the most significant contributions to gender inequality in Indonesia. Furthermore, the working women also experience occupational segregation and lower pay when doing the same work as men. Processed data from the Indonesian Central Bureau of Statistics (BPS) shows that the average hourly wage of male workers is higher than that of women by approximately 10%.

The negative impact of digitalisation on the labour market is partly due to the gender divide in digitalisation. Although the number of internet users in Indonesia reached 175,4 million in 2020, the gender digital gap still exists. For individual internet use, the share of men was 42,3%, that of women 37,5%. The problems faced include difficulties in integrating Information and Communication Technology (ICT) in education. The most highly identified barriers are teachers' knowledge of ICT, funding for ICT utilization in the class and conventional teaching style. Indonesia's women would likely be more involved in the ICT sector through improved ICT integration in education.

Based on these conditions, the GIZ supported project, TVET System Reform (PN: 2017.2121.6), and Sport for Development Programme (PN: 2019.2005.7) organised the Women Innovation Camp 2021 (*"Pekan Perempuan Vokasi Tangkas Inovasi 2021"*, hereinafter referred to as WIC) for female students of TVET secondary schools (*Sekolah Menengah Kejuruan*, SMK) in Aceh Province and TVET institutes (secondary vocational schools (SMK) and polytechnics) of the Ministry of Industry (Mol). The projects explored synergies in cooperation with the Industrial Human Resources Development Agency (BPSDMI) of the Ministry of Industry, the Education Office of Aceh Province, Axioo Class Program of Axioo Indonesia Ltd.², Joindo Eka Handal Ltd.³ as well as the participated schools.

¹ Why Women Matter for Indonesia's Economic Recovery. <https://blogs.worldbank.org/eastasiapacific/why-women-matter-indonesias-economic-recovery>. Accessed, 22. November 2021.

² Axioo Class Program is an educational program of Axioo Indonesia Ltd. in preparing skilled personnel according to industry needs through a curriculum synchronization program, ongoing workshops for teachers, IT-based learning and validation of international standard certification. This program provides integrated training to students and teachers. In 2020 Axioo Class Program received an appreciation for vocational education from the Directorate General of TVET, Ministry of Education, Culture, Research and Technology. This appreciation was given to 42 companies that were perceived to have a positive contribution to strengthening TVET in Indonesia. <https://www.cnbcindonesia.com/news/20201221153659-4-210631/dukung-vokasi-kemendikbud-berikan-apresiasi-ke-42-perusahaan>

³ Joindo Eka Handal Ltd. is the sole distributor of Makeblock in Indonesia. Makeblock is known globally as STEAM (Science Technology Engineering Art and Math) education solution. It provides educational needs for learning the

The WIC consisted of three series of activities, namely: **(1)** Webinar on Women and Technology, **(2)** Workshop on Women and Leadership through Sport and **(3)** Training on Internet of Things. The activities aim to **(1)** introduce digital science and technology to female TVET students of both secondary and higher education, **(2)** raise awareness on the importance of diversity at the workplace and **(3)** improve students (and teachers) innovation, creativity competence, leadership as well as their research mentality.

The **Webinar on Women and Technology** marked the launching of the WIC activities series. It was conducted on April 1st, 2021 and participated by more than 500 female students. The webinar presented two female role models with successful careers in the male-dominated world of work, i.e., Rachel Gabriella, a solution engineer at Makeblock Indonesia and Wiwin Yuningsih, a sports teacher, coach, and former National Football Player. They described the challenges and shared how they can further develop their career in IT and sports. In addition, a representative of the Axioo Class Program, an Indonesian computer manufacturer, presented their take on the future of the world of work. The organiser also explained the Internet of Things (IoT) training plan and invited the participants to submit Internet of Things project proposals to be included in the WIC event. In total, more than 200 students formed into 83 groups submitted their proposals. Based on specific criteria, 18 best proposals were selected by the organiser team and therefore eligible to participate in the following activities.

The **Workshop on Women and Leadership through Sport** was conducted from May 22nd to June 4th, 2021. It was facilitated by two regional moderators who had previously been trained in a “Sport for Gender Equality” (S4GE)-Training of the Sport for Development (S4D) Sector Programme together with the German Sport University in Cologne. For the planning of their activities, they adapted the acquired knowledge about sport as a tool to enhance gender equality to the local circumstances and the cultural context in the province of Aceh. Using the attractiveness of sport as a tool to empower women and girls, promote gender equality and employability can be a good strategy to approach vocational students. It has the potential to strengthen students’ self-confidence and to equip them with life skills that will help them overcome difficult situations in their everyday lives and improve their prospects for the future. The workshop, which was divided into three sessions, was attended by 12 groups of each 36 female students from the Aceh province. The main goal of the workshop was not only raising the awareness about women in development and increasing of the sensitivity with regard to sport for gender equality, but also using the accessibility of sport to build competencies/skills that are relevant for the employability of the participating students. After the introductory session, participants were asked to prepare two group projects, either (1) a video/infographics campaign on the role of women in technology innovation (STEAM) or leadership; or (2) a sports/game video on the topic “Sport for Development: Leadership (coaching and decision making), collaboration, critical thinking, innovation, creativity, and time management through sports/traditional games” produced in cooperation between a male and a female student. During the process, the two facilitators were available to answer questions or other necessary support to the groups. At the end, the best group assignments for the campaign on gender awareness were selected: they are students from the [SMK PPN Saree](#) (*Stigma Perempuan dalam Peran Kepemimpinan*, Stigma of Women in Leadership), from [SMKN 1 Banda Aceh](#) (*Perempuan bukan Perumpamaan*, Women are not Parables) and from [SMKN 1 Banda Aceh](#) (*Perempuan Bisa, Perempuan Hebat*, We can do it!).⁴

The **Internet of Things (IoT) training and competition** was conducted on June 24th – 29th, 2021 and participated by 54 selected students. The training was facilitated by trainers of the Axioo Class Program and Makeblock Indonesia. After the training, trainees were given 2-weeks’ time to develop an IoT based innovation project based on their proposal. The best innovation projects are **DIY blind Colour Test** developed by the students from [SMAK Bogor](#), a **Liquid Waste Analysis** using the IoT by students from [SMAK Padang](#) and an **IoT based Smart Door Lock** by the student from [SMKN 1 Banda Aceh](#). The projects were assessed based on its originality/ novelty, conformity to the theme, benefits, ease of development process and operation.

21st century technology through robotics, programming, mechatronics and electronic education. <https://www.makeblock.com/>

⁴ The result of the Workshop on Women and Leadership through Sport are available for access in the following link: [WORKSHOP PEREMPUAN SMK BISA, PEREMPUAN SMK HEBAT! \(padlet.com\)](#)

Gender as a quality feature of our work

The Women Innovation Camp 2021 is an upgraded replication of an activity conducted in 2016 by the predecessor project of Sustainable Economic Development through TVET (PN: 2015.2112.9). The commissioning party mandated the implementation of the activity. Activity implementing partners, i.e. Coordinating Ministry for Economic Affairs, Ministry of Industry, Ministry of Education, Culture, Research, and Technology, Axioo Indonesia Ltd. and Joindo Eka Handal Ltd., as well as the participated schools welcomed the invitation enthusiastically to cooperate in promoting gender equality. Representative of Ministry of Women's Empowerment and Child Protection (MoWE-CP), the national driving force in integrating gender issues into all development policies and programs, attended in the Webinar on Women and Technology to see gender mainstreaming activities in the TVET sector.

Gender and Result Based Monitoring

The subject of gender is well integrated and serves as one of main issues of the TSR project. It is monitored regularly through the results-based monitoring system. One of indicators of the TSR project is *“At least 2 (two) ministries and 2 (two) private sector initiatives have included gender equality aspects in their vocational training action plan”*. In the follow-on project currently being implemented (2021-2024), the gender issues are increasingly emphasized and reflected in one of the indicators at the module level, namely: *The ratio of women in the training fields geared to future occupational profiles at vocational secondary schools (SMK) in engineering, information and communications technologies and renewable energy has risen nationwide to 25% in accordance with the TVET National Strategy as well as indicator at the output level, as follow: 8,000 in-company trainers, 3,200 of whom women, have been certified by KADIN or the line ministries.*

The monitoring is carried out periodically using data on trainees enrolled in the cited occupational profiles by gender derived from annual key education data and statistics of the Ministries of Education, Culture, Research and Technology, as well as annual In-Company Trainers data from the Indonesian Chamber of Commerce and Industry as other organizers of In-company trainers, among others Ministry of Manpower, Ministry of Industry and Ministry of Education, Culture, Research and Technology. The project progress is regularly updated either annually or biannually by the Monitoring and Evaluation advisors. A Monitoring and Evaluation meeting with the partner is also regularly conducted to provide updates to the steering committee of the project.

Furthermore, also the current phase of the Sector Programme Sport for Development puts a high emphasis on the implementation of activities promoting gender equality. For this purpose, the following module objective indicator was formulated in the impact matrix: *“80 percent of freshly educated multipliers on “Sport for Gender Equality” will implement one activity on the basis of the “S4D Resource Toolkit” to enhance gender equity within the framework of their S4D training sessions”*.

The S4D Sector Programme commissioned the Interdisciplinary Centre for Gender Studies (ICFG) of the University of Bern/Switzerland to develop and elaborate a concept for capacity development in the use of sport to promote gender equality. The concept allowed to train multipliers on “S4D and gender” in different GIZ partner countries/regions in a systematic way. Based on information from local GIZ staff and S4D instructors in the Western Balkans, Morocco, Colombia, Uganda, and Kenya, the concept aimed at a general outreach with local application. This concept helped to provide the programme with a comprehensive insight into the field. The information gained not only contributed to the S4GE-training, but also offered ideas for improvements or further activities in the field.

To ensure monitoring, the sector project has developed an Overall Project Monitoring Tool that not only tracks that the activities mentioned in the indicator are counted, but also what these activities are and in which countries they take place. The monitoring on the gender activities is carried out periodically and regularly updated by the Gender focal points of the S4D Sector Programme. In addition, the gender team is in close contact with the trained multipliers of the S4GE-training (e. g. in the context of a huddle that takes place every two months) and can support, track and monitor the planned and implemented activities in the field of gender. In doing so the Gender Team established different monitoring and evaluations formats such as a narrative report for the trainers to get information about their S4GE

activities. The results are finally reflected in the progress reports of the S4D Sector Programme to the commissioning party as well.

Cooperation: Alone we can do little, together we can do so much

The Women Innovation Camp 2021 was implemented through joint forces between various stakeholders of both public and private sectors. Without this cooperation, the efforts to promote gender equality cannot be archived. The main factor for the success of this activity is the common vision of all involved parties in promoting gender equality. With this motivation all involved parties ran the extra mile in performing their roles, so that all challenges and obstacles encountered in the implementation of the activities could be overcome.

One of the major challenges was to convince the public sector that there is still a lot of work to do with regards to gender mainstreaming in Indonesia. In the absence of a ban on women to play a social role and Indonesian women are still allowed to go to school and work, most public sector actors consider that currently women have the same rights as men and therefore gender equality has been already achieved. Many public sector actors feel that gender equality in the education system is archived when gender parity in schools is reached, for most parts of Indonesia this is already true. Therefore, gender equality in education is not a major priority for many public sector officials and widely is viewed as archived.

Furthermore, one of the stakeholders are the local government officials and vocational schools' teachers in Aceh province, the only province in Indonesia that applies and practices Islamic sharia and law. As is known, the majority of the people living in Aceh province adhere to a conservative version of Islam and have their own interpretations of the role of women in the society. In their view women should not have an equal position to men, they should stay at home and take care of the family. They believe that the equality of men and women is considered as an insult to human nature, because women are forced to follow the nature of men. In anticipation of potential rejection or protest from the teachers involved, we conducted a preparatory workshop with regional facilitators to identify what can and what should not be done in the workshops, to still respect the "local wisdom" without compromising the values that must be conveyed. In the context of doing sports, there are some aspects of their interpretation of religion which affect how sports can be practiced in Aceh. For instance, women following their faith cannot engage in mixed-gender sports and a mixed-gender environment and the dress code also requires consideration.

The Next Steps: A Journey of a Thousand Miles always Begins with a Single Step

We realize that this Women Innovation Camp 2021 activity requires some follow-up activities to ensure its sustainability and greater impact in the long term for gender equality. The success of the WIC 2021 in raising the awareness of the importance of greater opportunities given to women has become a strong foundation for follow up activities that have been planned in the form of: **(1)** Establishment of IoT-based innovation class in several selected pilot schools involved equipped with capacity development for teachers, especially female teachers, in facilitating IoT training. Improvement of the IoT curriculum by integrating elements of design thinking and innovation so that it can attract more female students to learn more about IoT; **(2)** Development of criteria for gender responsive/ friendly schools and its implementation in the TVET institutions of Ministry of Industry. It can be further promoted and replicated in all schools in Indonesia; **(3)** Continuous inexpensive yet powerful social media campaign in showcasing IoT innovation projects developed by female students will serve as a platform to raise public awareness of the importance of women participation in tech industry and build positive image for the companies involved and **(4)** Following the S4GE-training and the activities by the two facilitators in Indonesia, the Gender focal points of the S4D Sector Programme developed a regular cross-country virtual exchange on the topic of S4GE to provide concrete advice and support to all participants. On this basis, three so-called thematic S4GE-huddles accompanied by experts have been realised so far as a platform for networking as well as for the exchange of knowledge, skills/competences and successful practices and activities.