KONEKSI GEDSI STRATEGY: Summary document

KONEKSI

Knowledge Partnership Platform
Australia - Indonesia

Table of contents

Key terms

- *GEDSI* **is an acronym for Gender Equality, Disability and Social Inclusion**
- *Disability:* The UN Convention on Rights of Persons with Disability defines disability as those who have 'long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.'
- *Organisation for Persons with Disabilities* **(OPD)** is an organisation that is controlled by people with disabilities (at least 51% of people with disabilities at the board and membership levels). An OPD differs from other disability sector organisations because they are driven by the principle of 'for us, by us'.
- **Reasonable Accommodation:** means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.
- *Gender Equality* refers to equal access, equal rights, equal resources, and equal opportunities for all genders. Gender equality is the ultimate goal of interventions.
- *Gender Equity* refers to fair treatment for women and men according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities. In the research sector, gender equity often requires built-in measures to compensate for the historical and systemic disadvantages experienced by women in terms of access and benefits, so that women can be more equally positioned with men.
- *Gender Mainstreaming* entails bringing the perceptions, experience, knowledge, and interests of women and men, and the operation of gender norms, to bear on policymaking, planning, and decision making. It does not replace the need for targeted, equity-specific policies and programs, and affirmative action to address systemic challenges, such as representation.
- *GEDSI-Responsiveness* refers to an increased capacity of KONEKSI research partnerships to not only identify social inequalities but proactively respond and advance issues of social equality, in

all its forms. This means going beyond groups to the systems that perpetuate discrimination such as government policies and conservative political-social trends.

- *Social Inclusion* refers to the removal of systemic barriers such as sexism, ableism, and eurocentrism to improve opportunities, access to resources, and decision-making for historically disadvantaged groups of researchers, as well as communities to be able to full participate in contributing to the research sector. For example, to have their lived experience taken seriously by policy and industry.

Acronyms

BRIN	National Research and Innovation Agency (*Badan Riset dan Inovasi Nasional*)
BAPPENAS	Ministry of National Development Planning of the Republic of Indonesia (*Badan Perencanaan Pembangunan Nasional)*
CBM	Christian Blind Mission
CSO	Civil Society Organisation
DAC-OECD	Development Assistance Committee Organisation for Economic Co-operation and Development
DFAT	Department of Foreign Affairs and Trade
EOIO	End of Investment Outcome
GEDSI	Gender Equality, Disability and Social Inclusion
GoA	Government of Australia
GoI	Government of Indonesia
KONEKSI	Collaboration for Knowledge, Innovation, and Technology Australia and Indonesia
MoECRT	Ministry of Education, Culture, Research and Technology
OPD	Organisation for Persons with Disabilities
RPJMN	National Medium-Term Development Plan
SDG	Sustainable Development Goals
STEM	Science, Technology, Engineering and Mathematics

About this summary

The DFAT-funded Knowledge Partnership Platform (KONEKSI) is Australia's flagship program in the Indonesia knowledge and innovation sector.

KONEKSI has a strong commitment to achieving equitable outcomes and equal opportunity for all people, regardless of gender identity, disability status, age or location.

Program goal: an enduring relationship between Indonesia and Australia that advances mutual interests and supports Indonesia's inclusive and sustainable development.

Purpose: increase the use of knowledge-based solutions for inclusive and sustainable policies and technologies.

The program has two End of Investment Outcomes (EOIO):

(1) *Australian and Indonesian organisations have increased collaboration and mutual understanding through knowledge partnerships*
(2) *Innovative solutions for inclusive and sustainable policies and technologies are generated by knowledge partnerships.*

The KONEKSI GEDSI Strategy is designed to guide the program towards these outcomes. The Strategy offers background on the research context in Indonesia, Australia and globally, as well as the socio-economic factors that impact GEDSI in the research sector. The Strategy also defines a set of principles and approaches, analyses challenges and opportunities, identifies risks, outlines actions, and details GEDSI resourcing, monitoring, evaluation and reporting.

This summary document provides a quick-read version of the key features of the GEDSI strategy.

KONEKSI's approach to GEDSI

KONEKSI's approach to inclusion and equality focuses on three diverse groups:

- women
- persons with disability
- other socially excluded/intersectional identities: KONEKSI identifies regional researchers as belonging to this group.

Five immediate outcomes on GEDSI have been identified and will be progressed through a range of actions across the program's service lines. The immediate outcomes clarify the pathways from the program's service lines to the GEDSI intermediate outcomes in the program Theory of Change (see page 16). These are:

IMMEDIATE OUTCOME # 1: Increased **volume** and **quality** of multidisciplinary grants that apply a **GEDSI-responsive lens**

IMMEDIATE OUTCOME # 2: Increased **opportunities** for women, persons with disability, and regional researchers to engage in high-quality research **production and dissemination** across a range of social and economic policy issues

IMMEDIATE OUTCOME # 3: Increased opportunities **to participate in networks** for women, researchers with disability and regional researchers, both among themselves, and with policy and technology stakeholders

IMMEDIATE OUTCOME # 4: Improved **knowledge**, **awareness, understanding, confidence** of equity principles in knowledge partnerships for men, women, persons with disability and regional researchers

IMMEDIATE OUTCOME # 5: Increased opportunities for Government and industry to increase **awareness, understanding** of and **engagement** with GEDSI in policy formulation and technology development

The program logic below shows how these outcomes connect with the goal, purpose and service lines.

Policy alignment

KONEKSI is closely aligned with GEDSI policy priorities of both the Australian and Indonesian governments.

Australia	Indonesia

• 2023 Indonesia-Australia International Development Policy
  o recognises the role of gender equality and disability rights in ensuring all people an equal opportunity to reach their full potential.
  o emphasises the importance of leadership, decision making and addressing gender-based violence, equity and lived experience of persons with disability and regional researchers.
• Australia's International Development Policy (2023)
  o aligns with policy commitment that all new investments over $3 million must include a gender equality objective.
	• National Medium-Term Development Plan - RPJMN (2025-2045)
	  o outlines commitments to women's leadership and economic empowerment, reducing inequalities and inclusive development and economic growth.
	  o Plan makes reference to mainstreaming gender and social inclusion in research.
	• National Research and Innovation Agency (BRIN)
	  o High level commitments to inclusive policies and technologies.
	• G20 Leaders' Summit discussions

o Policy identifies the value of Australian expertise by expanding research funding and outlining a clear development research agenda. KONEKSI advances this.
    o Australia's **Gender Equality and Women's Empowerment Strategy 2016**
    o Development for All 2015-2020: Strategy for Strengthening Disability-Inclusive Development in Australia's Aid Program
• OECD DAC gender equality and disability policy markers
    o KONEKSI meets the markers in full to be considered 'Significant'.[i]
• Australia-Indonesia high-level strategies and frameworks of the Comprehensive Strategic Partnership Plan of Action and the Indonesia Comprehensive Economic Partnership Agreement (IECEPA).
	o Whole of government intentions to support the care economy agenda.

KONEKSI GEDSI Framework

The KONEKSI GEDSI Framework guides the program's approach to inclusion and equality, focusing on the three key target groups: women, persons with disability and regional researchers. The Framework is adapted from the Gender at Work Framework, which suggests the following quadrants for analysis of challenges and approaches to solutions: Individual Informal – Consciousness and Capabilities; Individual Formal – Resources; Systemic Informal – Social Norms and Exclusionary Practices; and Systemic Formal – Formal Rules and Policies.

---

[i] The OECD-DAC Network on Gender Equality (GENDERNET) Handbook (2016) on the DAC gender equality policy marker considers the following to categorise an investment as 'Significant': if a gender analysis has been conducted; findings from this analysis have informed the design, and that it adopts data and indicators that are required to be disaggregated by sex/gender where applicable; and there is a requirement to monitor and report on gender equality results, including in periodic evaluations. Available at: Handbook-OECD-DAC-Gender-Equality-Policy-Marker.pdf

Figure 2: Gender at Work Quadrants

Figure 3: Simplified KONEKSI GEDSI Framework
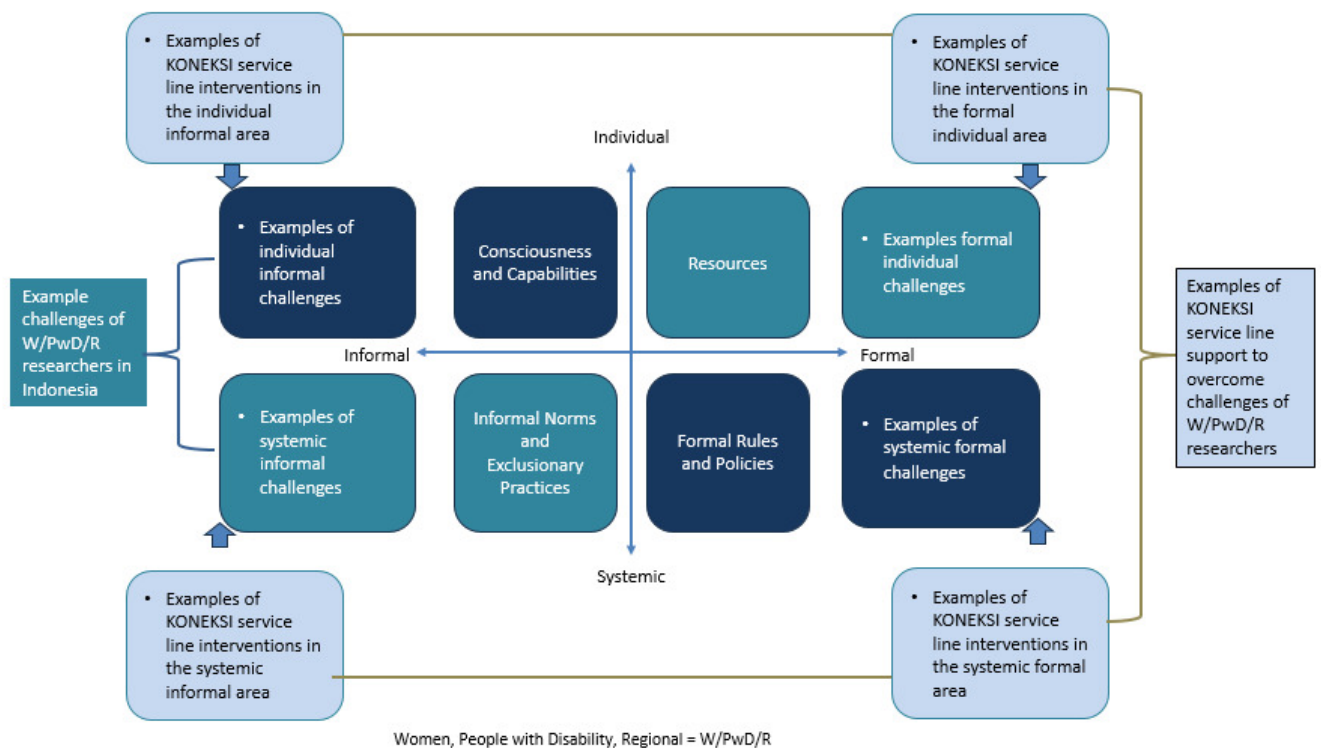
KONEKSI GEDSI Guiding Principles

The following key principles underpin the KONEKSI GEDSI approach:

- **Fit for Purpose** – This principle requires actions to clearly identify and address inequities through clear and measurable actions. Support to increase capacity should also be fit for purpose, acknowledging the strengths that are inherent in knowledge partnerships.

- **Inclusive:** Applying an inclusive lens ensures that no one is left behind through prejudice, unconscious bias or systemic discrimination. This principle underpins the design, implementation, and monitoring and evaluation of all KONEKSI activities.

- **Intersectional:** Inequality is rarely rooted in a single identity, as multiple social identities typically intersect to compound disadvantage, discrimination and exclusion. Intersectionality offers a lens to understand from where power arises and leads to exclusion and discriminate.[2] KONEKSI pays particular attention to access to power expressed through gender as it intersects with disability, age, and location.

- **Partnership-Focused:** Embedding equitable collaboration as a core principle at all levels of the program. KONEKSI pays specific attention to the ways in which equity principles are necessary in creating partnerships, across cultures, genders, age, disability, and region.

GEDSI in Research analysis

A GEDSI analysis for KONEKSI has been produced through a series of inclusive and accessible consultations with relevant experts in the research sector, including early and mid-career women, those with lived experience of disability, and regional researchers. Specific attention has been paid to the intersectional ways these social identities produce compounding disadvantage. In parallel, a desktop review of relevant academic and general literature and lessons learned informed the analysis.

Some of the key issues identified in the GEDSI analysis are summarised below.

Gender

While Indonesia is committed to making progress on its rights and equality goals, and women and girls have been outpacing boys in educational achievement for at least the last decade, several socio-economic factors perpetuate lower levels of leadership for women in the research sector.

These include:

- The 'leaky pipeline', where talented women are not advancing to senior positions, largely due to care responsibilities and discriminatory policies. Women across all education groups in Indonesia are now marrying younger and having children at a younger age. The impact of

---

[2] Crenshaw, Kimberle. (1991) 'Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color', *Stanford Law Review*, vol. 43, no. 6, 1991, pp. 1241–99. doi: https://doi.org/10.2307/1229039.

this trend is that women are choosing to leave and not re-enter the formal workforce, compounding the lack of diversity within the research sector.

- A gender wage gap persists and contributes to women opting out of the research workforce.
- Young women experience sexual harassment and gender-based violence in the workplace, including on university campuses, which impacts on career progression.
- Men and women continue to experience different careers. For example, in Australia, a study found that male academics commonly described a 'clear run' at their career goals, while many women found themselves in a 'holding pattern' as a result of having to juggle other responsibilities. Academic women take longer to apply for promotion, and evidence shows that they are more likely to produce more research than men before they apply for promotion. Women are also evidenced to contribute more to the university community, by sitting on committees and doing 'academic housework' that relates to pastoral care of students and staff. Women are less likely to apply for grants, and be awarded grants, than men.
- Women are less likely to be leaders the Indonesian research sector. Recent data illustrate less than 20 percent of deans and senior professional staff across the elite Java-based universities are women.[3] A preliminary audit conducted by KONEKSI of top and middle tier universities illustrates less than 1 in 13 professors are women.
- Research on social inequity is largely produced by women and is given lower status than 'hard sciences' by many policymakers or innovators. This preference results in policies and technologies that often do not consider lived experiences or identify the needs of women or minority groups. This can lead to policy and technologies that may unintentionally reproduce inequalities.

Disability

While Indonesia has progressed a 'policy boom' on disability in recent years with new laws and regulations, socio-economic barriers continue to hinder the participation of people with disability in the research sector.

These include:

- People with disability are less likely to complete higher education, due to stigma, accessibility, and limited resources.
- A lack of inclusive education and vocational training hinders the ability of persons with disability to acquire skills and secure gainful employment. As a result, many individuals with disabilities are trapped in cycles of poverty, contributing to their socio-economic exclusion.
- Persons with disability are still underrepresented in statistics. A lack of quality data impacts on policies, as well as research.

---

[3] KSI (2019) 'Sumber Daya Manusia dan Gender pada Pendidikan Tinggi Indonesia', Knowledge Sector Initiative Indonesia,27 May. Available at: https://www.ksi-indonesia.org/id/pengetahuan/detail/971-sumber-daya-manusia-dan-gender-pada-pendidikan-tinggi-indonesia In BRIN, women comprise 44 % of researchers. Of all STEM students across Indonesia's universities, only 30% are women. 'BRIN Ungkap Jumlah Peneliti Perempuan Hanya 44 Persen dari 4.102 Orang', *Merdeka Online*, 21 April 2022. Available at: https://www.merdeka.com/peristiwa/brin-ungkap-jumlah-peneliti-perempuan-hanya-44-persen-dari-4102-orang.html

- Participation and representation of persons with disability in the research sector remains low and does not meet the public service quota of two percent. More data is required on the changes needed for persons with disability to better access the research sector.
- Universal design is not well understood or implemented in public infrastructure, which limits accessibility of schooling and higher education.
- The pace of change on disability rights in Indonesia continues to be slow, and there is a need to support disability leadership in research institutions.
- While a growing number of Indonesian universities are establishing specialist research centres on disability, they tend to focus on similar areas of study, such as inclusive education.
- Insufficient attention is paid to mainstreaming. While there are disability services and studies in various universities, these remain specialised and are not mainstreamed. This leads to the production of low-quality research on disability. Persons with disability are often relegated to being the objects of research, rather than active participants.

Regional researchers

Regionally based researchers in Indonesia face unique challenges and inequities compared to their colleagues at institutions on the main island of Java. Regional disadvantage can intersect with disability and gender to compound disadvantage.

Some of the challenges include:

- Economic and geographic disparities between Java-based institutions, and those in more remote areas, particularly those in Eastern Indonesia. Distance can reduce opportunities for networking and collaboration, which are crucial for career development.
- The classification of regional universities in the current national research system means that regional universities are ineligible to apply for international collaborations. This discriminatory policy has compounding effects for regional researchers in producing quality and impactful research.
- Unconscious bias towards regional researchers' capabilities, and limited access to resources, capacity development, and research grants opportunities.
- Limited research utilising local and indigenous knowledge.
- There are substantial disparities in infrastructure development and access to basic services between different regions. For example, regional l researchers in the sciences face restricted access to laboratories, which are centralised in Java. This limits their opportunities to lead research and progress international collaborations. In addition, regional universities are often under resourced both in terms of infrastructure and resources. For example, many regional universities have no access to expensive journals behind paywalls. As a result, regional researchers are often targeted by low-quality or predatory journals.

Implementation

Twin-track approach

KONEKSI embeds a twin track approach to GEDSI that supports both integrated and targeted interventions to respond to the challenges identified in the analysis above.

KONEKSI is committed to increasing GEDSI mainstreaming in research collaborations and throughout the project cycle. For example, at each stage of the Collaborative Grants, requirements to consider the needs of women, persons with disability and regional researchers will be embedded and explicit.

Additionally, KONEKSI places an emphasis on targeted interventions to address specific GEDSI concerns, for example systemic leadership barriers for mid-career women, persons with disabilities, and inequities experienced by regional universities. Importantly, these targeted activities will have their own budget and are expected to make significant contributions to the GEDSI outcomes.

KONEKSI Service Lines

The four KONEKSI Service Lines – central to the activities and outcomes of the program – are embedded in the GEDSI Framework and approach.

KONEKSI Collaborative Grants: GEDSI-responsive knowledge is built into the grant application and assessment process. Applicants must complete modules on GEDSI principles before they apply for a KONEKSI grant. The Collaborative Grants will feature a specific stream for GEDSI-themed proposals to ensure there is an incentive to increase the production of GEDSI-specific research. The GEDSI Stream application form and assessment will refer to the DAC OEDC criteria of 'Principal' investment. In parallel, a general mainstream GEDSI round will refer to the 'Significant' criteria of the DAC-OECD criteria to qualify. Information about these two streams, the requirements and assessment rubrics will be included in the Grant Guidelines available to all applicants.

A rigorous application and assessment process will ensure selected grantees have formulated a research question underpinned by strong GEDSI analysis based on the KONEKSI GEDSI Framework. This ensures that GEDSI is aligned with DFAT recommendations; is built into proposals by design, rather than as an afterthought; addresses mainstreaming throughout the grant cycle; and considers issues such as reasonable accommodation in budgets. Grantees must ensure equity is addressed within the research team itself and demonstrate how inequities will be addressed, for example, by mentoring junior staff. All implementation plans will be assessed by KONEKSI GEDSI experts. The KONEKSI GEDSI team will use the GEDSI assessment rubric to categorise GEDSI capacity across the cohort of grantees. This will be tracked over time through the Partnership Health Check, elaborated in the MEL Strategy.

KONEKSI Collaborative Grants will provide a range of opportunities and the following GEDSI immediate outcomes:

- More opportunities for the production and dissemination of quality GEDSI research
- New and more opportunities for women, persons with disability and regional researchers to participate in high impact research projects to build research and skills, confidence and networks
- Greater access to resources, including consideration of reasonable accommodation
- Men will have more opportunities to generate GEDSI research using inclusive methodologies

With opportunities, access to greater resources, increased confidence and skills, then women, persons with disability and regional researchers and men will have increased capacity for mutual, inclusive and equitable research practices and approaches (Intermediate Outcome 1).

This is based on the assumption that mutual, inclusive and equitable research practices and approaches cannot occur without the representation of women, persons with disability and regional researchers and without greater resources that specifically address reasonable accommodation in order to shift the status-quo of research collaboration and the topics that it addresses.

Technical Assistance: GEDSI-responsive awareness and skills will be improved through technical assistance provided by the KONEKSI GEDSI team and specialised experts, including Fellows from the Australian Learned Academies. The KONEKSI team will undertake awareness training on a range of issues, for example, cultural skills development for managing international partnerships and reasonable accommodation in grant cycles. Recipients of grants will be required to develop a Partnership Plan that proactively addresses inequities within the research partnership, such as co-authorship. Guidance will be provided to develop the plan and review its progress. Technical assistance will also be provided to grantees to improve approaches to mainstreaming GEDSI (including GEDSI-responsive budgeting), reasonable accommodation, inclusive methodologies and policy, innovation and impact. Specific expertise will be provided by the GEDSI team to support the GoI GEDSI agenda and raise awareness on GEDSI-responsiveness through the provision of experts, professional development opportunities and interactive sessions with academics, as well as targeted to support to meet international standards in GoI funding systems.

KONEKSI Technical Assistance will provide a range of opportunities and the following immediate outcomes for women, persons with disability and regional researchers:

- New and more opportunities for women, persons with disability and regional researchers to participate in training to enhance skills in skills relating to research production and dissemination, such as media training
- New and increased opportunities for men to build awareness and understanding about equity in research partnerships, including unconscious bias, safeguarding policies etc

- Increased opportunities for GoI to strengthen GEDSI mainstreaming, address critical data gaps, learn and apply equity principles and criteria in funding models and promotion policies

With opportunities through a suite of trainings designed to increase confidence and skills, then women, persons with disability, regional researchers and men will have increased capacity for mutual, inclusive and equitable research practices and approaches (Intermediate Outcome 1, 2, and 3).

This is based on the assumption that mutual, inclusive and equitable research practices and approaches and its ecosystem cannot occur without an awareness and understanding of equity principles and challenging of social norms.

Knowledge Dissemination and Management: GEDSI-responsive knowledge will be shared through a number of channels, and all public material will be offered in a number of accessible formats. Government Working Groups will be the main mechanism to ensure that GoI is building GEDSI-responsive knowledge related to the Collaborative Grants. KONEKSI will provide opportunities for the grantees to share knowledge with each other by convening small groups and providing online sharing webinars. The GEDSI team will provide 'thought leadership' by convening a webinar series. Media collaborations will be formed with mainstream media outlets as well as specific Indonesian-focused scholar-forums to amplify the dissemination of GEDSI-responsive knowledge.

KONEKSI Knowledge Dissemination and Management Service Line will provide a range of opportunities and the following immediate outcomes for women, persons with disability and regional researchers:

- More opportunities to access research that represents the lived experience of women, persons with disability and regional
- More opportunities for women, persons with disability and regional researchers to develop skills and present, disseminate their research with the right audiences
- More inclusive research outputs that use Easy Read Formats, Sign Interpreters, and closed caption
- More accessible research about GEDSI that challenges the norm that lived experience is not evidence for policy and technology
- More engagement with GoI to strengthen GEDSI in policy and technology

Through opportunities with a suite of trainings designed to increase confidence and skills, then women, persons with disability, regional researchers and men will have increased capacity for mutual, inclusive and equitable research practices and approaches (Intermediate Outcome 1, 2, and 3).

This is based on the assumption that mutual, inclusive and equitable research practices and approaches and its ecosystem cannot occur without an inclusive, diverse and skilled researcher workforce.

Networks and Coalition Building: GEDSI-responsive networks will be convened by KONEKSI. Specific cohorts of grantees will be brought together to strengthen GEDSI methodologies and progress policy and innovation agendas. In addition, KONEKSI will provide specific assistance to three networks that will address systemic disadvantage of persons with disabilities, young female leaders, and regional researchers. These networks will be supported alongside the KONEKSI grants, and grantees are encouraged to engage with them as locales of support and advice. While specific support is centred on these three groups, it is envisioned they will come together to build coalitions to address intersectionality.

These Networks are:

Leadership for Disability HUB: The KONEKSI Disability HUB is based on the principle of 'Nothing About Us, Without Us'. It will be led by a panel of Organisations of Persons with Disabilities (OPDs) representing a diversity of disabilities (to be selected through open tender). This panel will address the systemic barriers that persons with disabilities face in terms of leadership of the disability research agenda, and production of disability research. The HUB will encourage participation of OPD in partnerships and assist to broker, as necessary, engagement by research partnerships. The HUB may also support identification of relevant shared agendas and complementary expertise. The activities of this Network will be specifically focused on supporting OPDs to apply for KONEKSI Collaborative Grants and to support other grantees to mainstream inclusive methodologies. The panel will be supported by Christian Blind Mission (CBM) Australia to provide tools and resources for capacity building and mainstreaming the disability agenda in the cohort of KONEKSI Grants. Specific allocations will be made for reasonable accommodation to address barriers of participation in the mainstream grants as well as the Disability HUB.

Young Leadership Network: This Network will be led by the Asia Research Centre, located at the University of Indonesia. The Network's objectives are to promote mid-career women's leadership and strengthen their interaction and relationships with policy and innovation sectors through providing evidence on gender-responsive policy agendas, such as collaborative research on the care economy in the research sector.

Regional Universities Network: This Network will provide opportunities for regional universities to improve skills and networks across Indonesia and internationally. Activities will focus on strengthening relationships between regional academics, GoI and national and international research networks. The support to this network also contributes significantly to KONEKSI's intersectional agenda, where women and persons with disability in the regional research workforce face compounding marginalisation.

The KONEKSI Networks will provide a range of opportunities and the following immediate outcomes:

- New and more specific opportunities for women, persons with disability and regional researchers to build relationships with other researchers, GoI, and industry.
- New and more specific opportunities for women, persons with disability and regional researchers to form coalitions with locally, nationally and internationally.

With opportunities for participating in networks to build relationships and form coalitions, then women, persons with disability, regional researchers and men will have increased capacity for mutual, inclusive and equitable research practices and approaches (Intermediate Outcome 1, 2, and 3).

This is based on the assumption that mutual, inclusive and equitable research practices and approaches and its ecosystem cannot occur without people being connected among themselves and others to challenge social norms.

Resourcing for GEDSI

In the structure of KONEKSI, the Head of Technical Delivery Lead also provides leadership for Partnerships and GEDSI. This interconnection ensures that strong GEDSI leadership and considerations are prioritised and represented at the senior management level and can be overseen through all aspects of the program cycle, both technical and managerial. The Lead is supported by a Senior Gender and Social Inclusion Specialist with a background in research and inclusive methodologies and a Disability Specialist who has lived experience of disability. The KONEKSI GEDSI Lead will also mentor a member of the Partnerships team to take on more responsibility for implementing the Strategy over time. The KONEKSI GEDSI team will be responsible for preparing and providing training to KONEKSI staff; assessing capacity in partners and providing advice on the preparation of Partnership Plans, GEDSI Action Plans and Inclusive Methodologies; and facilitating learning among partners.

A panel of Indonesian and Australian academics representing multidisciplinary perspectives will provide oversight of the development and implementation of the GEDSI strategy. A diverse panel of disability experts will be convened by a research-focused OPD, which will be supported by CBM. Short-term assignments involving Australian and Indonesian research sector experts will undertake specific tasks, such as developing GEDSI and partnership modules and analytics. Cowater GEDSI experts will provide support to the development and review of the strategy, as well as the implementation of its principles.

Tracking GEDSI through the budget

KONEKSI's budget allocations for GEDSI aim to exceed the DFAT recommendation for 3-5% of total program budget for disability inclusion. KONEKSI has developed four expenditure categories that it will track and monitor across all Service Lines. These categories include:

Mainstream budget expenditure – the majority of the GEDSI mainstreaming activities, and overall KONEKSI budget, occurs in the Collaborative Grants. In the first 18 months of KONEKSI, a total of 57% of the overall program activity budget is dedicated to Collaborative Grants. KONEKSI will develop an innovative budgeting tool to assist Grantees to monitor GEDSI-targeted expenditure. Support will be provided to Grantees to integrate the tool into their reporting system.

KONEKSI
Knowledge Partnership Platform
Australia – Indonesia

Allocations for Reasonable Accommodation – The Grant Guidelines include Reasonable Accommodation Budget Guidance and Training for Grantees that provide direction to Grantees on budget allocations for reasonable accommodation throughout their projects.

KONEKSI will develop an innovative tool to assist Grantees to monitor GEDSI allocations and grants. This tool builds on current Budget Guidelines for Grantees which include examples of requirements, such as factoring in transport requirements for Focus Group Discission (FGDs) for pregnant women, and persons with disability to be able to fully participate in activities. At the program level, KONEKSI has budgeted for all its events and material to be inclusive, for example, using sign language interpreters, Easy Read format and Braille.

Allocation on Targeted Activities – As outlined above, KONEKSI will support three networks to specifically address systemic barriers for young leaders, persons with disability and regional researchers. Allocations have been specified for activities that will support their work and encourage the full participation of target groups.

Expenditure on Technical Advice – Budget allocation on personnel includes the GEDSI technical specialist and GEDSI manager. Additional budget has been allocated for the Disability Advisor, the GEDSI Academic Advisory Panel as well as Technical Assistance to implement activities.

Intersections with other DFAT programs

KONEKSI will play an underpinning function to provide other DFAT programs with evidence about certain themes. This evidence will be generated by its Collaborative Grants scheme. KONEKSI will also proactively seek opportunities to connect with other DFAT programs on issues of mutual interest to progress Australia's interest in advancing GEDSI outcomes in Indonesia.
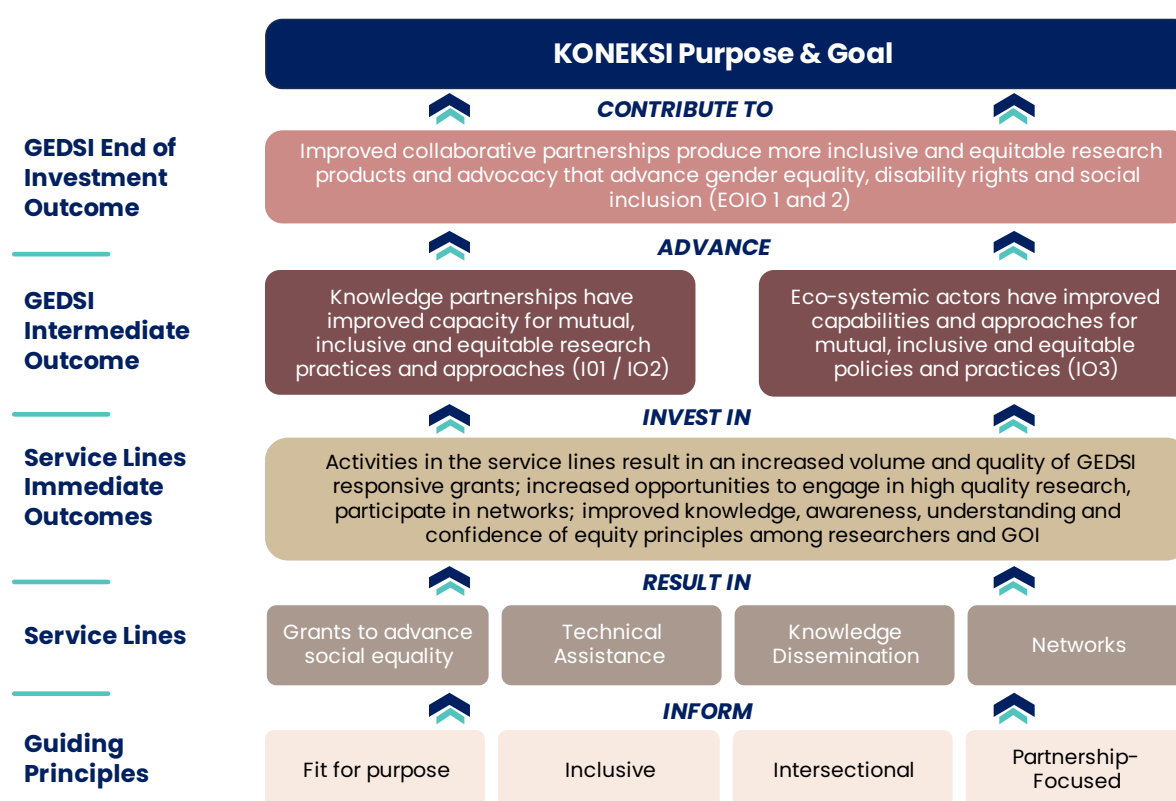
Monitoring and reporting

GEDSI Theory of Change

The KONEKSI GEDSI Theory of Change (see Figure 5) aligns with the KONEKSI program logic and has been developed to illustrate the logic of the program towards the KONEKSI purpose and goal. Aligning with the MEL theory, the theory embodied in KONEKSI's GEDSI Strategy is that…

*…**if** informed by guiding principles, provided the support for more GEDSI-responsive grants, and researchers to understand and build knowledge, confidence, in research skills and equity principles resources and support, and if key constraints in the enabling environment have been reduced, **then** Indonesian and Australian knowledge organisations will have improved capacity for mutual, inclusive and equitable research practices and approaches, to advance gender equality, disability rights and social inclusion to contribute to Indonesia's priority development problems.*

Figure 4: Theory of Change

KONEKSI Purpose & Goal

CONTRIBUTE TO

GEDSI End of Investment Outcome

Improved collaborative partnerships produce more inclusive and equitable research products and advocacy that advance gender equality, disability rights and social inclusion (EOIO 1 and 2)

ADVANCE

GEDSI Intermediate Outcome

Knowledge partnerships have improved capacity for mutual, inclusive and equitable research practices and approaches (IO1 / IO2)

Eco-systemic actors have improved capabilities and approaches for mutual, inclusive and equitable policies and practices (IO3)

INVEST IN

Service Lines Immediate Outcomes

Activities in the service lines result in an increased volume and quality of GEDSI responsive grants; increased opportunities to engage in high quality research, participate in networks; improved knowledge, awareness, understanding and confidence of equity principles among researchers and GOI

RESULT IN

Service Lines

Grants to advance social equality | Technical Assistance | Knowledge Dissemination | Networks

INFORM

Guiding Principles

Fit for purpose | Inclusive | Intersectional | Partnership-Focused

Assumptions: Two main sets of actors make up the change process.

<u>Indonesian and Australian partner organisations:</u> The pathway expressed in the Theory of Change Logic also assumes that Australian and Indonesian knowledge organisations will want and be able to partner on GEDSI research topics. It assumes that such organisations are able to overcome power imbalances based on region/ gender/ disability to operate effectively and in a more equitable and collaborative manner. As acknowledged in the design, the history of collaboration between Australian and Indonesian research institutions, coupled with the incentives introduced through KONEKSI, suggests that this assumption should hold. However, the level of interest in collaborating with a heightened emphasis on equitable partnerships is a new focus that will require facilitation.

<u>Government of Indonesia:</u> Three GoI institutions: BAPPENAS, BRIN, and MoECRT, govern KONEKSI with DFAT. In addition to their role in program governance, these three institutions shape the ecosystem for GEDSI in the research sector. This has implications for the progress and pathway towards the IOs and EOIOs. The GEDSI theory of change logic assumes that RPJMN commitments to GEDSI support the actions of these government agencies to facilitate GEDSI advancement. There is an assumption that should there be changes to the level of commitment, for example brought by a new government, that they will not disrupt or undermine ongoing work to improve the enabling environment for GEDSI advancement.

Results Framework

Within the KONEKSI Service Lines are a series of activities that contribute towards the GEDSI Intermediate Outcomes (see page 2). These are framed as Immediate Outcomes as they need to take place before partners can produce and disseminate GEDSI-responsive knowledge.

KONEKSI will monitor the progress and performance through the quantitative and qualitative information that will be gathered through the KONEKSI Monitoring Information System (MIS).

Evaluation

As part of KONEKSI's six-monthly performance planning and review cycles, reporting will address one Key Evaluation Question.

KEQ 1 (Intermediate Outcome 1, 2 and 3): *How effectively has KONEKSI contributed to more GEDSI-responsive knowledge production and dissemination, more equitable partnerships and a more GEDSI-responsive enabling environment?*

In addition, KONEKSI will report on the updated Performance Assessment Framework (PAF) indicator (when available) and the following DFAT Investment Monitoring Report (IMR) question:

Is the investment making a difference at this time for women and girls? Is the investment making a difference for people living with disabilities?

Activity monitoring will gather information to inform reporting on these DFAT requirements and cover the following areas:

Gender

- Analysis and progress of gender equality gaps and opportunities
- Risks to gender equality are identified and appropriately managed
- Update on implementing strategies to promote gender equality and women's empowerment
- The M&E system collects sex-disaggregated data and includes indicators to measure gender equality outcomes
- An update on how expertise and budget allocation have been used to achieve gender equality related outputs

Disability inclusion

- Analysis and update on how KONEKSI is actively involving people living with disabilities and/or OPDs in planning, implementation and M&E
- Analysis and progress on barriers to inclusion and opportunities for participation for people living with disabilities to enable them to benefit equally in KONEKSI
- An update on how expertise and budget allocation have been used to achieve gender equality related outputs

KONEKSI will track and monitor GEDSI in the program budget and develop an innovative budget tool for research partners to also monitor and report on GEDSI resourcing.

Disability inclusion indicators disaggregated by disability status, sex and/or gender identity, age, will be integrated in the KONEKSI MIS system. These indicators are important in ensuring that KONEKSI can be monitored and held accountable for disability, gender as well as intersectional data requirements.

The GEDSI team will conduct regular evaluations on the quality of technical assistance it provides to partners through the use of quantitative surveys pre and post training.

GEDSI reporting will be undertaken routinely as part of the program's regular progress reporting to DFAT.

Learning

KONEKSI's robust approach to increasing the use of GEDSI-responsive knowledge is unique and innovative. It is expected that there will be many lessons from this approach and from partners' experiences which can help to inform the strategic direction and focus of KONEKSI, as well as future programming for GoI and GoA.

A number of mechanisms have been identified through which learning can take place and be shared. These include:

- Customised professional development opportunities for research partners, KONEKSI staff, DFAT and GoI
- Information sessions, webinars, and dialogue sessions on research partners outcomes
- Compilation of lessons learned from annual reflection sessions
- Monitoring reports
- Stakeholder consultations on diverse GEDSI themes
- Research partner learning events
- Facilitated partnerships with GEDSI-focused organisations
- Mid-term review process and report
- End of program evaluation process and report

Tools, Reviews, Analytics

In Collaborative Grants, GEDSI will be assessed at the Expression of Interest stage and at the full proposal stage. This is a weighted technical component (25%) of the application. Once grants have been awarded, the KONEKSI GEDSI team will assess the spectrum of capacity in the knowledge partnership by using the KONEKSI GEDSI Assessment Framework. The purpose of this tool is to diagnose and provide an indication of the range of interventions that might be necessary. It is important that interventions are tailored specifically to partners to maximise the chance for growth.

Figure 5: GEDSI Assessment Framework
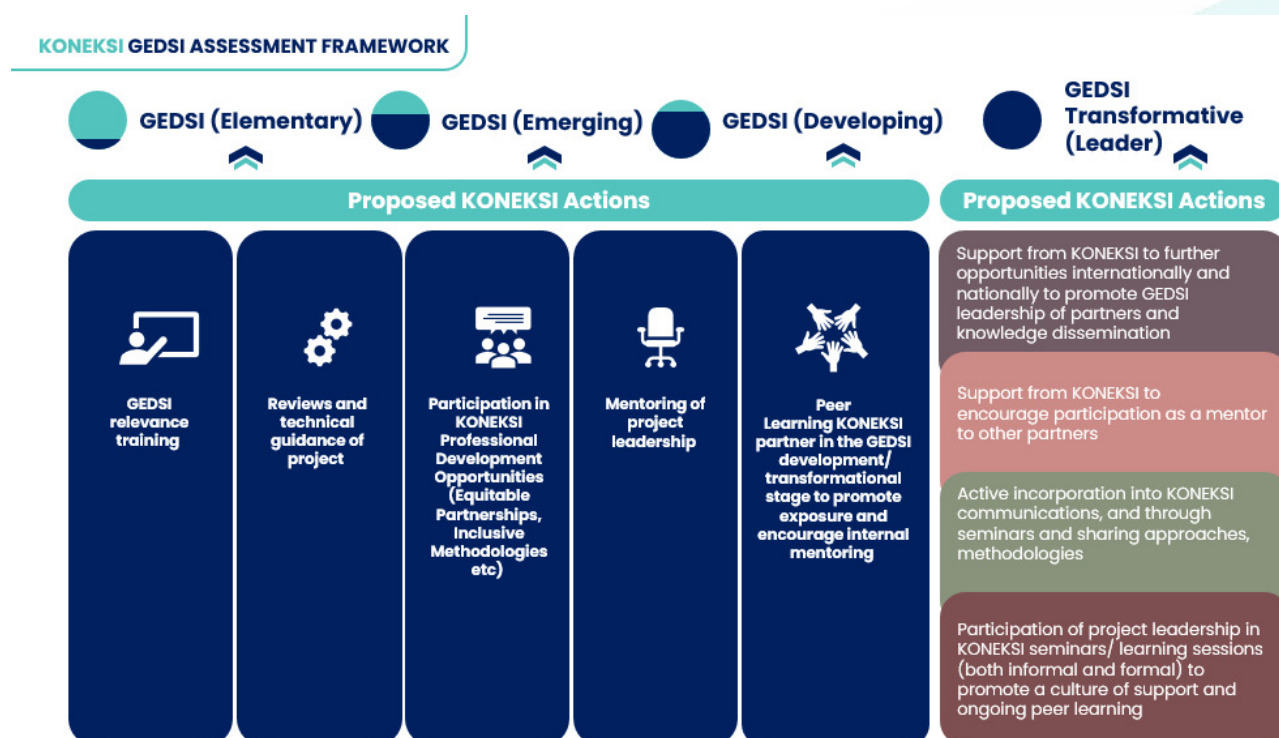
In addition, KONEKSI will undertake GEDSI-focused analytics and reviews as part of its effort to gather evidence and information at the level of program intermediary outcomes.

Risk Register and Mitigation Strategy

Risks	Mitigation Strategy
Proposals in Collaborative Grants do not address social inequality • **Risk level – Medium**	The proposal assessment criteria for policy and innovation impact are weighted at 25 percent and GEDSI is weighted at 25 percent. Proposals go through a rigorous two-step process of assessment. In addition, KONEKSI will provide information sessions for prospective applicants on how to address these criteria.
Difficulty obtaining support from GoI on themes of social equality • **Risk level – Medium**	The GEDSI Strategy development consultation has identified preliminary areas of concern based on GoI goals and objectives. Further relationship building and identification of GoI GEDSI champions will assist in driving the agendas within GoI.
Some knowledge partners may have a focus on one specific type of social inequality group and not necessarily see value in adopting more intersectional approaches, or not have the capacity to do so. • **Risk level – low to medium**	The GEDSI Strategy lays out a series of professional development opportunities for the knowledge partners to increase their capacity and skill to improve approaches to mainstreaming GEDSI, inclusive methodologies and partnership.

Communications

The KONEKSI Communication Strategy highlights the approaches that KONEKSI will take to amplify GEDSI-responsive knowledge and its channels for dissemination. KONEKSI will focus on three key messages across the KONEKSI communication platforms:

1) *Increase high quality evidence on inequality and discrimination on the basis of gender, disability status, age and region.*

2) *Unlock the potential of emerging leaders to solve future challenges.*

3) *Ensure disability inclusion in knowledge to policy and knowledge to innovation processes.*

Specific to the disability agenda, budget allocations will be made available to ensure that grantees have the knowledge and the means to be able to disseminate research to persons with disability. As previously mentioned, all KONEKSI events will utilise inclusive and accessible communication services, such as sign interpreters, Easy Read format and Braille.