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Dr. Hermawan, S.IP., M.Si. (Ed.)

Community, Sustainable & Clean Development Proceedings





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**COMMUNITY, SUSTAINABLE
AND CLEAN DEVELOPMENT**

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Preface

The edition of Community, Sustainable and Clean Development is the first part of a series of international seminar proceedings as a result of ASPA Indonesia International Seminar and IAPA Annual Conference which has been held on June 2012. Sustainable development is a new paradigm of development methods. The term was found in 1987 by World Commission on Environment and Development (Brundtland Commission) which has a meaning as a concept that aims to create a balance between the dimensions of development, such as economic, social and environmental. Sustainable development has two keywords, the needs and limitations.

Needs is the knowledge of the needs of the poor in developing countries. Limitations are the limitations of technology and social organization related to the capacity of the environment to meet the needs of present and future generations. As mentioned above, there are three dimension of sustainable development, which is economic, social and environment.

In the economic aspect, sustainable development is closely related to economic growth and how to find a way to promote long-term economic, without depleting natural capital. In social aspects, in human development dimension, in terms of interaction, interrelation and interdependency., which also closely related to the cultural aspects. Not only on economic issues, sustainable development is also an effort to sustain the culture of a society so that a community can still exist with their genuine.

Based on these, this book sought to address a problem faced sooner or later by all scholars and practitioners of public administration related to the sustainable development. This book have numerous articles addressed phenomenon of the community development to make sustainable and clean development.

Community development (CD) is a broad term applied to the practices and academic disciplines of civic leaders, activists, involved citizens and professionals to improve various aspects of local communities. Community development seeks to empower individuals and groups of people by providing them with the skills they need to effect change in their own communities. These skills are often created through the formation of large social groups working for a common agenda.

This book also analyze the role of culture for development, the role of good governance and innovative planning as a part of efforts to exist sustainable community. Culture is one of the current focus for development nowadays. Many researcher and scientist from social science are try to examine the role of culture as social capital for development as well as alternative strategy for innovative development. Diversity in the pattern of the local culture in Indonesia is a challenge and also an opportunity for governments and communities to change the orientation into those which give attention to the local wisdom and knowledge in development process.

Many deserve thanks for making this first edition of Community, Sustainable and Clean Development possible. We appreciate the hard work, faith in the project, and patience in seeing it through to fruition of our editor of this book. We also have a long list

of debts to many others whose contributions through this first edition should not go unmentioned.

Chairman of Committee

Dr. M. R. Khairul Muluk, M.Si

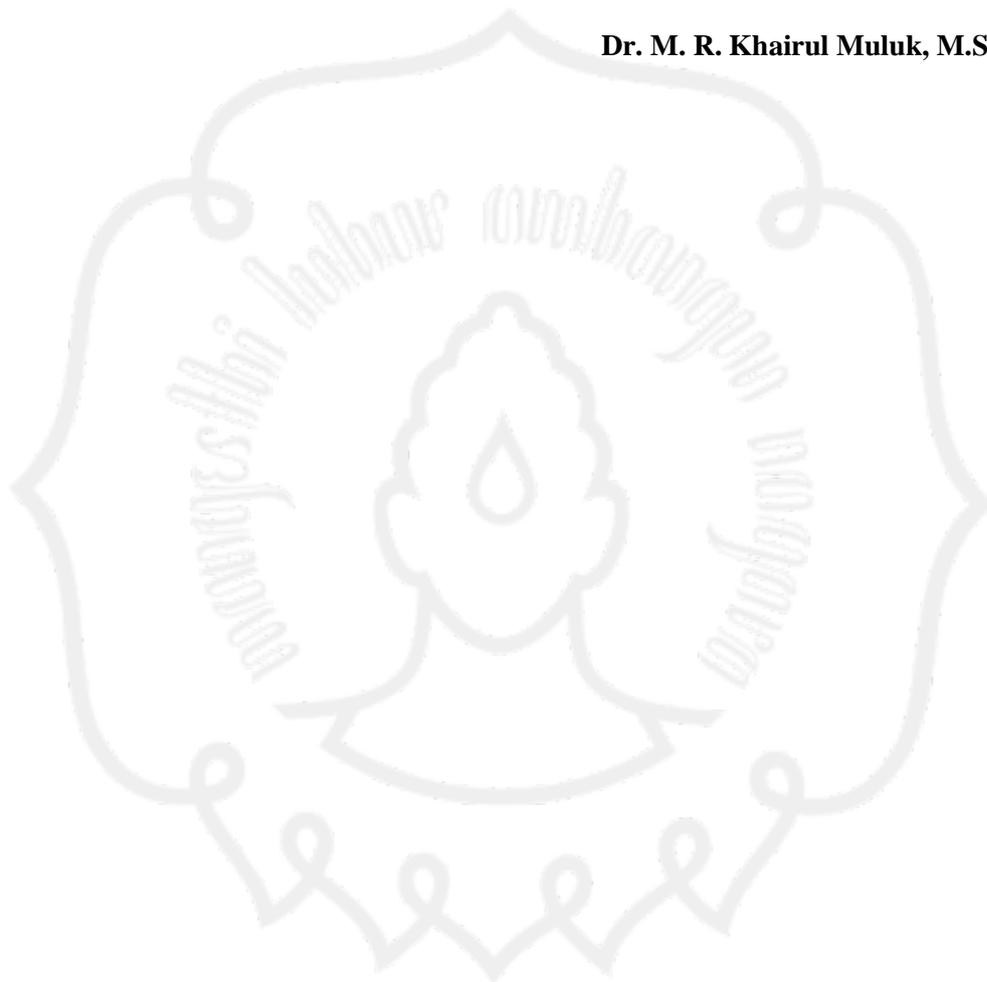


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Integrating Gender Dimension In Local Governance: Challenges For Empowering Women In Land Rehabilitation

Ismi Dwi Astuti Nurhaeni

Public Administration Study Program

Faculty of Social and Political Science Sebelas Maret University

e-mail: ismi_uns@yahoo.com

Abstract: *Environmental degradation in many areas has resulted in natural disasters which have serious impact on human life. The disasters are caused by human activities which are not environmentally friendly. Therefore, active participation of all people, both men and women, is badly needed. The importance of women participation in land rehabilitation has been regulated in some regulations, both in national and international level. This article discusses how to increase women participation in land rehabilitation through gender integration in local governance and the actual challenges to integrate gender dimension.*

The idea to integrate gender dimension in local governance as an effort to improve women participation in land rehabilitation is based on research results in the scheme of Postgraduate Grant from the Directorate of Higher Education which has been undertaken by the author and her team for a year in the slope of Mount Lawu, particularly in the Karanganyar Regency. Data were collected using several methods including site observation, interview, focus group discussion and document study by involving key informants who were purposively selected. Analysis method employed in the research was Harvard model of gender analysis.

Results indicate that women participation in land rehabilitation is limited because of the domestication of women in land rehabilitation, stereotype of physical barrier for women in land rehabilitation, as well as the public policy on land management which is not yet gender responsive. Because of this women do not have bargaining power in land management. Therefore, it is significant to strengthen women participation in land management through gender integration in local governance, either through gender mainstreaming or affirmative action. Gender mainstreaming in land management is done by integrating gender equity in planning, operating, monitoring, and evaluating rehabilitation programs and activities in the local context; while affirmative action is done by constructing regulation and credible commitment which determines the minimal standard of women representation as the board of Lembaga Masyarakat Desa Hutan (LMDH) (the association of people living in the surrounding area of the forest). Women representation in organization is essential because LMDH is local organization which has strategic role in land management, both economically and ecologically.

Besides strengthening women participation through gender mainstreaming and affirmative action, there is a need to improve women capacity, both individually and collectively. Individual capacity improvement consists of several aspects including material aspect, human resources, social and political aspects. Collective capacity improvement is done by developing voice mechanism, structuring the organization and representation. The challenges to strengthen women participation in land rehabilitation include strengthening the capacity of local governance in order to be gender responsive; improving women capacity through competence development in land management, and opening mechanism for the members of local organization to put forward their aspiration through voices mechanism.

Keywords: *domestication of women, gender integration, land rehabilitation, local governance, voices mechanism, women empowerment.*

Introduction

Gender integration in local governance for empowering women in land rehabilitation is worth discussing for three reasons. First, the assumption that environment is men's responsibility has misled to an ignorance of women's role in this area. This is in contrast to national and international regulation which states that active participation of all people, both men and women is important, either to prevent or to reduce environmental degradation which has serious impact on human life. In addition, many local government do not have policy makers with sufficient capacity in gender equality and gender equity. This leads to a gender-biased policy. Finally, women, either as an individual or collective, do not have enough capacity to express their participation in environmental management. This condition becomes a barrier for them.

Nurhaeni (2008) states that women participation in the environmental management is still limited because of gender stereotype that environment is men's responsibility. Besides, Nurhaeni (2011) also concludes that women participation in land rehabilitation is limited because of the domestication of women in land rehabilitation and the stereotype of physical barrier for women in land rehabilitation. Stereotype of physical barrier is a society assumption that physically women are always viewed as weaker than men. Whereas women are frequently stronger than men. Similar to Nurhaeni, Utami (2001& 2003) concludes that agroforestry is men's identity and women do not have capacity to work in that area. This is in contrast to Goldin (2001) who says that women group is one major group who has a strategic role for managing and conserving the quality of environment. Similar to Goldin, the Fourth World Conference on Women in Beijing, China-September 1995 produced "Beijing Declaration and Platform for action" with three strategies: (1) involving women actively in decision-making of environment at all level; (2) integrating gender concerns and perspectives in policies and programs for sustainable development; (3) strengthening or establishing mechanisms at the national, regional and international level to assess the impact of development and environmental policies on women. Similar to Beijing Declaration and Platform for Action, the World Summit on Sustainable Development in Rio de Janeiro in 1992 agreed that the international community endorsed several plans of action and conventions for the full, equal and beneficial integration of women in all development activities, which emphasized women's participation in national and international ecosystem management and control of environment degradation.

Another problem in gender integration is that policy maker is unaware of gender and their function as gender working groups. Eliyanah (2011) concludes that: (1) the government officials who are in charge of gender working groups in Malang are unaware of their functions; (2) There is still resistance and misunderstanding about gender and gender mainstreaming; (3) Staff transfer is a problem for the sustainability of gender mainstreaming implementation. Besides, Overholt et.all. (1991) states that development planning has failed to recognize fully or systematically women's contribution to the development process.

Similar to Overholt, Darwin and Kusumasari (2002) state that public bureaucrat do not have gender sensitivity.

The next problem comes even from women. They do not have capacity to express their participation in environmental management. Kairawati (2011) concludes that critical issues in the implementation of gender mainstreaming program in west Kalimantan are how to increase the understanding of the human resources (HR) and improve the capacity of institutions in implementing gender mainstreaming. Similar to Kairawati, the World Summit on Sustainable Development in Rio de Janeiro 1992 states that governments should take active steps to implement measures to strengthen and empower women's bureaucrat, women's non-governmental organizations and women's groups in enhancing capacity-building for sustainable development.

Those studies indicate that women participation in land rehabilitation is limited because of the domestication of women in land rehabilitation, stereotype of physical barrier for women in land rehabilitation, as well as the public policy on land management which is not yet gender responsive. As a result, women do not have bargaining power in land management. Unfortunately, there are few studies which focus on how to integrate gender dimension into local governance, especially for improving women participation in land rehabilitation.

This article aims at discussing some strategies on how to increase women participation in land rehabilitation through gender integration in local governance. The discussion will also cover the actual challenges to integrate gender dimension in local governance. This article uses empowerment, democratic governance, and patriarchal culture as an analytical framework. Empowerment is applied to explain the strategy for improving women participation. Democratic governance is employed to explain the importance of collective decision-making for improving women participation. Patriarchal culture is utilized to explain actual challenges for integrating gender dimension in local governance.

The first part of this paper illustrates and elaborates the significance of empowering women in land rehabilitation. This section describes three reasons why empowering women, either as an individual or as a group, in land rehabilitation is important. The description about the importance of collective decision-making will enhance our understanding about the democratic governance as the basis for women participation in local governance. In addition, it also provides more insights into the empowerment as an analytical framework to increase women participation. This section also discusses four elements of empowerment. They are access to information, inclusion and participation, accountability, and local organizational capacity. Finally, this article elaborates the model and challenges of integrating gender dimension for empowering women participation in land rehabilitation. It also concludes about gender mainstreaming and affirmative action as a strategy to integrate gender dimension in local governance. In addition, both internal and external factors which become obstacle as well as support for women participation in land rehabilitation are also underlined.

Why Is Women Empowerment In Land Rehabilitation Important?

Land rehabilitation is an effort to repair, restore, and improve the quality of environment, economically, ecologically, and socially (Effendi & Sylviani, 2009). The aims of land and forest rehabilitation are to prevent natural disasters (flood, erosion, and dryness) by building

stakeholders participation (government, local government, society, entrepreneur, NGO), through resources mobilization for accelerating land and forest rehabilitation. The indicators of environment quality are: (1) repairing land degradation; (2) optimizing and conserving the function of forest and land; (3) improving the quality of environment condition and watering; (4) supporting sustainable forest industry; (5) improving society welfare, economically, ecologically, and socially (Ministry of Forestry, 2003).

Women participation in land rehabilitation can be viewed from two different perspectives. One perspective says that, women have strategic role in environmental management. In contrast, another perspective says that environment is men's responsibility. This difference has misled to an ignorance of women's role in the environmental management.

There are three reasons why women have strategic role in environmental management. First, women as an individual can implement the pattern of green life in their household; Second, women have capability for doing collective action and for asking and talking about green life with another group; Third, women as society member have great potential to be green consumer (Ministry of Women Empowerment and Child Protection of Indonesia, 2006).

In contrast, most people in many culture, especially in patriarchal culture make division of labour that men are considered as being higher than women; men are not only physically bigger and taller but also stronger and considered more capable in doing many jobs than women. Therefore, men tend to get more priority in many societies. This stereotype is called as gender bias or gender discrimination in which one gender is always considered inferior/superior to another. This condition has taken place for a long time and it finally establishes gender ideology which internalizes in the mind of all people. The implication of this is that women are marginalized and ignored in most development sectors.

Governance is dynamic. Good governance encourages public trust and participation that enables service to improve (OPM and CIPFA, 2004:1). The UNDP acknowledges that participation, consensus orientation, and equity are some of the characteristics of democratic governance (UNDP, 2007 in Adeyemi, 2012). Because women have strategic role in the environmental management, but in contrast there is an assumption that environmental management is men's job, empowering women must be done to improve their capacity for managing the environment. Community-based activities in local governance can be utilised to ensure women's participation. Community-based activities give women confidence, provide information, and offer opportunities for information dissemination. Community-based activities through LMDH can develop basic awareness of women rights so that women are able to assert their rights on land rehabilitation and their role in land rehabilitation is recognized. Finally, land rehabilitation program should be arranged by using gender-sensitive approach. This approach can erase the perpetuation and reinforcement of gender-based inequalities in the implementation of land rehabilitation. By responding to land rehabilitation with a gender-centered approach, disparities in power relation and resources within the household and society can be completely removed. Besides, women have opportunity to engage and realize their full potential in land rehabilitation.

Empowerment as an Analytical Framework to Increase Women Participation

There are many definitions about empowerment. Alsop, et.al. (2006:1) defines empowerment as “the process of enhancing an individual’s or group’s capacity to make purposive choices and to transform those choices into desired actions and outcomes.” Modros & Wilson in Hardina, et.al (2007: 5) define empowerment as “a psychological state that allows one to pursue concrete activities aimed at becoming powerful”. Coombe (2002, Israel et al., 1994 in Fetterman et.all: 2005:10) concludes that central to the empowerment concept is the importance of individuals and communities having influence and control over decisions that affect them. Empowerment is the process by which people take charge of their environment (physical, economic, social, cultural, and psychological) with the resources available to them (Zimmerman, 2000 in Fetterman et.all: 2005:10). Empowerment is most commonly associated with political or decision-making power. According to those definitions women empowerment refers broadly to the expansion of their freedom of choice and action. Women empowerment is the expansion of assets and capabilities of women to participate in, negotiate with, influence, control, and hold accountable institutions that affect their lives.

In accordance with land rehabilitation, reforming local institution and reforming marginalized women (both individual and collective) for supporting women empowerment are important. Reform of local institution can be done by supplying some support for empowerment, including: information, inclusion, accountability and local capacity organization. Reform of individual capacity can be done by supplying some resources, including material and human capital. In addition, reform of collective capacity can be done through several mechanism, including: (a) voice; (b) organization; and (c) representation.

The first reformation of local institution is giving women access to information. Prem (2002:15) states that “information is power”. Based on Prem’s opinion, informed women are better equipped to take advantage of opportunities, access services, exercise their rights, negotiate effectively, and hold state and nonstate actors accountable. Without information that is relevant, timely, and presented in forms that can be understood, it is impossible for women to take effective action. The second reformation of local institution is women inclusion in local organization (LMDH). Women inclusion addresses the question of *how* they (women) are included in priority setting and decision making. Women inclusion in priority setting and decision making is critical to ensure and to build commitment among the members of local organization for integrating gender dimension in land rehabilitation. However, an effort to sustain inclusion and informed participation usually requires changing the rules so as to create space for women to debate issues and participate directly or indirectly in local priority setting, budget formation, and the delivery of basic services in land rehabilitation. The third reformation of local institution is accountability which is gender-responsive. Prem (2002:15) states that accountability refers to the ability to call public officials, private employers or service providers to account, requiring that they be answerable for their policies, actions and use of funds. Local institution must be accountable to fulfill the different need and aspiration between men and women. Finally, reformation of local institution can be done by improving local organizational capacity. Local organizational capacity refers to the ability of people (men and women) to work together,

organize themselves, and mobilize resources to solve problems of common interest. In the context of land rehabilitation, they have LMDH (Lembaga Masyarakat Desa Hutan) as local organization. The membership of the organization should represent women and men proportionally. By this proportional membership, women can work together, support and strengthen to solve their everyday problems. Strengthening the local organization can improve women participation in local governance. In sum, women empowerment—through access to information, inclusion, voice, and accountability—can promote social cohesion and trust, qualities that help reduced gender-bias in land rehabilitation, reinforce local institution which is gender-responsive, and provide a conducive environment for reforming gender equality and equity.

Reform of individual capacity can be done by supplying women with some resources, including material and human capital. This reform is important because they are constrained by limited resources and technical knowledge. The improvement of human capacity can help them to express their voices and their demands. By this way, women can influence government decision making and gain collective bargaining power. Besides, women have capacity to use the voice mechanism, in which they have a space for expressing what they want to say through dialog as a form of strengthening collective capacity, especially for supporting their power. In gender context, voice mechanism must be built so that every people (both men and women) have the opportunity to state what they want through dialog as a form of strengthening collective capacity, especially for supporting their power without ignoring women's role.

Integration of Gender Dimension In Land Rehabilitation

There are two ways to integrate gender dimension in land rehabilitation that can be done by gender mainstreaming and affirmative action.

1. Gender Mainstreaming Model

The United Nations defines gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's, as well as men's, concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (ECOSOC, 1997 in Miller, 2009). The President Instruction Number 9/2000 on Gender Mainstreaming in National Development requires to implement gender mainstreaming in all national development processes. Gender mainstreaming is a strategy to integrate gender concern in all steps of national development process, i.e. planning, budgeting, implementing, monitoring and evaluating of national policies and programs. The objectives of gender mainstreaming is to realize gender equity and equality in the family, community, nation and the state.

Gender mainstreaming in land rehabilitation can be done by integrating gender equality in all stages of planning, implementing, monitoring and evaluating mechanism in land rehabilitation. Gender equality means that there is a balance and equal condition of men and women in terms of human rights, especially to repair, restore, and improve the quality of environment, economically, ecologically, and socially. In this way, women together with other stakeholders should be given opportunity to participate through resources mobilization

for accelerating land and forest rehabilitation. Consequently, women will obtain benefits from the environmental development, especially from land rehabilitation. Gender equity is a process to achieve an equal and fair condition between men and women in land rehabilitation.

In the planning step, local governments are obliged to develop gender responsive policies and programs of land rehabilitation. Formulation of gender responsive policies and programs on land rehabilitation is done through gender analysis. Gender analysis activities include: (1) identifying gaps between men and women in receiving benefits from land rehabilitation policies and programs; (2) identifying and understanding the factors which influence gender inequality; (3) developing an action plan to organize steps necessary to achieve gender equity and equality; (4) justifying and determining gender indicators for measuring the achievement of gender equity and equality.

In implementing the steps, it is important to set gender mainstreaming working group in the environmental development. Gender mainstreaming working group has the following tasks: (1) promoting and facilitating gender mainstreaming in land rehabilitation; (2) carrying out dissemination and advocacy on gender mainstreaming in land rehabilitation for stakeholders at local government; (3) creating annual work plan; (4) promoting the establishment of a gender responsive budget in land rehabilitation; (5) facilitating data collection unit to prepare gender profile in land rehabilitation; and (6) monitoring the implementation of gender mainstreaming in land rehabilitation.

In the monitoring and evaluating step, gender working groups in land rehabilitation have to submit report to regent/mayor, the governor, the minister of home affairs every 6 (six) months, with a copy to state minister of women empowerment. The minister of home affairs will then submit the report to the president on a regular basis each year end.

In fact, implementation of gender mainstreaming at the national level has been done, but unfortunately, it is difficult to implement in this era of regional autonomy. Staff transfer is a problem for the sustainability of gender mainstreaming implementation. Local government do not have adequate resources both gender working group and gender focal point. Consequently, their policy and program become gender neutral or gender-biased. For developing the capacity of gender working group, they need to be trained on how to identify gender issues in land rehabilitation, how to do gender analysis, why gender disparities in land rehabilitation still exist, and how to formulate gender responsive policy in land rehabilitation. In an effort to formulate gender responsive policy in land rehabilitation, local government must formulate local regulation on gender mainstreaming in land rehabilitation.

2. Affirmative Action Model

Affirmative action is developing specific program (women empowerment) to promote gender equality in employment and development (Ministry of Empowerment, 2003: 34). Affirmative action program is a set of specific and result-oriented procedures to which the contractor commits itself to apply in a good faith effort. (Pynes, 2004: 102). Affirmative action is an active effort to promote the rights or progress of other disadvantaged persons.

In the context of land rehabilitation, affirmative action can be done by two ways. First, by providing regulations which establish minimal representation of women as local agency officials on land rehabilitation (LMDH). This regulation can be used as coerced

mechanism by setting minimal representation of women in local official agency (LMDH). Based on this regulation, women are expected to be able to develop their solidarity in the group and be able to be stronger and more solid. This action is called as improving women capacity collectively. By doing this, women will have media for expressing their voices and the programs of land rehabilitation will take women needs into account. Women will also have bargaining power to make decision in land rehabilitation, economically, ecologically and socially. In short, women will be able to overcome “*glass ceiling*” phenomenon. Pynes (2004:96) states the term glass ceiling refers to the artificial barriers that block the advancement of women and minorities to upper-level managerial and executive position within organizations.

Second, affirmative action can be done by organizing specific programs for improving women capacity in land rehabilitation. In LMDH, women is controlled by male power structure, and occupation in the organization is distributed according to gender. This condition is caused by internal and external factors. The internal factor is that the capacity of women is lower than men's. The external factor is that land rehabilitation is viewed as men's responsibility. The barrier of the internal factor can be addressed through developing specific programs for women in land rehabilitation. By this, women are expected to be able to increase their capacity in land rehabilitation. Moreover, women will also have self-confidence to participate in land rehabilitation activity. The barrier of external factor can be addressed through capacity building on gender awareness for LMDH officials. By doing this, LMDH officials can improve their knowledge on gender and environment and they will be motivated to develop environmental management based on gender perspective. In addition, the public opinion on women problems in land rehabilitation must be developed in order that women voices be heard by policy maker. Developing public opinion is important as this is one essential component of women empowerment. For this reason, developing mechanism through rule, process, norms, and behavior in local organization can put in order how public opinion is organized by using gender perspective.

The Challenges for Improving Women Participation In Land Rehabilitation

Improving women participation in land rehabilitation is not easy. There are three challenges for improving women participation in land rehabilitation. They are: (1) how to strengthen the capacity of local organization on gender responsiveness; (2) how to open the space for members of the organization to deliver their opinion by voice mechanism; and (3) how to improve women capacity through developing competency in land management.

The first challenge is how to strengthen the capacity of local organization in order to be gender responsive. This can be done by: (1) improving the understanding and commitment of stakeholders on gender mainstreaming in land rehabilitation in which the expected output is a policy formulation based on gender perspective in land rehabilitation; (2) establishing the institution which officially has responsibility to formulate the land rehabilitation policy based on gender perspective; This institution can be in the form of gender working group or gender focal point; (3) providing resources which support gender mainstreaming in land rehabilitation; (4) providing data on disaggregation by sex in land rehabilitation; and (5) building community support for integrating gender dimension in land rehabilitation.

The second challenge is how to open the space for members of the organization to deliver their opinion by voice mechanism. Women have limited capacity to actualize their opinion and there is no voices mechanism which gives space for women to express their needs. Therefore, it needs warranty that women be able to convey their aspiration. Voice is defined as human right to participate and articulate their interests in realizing protest, aspiration and criticism. In the other words, people have a right to use pressure in realizing public service (Paul, 1992: 1048). The availability of mechanism for people to express their aspiration, complain, criticism on governance and public service is one of important indicators for measuring the ability of government to fulfill political rights of people. The availability of space for expressing aspiration, complaint, and protest is important for improving the government performance. In this context, improving the capacity of people for expressing their *voices is the keyword for the realization of good public service* which is responsive to people needs and interests and also meets accountability aspect (Dwiyanto, et.al., 2006:5). In line with Dwiyanto, we need to open the space for women to express their aspirations through voices mechanism. The actions which should be undertaken include: (1) increasing participation in decision making; (2) doing public hearings/panels; (3) establishing community organizations; and (4) providing media forums/interventions.

The third challenge is how to improve women capacity through developing their competence in land management. The strengthening of women's self-confidence should be done in order that they have balanced capacity with men. The domestication of women role in land rehabilitation and the higher access to information of men than women make gender inequalities still exist in land rehabilitation. To overcome those challenges, we need to improve gender awareness of environment *stakeholders*. They include: (a) men and women have different role, responsibility, priority, needs, and perception on environment; (b) men and women use and manage natural resources in different way and sometimes complement each other; (c) men and women experience gender inequality to access and control of natural resources; (d) men and women have different need and priority in natural resources management; (e) greater awareness in gender; (f) awareness for recognizing and appreciating women as user and manager of natural resources; and (g) women experience gender discrimination and are not involved in policy making on natural resources management. This has resulted in the ignorance of women in land rehabilitation. By improving gender awareness, men and women are given more space/opportunities to express their opinion.

Conclusion

Women participation in land rehabilitation is limited because of the domestication of women in land rehabilitation, stereotype of physical barrier for women in land rehabilitation, as well as the public policy on land management which is not yet gender responsive. Because of this women do not have bargaining power in land management. Therefore, it is significant to strengthen women participation in land management through gender integration in local governance, either through gender mainstreaming or affirmative action. Gender mainstreaming in land management is done by integrating gender equity in planning, operating, monitoring, and evaluating rehabilitation programs and activities in the local context; while affirmative action is done by constructing regulation and credible commitment which determine the minimal standard of women representation as the board of Lembaga Masyarakat Desa Hutan (LMDH) (the association of people living in the

surrounding area of the forest). Women representation in organization is essential because LMDH is local organization which has strategic role in land management, both economically and ecologically. Besides strengthening women participation through gender mainstreaming and affirmative action, there is a need to improve women capacity, both individually and collectively. Individual capacity improvement consists of several aspects including material aspect, human resources, social and political aspects. Collective capacity improvement is done by developing voice mechanism and structuring the organization and representation. The challenges to strengthen women participation in land rehabilitation include strengthening the capacity of local governance in order to be gender responsive, improving women capacity through competence development in land management, and opening mechanism for the members of local organization to put forward their aspiration through voices mechanism.

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