

GENDER ACTION PLAN

Gender Objectives	Targets and Performance Indicators	Responsibility	Timeframe
Output 1: Facilities for research and development and innovation at four science and technology parks upgraded			
1.1. Facilities integrate gender-responsive physical design features and provide people with disabilities access to the physical environment	1.1.1 One new building for halal food R&D at IPB constructed, with gender-sensitive and socially inclusive features ^a (DMF 1d).	IPB	2023–2027
	1.1.2 All research laboratories, product development facilities, and startup incubation facilities will incorporate gender-sensitive and socially inclusive features (DMF 1a, 1c)	UI, ITB, IPB, UGM	
	1.1.3 Budget earmarked for maintenance of constructed facilities (for IPB halal food R&D center), including male and female sanitation facilities and lactation room (2021 baseline: NA)	IPB	
Output 2: The four science and technology parks' research and development administration, partnerships, and start-up incubation strengthened			
2.1 Promote more women in R&D and female role models	2.1.1. At least 37.5% of startup incubation participants are women at each of the four project STPs (2021 baseline: IPB-34%, ITB-30.0%, UGM-34.0%, UI-35.5%) (DMF 2b). ^b	UI, ITB, IPB, UGM	2027
	2.1.2. At least 45% of startup and innovation mentors are female (2021 baseline: IPB-40.0%, ITB-55.5%, UGM-36.0%, UI-36.3 %). ^c		
2.2 Support women's entrepreneurship to the acceleration phase	2.2.1. All startup (100%) with female founders from four STPs receive additional support (e.g., mentorship, financing, market access) during pre-acceleration phase (2021 baseline: NA)	UI, ITB, IPB, UGM	2023–2027
2.3 Promote gender mainstreaming and social inclusion in science and technology education, research, and entrepreneurship	2.3.1. 18 strategic R&D projects with strong social or gender equality or climatic adaptation thematic areas are completed and studies published ^d (2021 baseline: 0) (DMF 2d).	UI, ITB, IPB, UGM	2023–2027
Output 3: Capacity of the four science and technology parks and the Ministry of Education, Culture, Research, and Technology strengthened			
3.1. Promote increased number of women in R&D as researchers and in management of the STPs.	3.1.1. 174 researchers from the four project STPs, of whom at least 30% are women, completed post-doctorate training or fellowships in the priority areas of the relevant STP ^e (2021 baseline for women: 0) (DMF 3a).	UI, ITB, IPB, UGM	2023–2027
	3.1.2. 207 staff from four STPs and MOECRT trained, of whom at least 35% are women, report overall improvement in knowledge and understanding of project management, research and innovation management, procurement, contract management, and financial management (2021 baseline for women participants: 0) (DMF 3b).	UI, ITB, IPB, UGM	
	3.1.3. 77 staff from four project STPs trained, of whom at least 40% are women, report overall increased knowledge and competencies		

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	in enhancing STPs as triple-helix hub for commercialization of research products (2021 baseline for women: 0) (DMF 3c).		
	3.1.4 At least 50% of lab technicians to be engaged in the STPs and in IPB are female (2021 baseline: IPB-50%, ITB-42.1%, UGM-36%, UI-19.35 %).	UI, ITB, IPB, UGM	
3.2. Institutional environment for gender equality improved	3.2.1. At least 35% STP administrators are female and at least 30% resource persons are female under the triple-helix hub (2021 baseline: NA)	UI, ITB, IPB, UGM	2023–2027
	3.2.3 Four STPs implement policies on respectful workplace and prevention of sexual harassment. ^f (2021 baseline: NA)	UI, ITB, IPB, UGM	
	3.2.4. Four STPs sharing of gender mainstreaming policies and practices in public seminars and forums for other Indonesia universities conducted annually (2021 baseline: NA).	UI, ITB, IPB, UGM	

ADB = Asian Development Bank; DMF = design and monitoring framework; GAP =gender action plan; GBV-SEAH = gender-based violence and sexual exploitation, abuse, and harassment; IPB= IPB University; ITB = Bandung Institute of Technology; MOECRT = Ministry of Education, Culture, Research and Technology; NA = not applicable; PMU = project management unit; R&D = research and development; STP= science and technology park; UGM = Gadjah Mada University; UI = University of Indonesia.

^a Under output 1, as indicated in the DMF, a new building refers to one replacement building in IPB for halal food innovation. In all four STPs, other advanced R&D equipment will be procured, and research facilities will be retrofitted according to research requirements. These new facilities will undergo regulatory certification. This output will also scale up R&D translation and diffusion facilities for incubating startups including co-working spaces and fab labs for prototyping. Gender-responsive and socially inclusive features will include lactation room, well-lit public areas, person-with-disability-friendly furniture, security camera system in public areas, etc.

^b Baseline for female participation is sourced from startup incubations in 2021.

^c Mentors participate on a purely voluntary basis and majority are part of the alumni. The mentorship program is aimed at helping startups growing successfully in which the mentor gives guidance on fund raising, professional development and advancement and shares experience and leadership.

^d Each researcher may participate more than once in more than one project.

^e Postdoctoral programs include a varied program of training opportunities, short-term research fellowship, as well as long-term fellowship.

^f A respectful workplace incorporates university policies, programs, and activities that include increasing awareness about bullying and sexual harassment and other forms of violence, sharing best practices, as well as developing skills and capacity to create a safe and respectful workplace culture.

Source: Asian Development Bank.