

EVALUATION OF THE IWE-WELDD PROGRAMME 2012-2015

II. Executive Summary

Since 2012 and over the past 4 years, IWE has contributed to a growing awareness of women's rights and gender-relations in Indonesian society among our partners, their communities and constituencies. This has encouraged women to critically analyse structural inequalities which prevent women from enjoying their human rights. In conjunction with building self-awareness and self-confidence and realising ones worth and potential as a person and a leader, IWE saw a growing aspiration of women in the communities to internalise and practise feminist leadership, essential to challenging and transforming these structural inequalities.

IWE's efforts with our partners on the ground have focussed on interrogating, clarifying and systemising an innovating framework for a new concept of leadership that is based on the values and principles of feminism, aspiring to transform the systemic power relations which obstruct and punish the empowerment of women and that will be sustainable.

The additional budget stimulus in 2013-2014 enabled IWE to deepen the scope of the initial objectives of the WELDD program. Two innovative perspectives were introduced which are fundamental to ensuring sustainability of the activism that is necessary to address the concerns of IWE's partners in their thematic contexts - Pluralism, Land Rights and Decent Work). This contributed greatly to our search for and understanding of the significance of learning and practicing "self-transformation" for the fostering of feminist and transformative leadership and rendering it sustainable.

Integrating a holistic approach to leadership development, all our training sessions, convenings and workshops incorporate elements of Wellbeing, Self-care and Integrated Security (WeSIS) – and strive to create safe and inductive spaces where participants are encouraged to reflect on and express their own experiences, emotions, opinions and aspirations as the starting point for building self-awareness and self-esteem. Partner organisations have responded positively to our processes, and many have adopted a similar approach in activities within their organisations and networks. These processes nurture emotional resilience and self-awareness, which we believe are integral to the theory, practice and sustainability of transformative feminist leadership.

The positive and holistic transformation of people's real lives must necessarily include the betterment of their economic options. This will only be possible through a real transformation of the whole economic system from one based on profit and competition, to one based on people's needs and solidarity. The concept and framework of Social Solidarity Economy has also proven advantageous in helping impoverished communities to acknowledge and maintain hope in their mutual aspirations for a better life by identifying latent personal and community resources which benefit the whole community. This framework encourages individuals and communities to develop non-exploitative economic alternatives and to reject exploitative arrangements based on traditional development practices. The hope that is nurtured - based on a self-confidence in peoples' own efforts and community solidarity – is the basis of sustainability.

Working together with our partners and their communities to develop the the concepts of Feminist Leadership that is Transformative and Sustainable (FLTS), has further nurtured the seeds of sustainability through the synergy and the growth of a solidarity network among our partner organisations, This paradigm for a new and hopeful model of leadership has been "adopted" by our partner organizations, and a group of 6 organisations is spearheading the

initiation of a “leadership school” that will serve urban activists as well community activists, reinforcing the sustainability of transformative feminist leadership beyond the duration of the WELDD program.

By the end of the programme, IWE-WELDD has directly raised the capacities of at least 1448 women who went on to reach at least 7240 women (Fig 1: Women who received capacity building ...) in their own communities and constituencies. IWE-WELDD and our partners have produced a range of materials – concept papers, learning modules, training materials and advocacy tracts - and launched an Indonesian website (www.perempuanmemimpin.com) linked to the range of social media accessible. 4 documentaries have been produced, narrating personal processes of development of women’s leadership across our partner organization and an innovative series of 14 one-minute videos wherein 14 informal workers scripted and together filmed 14 personal and most significant episodes in their lives.

However, there were inevitably many challenges that had to be mitigated along the way, and many lessons were learnt by all involved generally, from both the successes as well as the aspects that did not go so well. The biggest challenges faced in the field, apart from the external political and cultural obstacles to women’s empowerment process, were felt in the work of building synergy and solidarity among the different groups worked with, and to sustain the commitment to the vision of a new social order based on gender equality, peace and justice. To learn from our own methods and processes, the challenge we faced was to implement a rigorous system of monitoring and documentation.

IWE as an organisation also needs to reflect on how we live and act on the feminist values and principles we profess and attempt to spread through our work.

Founded on principles of critical self-awareness, compassion and solidarity, IWE and our partners are growing a “new culture of activism”which is powerful, transformative and sustainable.