



Australia Awards

Australia Awards in Indonesia – Short Term Award Organisational Leadership and Management Practice for Non-Government Organisations (NGOs) Empowering Women 2018



Course Highlights:

- Pre-course workshop held in Double Tree Hotel, Jakarta on 4 -5 December 2018
- Two-week short course held in Sydney and Canberra on 21 January 2018 – 1 February 2019
- Post-course workshop held in Jakarta on 25 – 27 June 2019

Following the success of previous courses on Organisational Leadership and Management Practice for Non-Government Organisations (NGOs) Empowering Women, a group of 27 female emerging leaders from various women-focused NGOs spent two weeks in Australia over January and February 2019 for a Short Term Award hosted by the Sydney Southeast Asia Centre (SSEAC) at the University of Sydney. The selected participants from partner organisations of the Empowering Indonesian Women for Poverty Reduction Program, known as Maju Perempuan Indonesia untuk Penanggulangan Kemiskinan (MAMPU) attended the short course funded by the Department of Foreign Affairs and Trade (DFAT) and managed by Australia Awards in Indonesia.

During the program, participants met women actively involved in organisations that advocate for women's rights. The meetings offered insight into the NGO sector in Australia, particularly the similarities and differences between women's activism in Australia and Indonesia.



The participants noted a universality in the challenges that Australian and Indonesian women face. One participant observed that "Australia is a pluralistic and open society, but there are challenges for efforts to eradicate violence against women". A key difference the participants noted was in the implementation of policies, observing that policies for women were likely to be better implemented in Australia than similar policies in Indonesia. The participants particularly appreciated presentations from local organisations including Domestic Violence NSW, Asian Women at Work, the Australian Breastfeeding Association and the Australian Human Rights Commission, which discussed both the successes and challenges faced in promoting gender equality in Australia.

The participants' stories of change during this period show how a program of this nature deepens Indonesian people's understanding of Australian culture and history, raises awareness of particular industries and practices within those industries and can contribute to significant personal and professional growth.

Australia Day fell during the first week of the program in Sydney, which offered the women an opportunity to learn about Australian history and directly observe how Australians negotiate different interpretations of their past, particularly in relation to colonialism. They attended the official Australia Day event at Circular Quay and visited the Yabun Festival, a celebration of Indigenous Australian culture.

The personal and professional growth that the women experienced during the course was evident in the course feedback. A recurring theme was how the course had bolstered their self-confidence in leadership, particularly in managing staff and their organisational responsibilities. The women also commented that the process of developing and delivering a presentation gave them both new skills, and the confidence in their ability to work hard to a strict deadline.

"I feel more confident because of the knowledge and practical skills that I gained that will make me a better leader..."

Having encouraging facilitators who helped them to identify areas for personal growth was extremely beneficial. Professor Michele Ford – Director of SSEAC and an expert in Indonesian women's work and social activism – led the program. She was supported by a team of experts from the University of Sydney, government, business and the NGO sector. The core trainers were fluent speakers of Indonesian, which greatly enhanced the learning process.



It was not just the classroom that offered the women these opportunities for growth. Many participants took the opportunity to travel around Sydney independently, using public transport to discover the sights and sounds of the city. The opportunity to go sight-seeing provided the group with another authentic experience outside the confines of the classroom. It was also a chance for them to form closer connections with each other, relying on one another for the support needed to visit unfamiliar environments and without being fluent in the local language.

"What we have achieved this year through the training is more than we expected."

Finally, the course gave the women concrete ideas about how to do things differently once they returned home. One participant, whose pitch project involved developing an infographics training course through her organisation, emailed after returning to Indonesia to say that the course had truly changed the course of her organisation: "What we have achieved this year through the training is more than we expected. I see how the team's confidence has increased - which is the best change that I wanted to experience with my team."



For further information about the course, please contact:

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