

INTRODUCING THE GEAR MODEL: A REFLECTIVE– CRITICAL PARADIGM FOR SOCIAL POLICY

Wimmy HALIIM
Brawijaya University, Indonesia

© The Author(s) 2026

ABSTRACT

Conventional social policy paradigms privileging technical rationality and administrative efficiency struggle to address complex, power laden contemporary realities. This conceptual article proposes the GEAR Model (Growth, Empowerment, Adaptability, and Rationality) as a reflective–critical paradigm integrating normative reflexivity with pragmatic governance. Developed via an Integrative Conceptual Synthesis that combines rigorous literature review with conceptual framework synthesis, GEAR operationalizes four mutually reinforcing dimensions as dynamic feedback loops. Growth targets material and human development outcomes; Empowerment expands participatory agency and capacities; Adaptability equips governance to respond to technological change, shocks, and uncertainty; and Rationality advances a human centered logic aligning ethical reasoning with institutional effectiveness. By interrogating the epistemological bases of policy analysis, the model bridges the entrenched normative–pragmatic divide that fragments social policy scholarship. As a reflective–critical framework, GEAR addresses multidimensional social problems and contested adaptive capacity in developing countries, while an integrated illustration of stakeholder roles demonstrates coordination among the actors through the GEAR perspective. The article positions GEAR as a theory building framework ready for mixed methods validation and application, with implications for policy evaluation, governance reform, and the advancement of reflective–critical studies in social policy.

©2026.All rights reserved.

ARTICLE HISTORY

Received: 28/10/2025
Accepted: 12/03/2026
Published online: 25/04/2026

KEYWORDS

Reflective-critical paradigm;
multidimensional social policy; gear
model; adaptive governance; critical
social policy theory



Introduction

The study of social policy has long been shaped by paradigms that emphasize technical rationality, administrative efficiency, and structural reform. These approaches, rooted in traditions such as welfare-state functionalism and New Public Management, have contributed significantly to the development of policy analysis and implementation strategies (Esping-Andersen, 1990; Hood, 1995). However, as social realities become increasingly complex and interconnected, the limitations of these paradigms become more apparent. They often fail to account for the nuanced ways in which power, discourse, and social relations influence policy outcomes, and tend to marginalize the lived experiences of those most affected by policy decisions (Beck, 1992; Fischer and Forester, 1993). The emergence of reflective and critical paradigms in social policy studies signals a growing recognition of the need to move beyond surface-level analysis and engage more deeply with the underlying social, political, and ideological forces that shape policy processes (Hall, 1993; Holmström, 2005).

The introduction should briefly place the study in a broad context and highlight why it is important. It should define the purpose of the work and its significance. The current state of the research field should be reviewed carefully, and key publications cited. Finally, briefly mention the main aim of the work and highlight the principal conclusions. As far as possible, please keep the introduction comprehensible to scientists outside your particular field of research (Hedström & Smith, 2013).

A reflective–critical paradigm encourages scholars and practitioners to interrogate their own assumptions, question dominant norms, and consider the broader socio-political context in which policies are formulated and enacted (Asghar, 2013; Bessant *et al.*, 2020). This approach draws on critical theory and

reflexive methodologies to expose hidden power dynamics and challenge the status quo, fostering a more inclusive and transformative understanding of social policy (Brookfield, 2009; Phillips, 2023). By integrating critical reflection and reflexivity into policy analysis, researchers can better understand how policies not only respond to social problems but also actively shape social relations and opportunities (Rein and Schön, 1996). The GEAR model focusing on Growth, Empowerment, Adaptability, and Rationality and offers a conceptual framework for operationalizing this paradigm, bridging normative reflection with pragmatic governance (Haliim and Muhammad, 2025).

The need for a more reflective–critical paradigm is further underscored by the increasing complexity of social challenges such as inequality, exclusion, and rapid technological change. Traditional policy models often lack the flexibility and depth required to address these issues effectively, while critical paradigms provide tools for deconstructing harmful norms and reconstructing more just and equitable practices (Fischer and Forester, 1993; Sen, 1999). The GEAR model is introduced as a response to these challenges, aiming to foster adaptive governance, empower marginalized voices, and promote ongoing reflexivity among policymakers and stakeholders. By situating the GEAR model within the broader landscape of social policy theory, this research seeks to advance a more holistic and transformative approach to policy analysis and development (Haliim and Muhammad, 2025).

Literature Review

The urgency for adopting a reflective-critical paradigm in social policy research stems from three interconnected imperatives. Persistent systemic inequalities reveal the inadequacy of technocratic solutions, necessitating approaches addressing root causes rather than symptoms (Beck, 1992; Sen, 1999). Critical paradigms uncover deeper structures and ideologies perpetuating injustice, particularly important where marginalized groups experience policy

interventions differently due to historical biases (Holmström, 2005; Brookfield, 2009). Contemporary social issues' dynamic nature demands adaptive and reflexive governance frameworks integrating scientific expertise with public deliberation and ethical critique (Beck, 1992; Fischer and Forester, 1993; Hall, 1993).

The GEAR model responds by emphasizing adaptability and rationality, encouraging ongoing learning and adjustment while strengthening democratic legitimacy through greater public participation. Discourse coalitions and narrative construction shape policy outcomes as much as technical design (Fischer and Forester, 1993; Rein and Schön, 1996). Reflective-critical paradigms provide analytical tools to examine policy framing, voice inclusion, and power exercise, with GEAR integrating empowerment and growth to create spaces for diverse perspectives and promote equitable outcomes (Occhiuto *et al.*, 2024). This research examines how the GEAR model enhances social policy governance's inclusivity and adaptability by institutionalizing reflexivity among policymakers and stakeholders, exploring how integrating growth, empowerment, adaptability, and rationality develops policies responsive to diverse communities' needs while bridging normative reflection and pragmatic governance for more democratic outcomes (Haliim and Muhammad, 2025).

Methodology

This study is designed as a qualitative–conceptual inquiry grounded in the epistemology of critical–reflexive social research. Rather than testing empirical hypotheses, it seeks to synthesize theoretical traditions and analytical frameworks in social policy to formulate a new paradigm, the GEAR Model (Growth, Empowerment, Adaptability, Rationality). This approach is interpretive and constructivist, emphasizing theoretical innovation and reflexive reconstruction over empirical generalization. Philosophically, the research aligns with the post-

positivist orientation that views social knowledge as context-bound, value-laden, and continuously reinterpreted through human reflection and moral reasoning. Thus, the study adopts a stance that theory-building in social policy must not only describe welfare systems but also reflect on the rationalities that sustain or distort them. The methodological framework combines two established approaches:

1. Integrative Literature Review (ILR) as articulated by Whitemore and Knafl (2005), used to integrate diverse theoretical and empirical works to generate new conceptual insights.
2. Conceptual Framework Synthesis (CFS) as proposed by Jabareen (2009), used to build a Theoretical construct through iterative abstraction and comparison across conceptual domains.

Together, these form the Integrative Conceptual Synthesis approach, a systematic and reflexive method that allows cross-paradigmatic integration. This approach enables the identification of theoretical continuities and ruptures, making it suitable for developing a reflective–critical model such as GEAR. The conceptual evidence for synthesis was drawn from two interrelated domains of literature:

1. Theoretical Evolution of Social Policy: This body of work was examined to trace paradigmatic transitions, foundational assumptions, and epistemological orientations underlying social policy’s evolution.
2. Analytical and Diagnostic Frameworks in Social-Policy Studies: These frameworks were analysed to expose their operational biases and to identify the epistemic gaps that persist which is particularly the lack of moral reflexivity, adaptive learning, and human-centered rationality.

Together, these two domains provide the conceptual foundation of this study: (1) the first as the epistemic context of social policy evolution, and (2) the second as the methodological context that informs how policy is analysed and practiced.

The analytical process followed four iterative phases inspired by Jabareen (2009) conceptual synthesis model:

Table 1. Research Analytical Procedures

Phase	Analytical Focus	Output
Mapping and Categorization	Organizing literature into thematic clusters reflecting dominant paradigms.	Typology of social policy evolution; Map of Theoretical Evolution in Social Policy Thought
Identifying Theoretical Gaps	Comparing theoretical evolution and policy frameworks to reveal epistemic voids, specifically the absence of reflexivity and moral reasoning.	Problem formulation and rationale for a new model: Map of Analytical Frameworks in Social Policy Practice.
Synthesizing Conceptual Components	Integrating cross-paradigm insights into four interdependent constructs: Growth, Empowerment, Adaptability, Rationality.	Preliminary structure of the GEAR Model; Mind Map the GEAR Model.
Theoretical Integration and Reflexive Validation	Reassessing the emerging model through critical comparison with existing frameworks.	Final conceptualization of GEAR as a reflective–critical paradigm; Reflexive Integration and Theoretical Validation; GEAR Model Development Process as a Reflective-Critical Paradigm; Illustration of Stakeholder Roles from The GEAR Model Perspective

Source: Analytical procedures inspired by Jabareen (2009)

This iterative synthesis produced two intermediate conceptual maps:

Table 2. Map of Theoretical Evolution in Social Policy Thought

Phase	Theory/Model	Author (Year)
1940–1960 – Welfare State Functionalism	Beveridge Model	Beveridge (1942)
	Keynesian Social Policy	Keynes (1936)
1970–1980 – Institutional & Structural Approach	Esping-Andersen’s Welfare Regimes	Esping-Andersen (1990)
	Titmuss’ Models of Welfare	Titmuss (1974)

Phase	Theory/Model	Author (Year)
1980–1990 – Managerialism & New Public Management	Policy Orientation	Laswell (1951)
	New Public Management	Hood (1995)
1990–2000 – Participatory & Human Development	Capability Approach	Sen (1999)
	Social Capital Theory	Coleman (1988)
2000–2010 – Reflexive Governance	Reflexive Modernization (Risk Society)	Beck (1992)
	Learning Policy Models	Hall (1993)
2010–present – Critical & Post-Structural Social Policy	Argumentative Turn in Policy Analysis and Planning	Fischer and Forester (1993)
	New Risks, New Welfare	Taylor-Gooby (2004)

Source: Analytical results of social policy theory literature review procedures

And,

Table 3. Map of Analytical Frameworks in Social Policy Practice.

Welfare Regime Typology	Esping-Andersen (1990), Fenger (2009), Ferragina and Seeleib-Kaiser (2011) , and Buhr and Stoy (2015)
Capability Approach	Sen (1999), Goerne (2010), Carpenter (2009), and Yerkes, Javornik and Kurowska (2019)
Social Exclusion Framework	Bhalla and Lapeyre (1997), Kabeer (2000), Saunders (2003), and Millar (2007)
Policy Cycle Model	Bridgman and Davis (2003) and Everett (2003)
Theory of Change	Mackenzie and Blamey (2005), Sullivan and Stewart (2006), and Mason and Barnes (2007)
Governance Network Theory	Jones, Hesterly and Borgatti (1997), Pryke (2005), and Klijn and Koppenjan (2012)
Critical Social Policy (CSP)	Taylor (1997) and Fairclough (2013)
Reflexive Governance	Voss, Bauknecht and Kemp (2006) and Schutter and Deakin (2005)

Social Investment Paradigm	Morel, Palier and Palme (2011), Hemerijck (2020), and Deeming and Smyth (2015)
-----------------------------------	--

Source: Results of The Analytical Procedures of The Analysis Framework in Social Policy Practice.

Both informed the construction of the GEAR Model as a higher-order conceptual synthesis. And the analysis employed a reflexive integration logic, which assumes that knowledge in social policy advances not through linear accumulation but through *dialogic reflection and self-critique*. In this sense, the synthesis sought to restore balance between:

- Technical Rationality—efficiency-oriented, managerial, and instrumental logic of policymaking; and
- Moral–Human Rationality—value-based, participatory, and justice-oriented reasoning in social governance.

This study develops GEAR Model as a reconstructive paradigm bridging theory, value, and practice rather than an additive framework. By integrating diverse paradigms through iterative mapping, gap identification, conceptual synthesis, and reflexive validation within a reflexive epistemology, this inherently conceptual and critical study establishes the GEAR Model as a theoretically coherent and normatively grounded framework for reflective-critical social policy analysis. Although the methodological design yields theoretical rather than statistical generalizability. Given that causal relationships are not empirically tested, it provides a robust foundation for a paradigm level contribution to social policy theory, with the implication that future empirical work must validate and operationalize the GEAR Model to test the structural coherence of G-E-A-R interrelations.

Results and Discussion

Phases of The Evolution of Social Policy Theory

Modern social policy theory progressed through three distinct paradigmatic phases: first, Welfare State Functionalism (1940s–1960s) established comprehensive frameworks rooted in William Beveridge's Social Insurance and Allied Services addressing the "five giants" of want, disease, ignorance, squalor, and idleness through contributory systems with flat-rate universal benefits Beveridge (1942), validated by Keynes's fiscal-monetary intervention theory Keynes (1936) yet treating beneficiaries as passive recipients while neglecting power dynamics. Second, the Institutional Structural Approach (1970s–1980s) shifted toward comparative regime analysis, with Gøsta Esping-Andersen's decommodification metric distinguishing liberal, conservative, and social-democratic models Esping-Andersen (1990) and Richard Titmuss categorizing welfare channels through a redistributive justice lens (Titmuss, 1974), deepening understanding of how political coalitions shape welfare configurations while maintaining structuralist focus on macro power configurations rather than policy discourse micro-dynamics. Third, Managerialism and New Public Management (1980s–early 1990s) responded to perceived bureaucratic rigidity and fiscal crises by importing private-sector practices, with Christopher Hood identifying core NPM doctrines of performance measurement, contractualism, and decentralization (Hood, 1995) grounded in Harold Lasswell's cyclical policy-orientation model (Laswell, 1951), which reframed citizens as clients and achieved short-term efficiency gains yet neglected the normative and discursive dimensions of social policy.

Extending the three initial phases, social policy theory underwent three subsequent paradigmatic transformations. The fourth phase, Participatory Human Development (1990s–2000s), shifted focus toward human capabilities and social capital with Amartya Sen's Capability Approach reconceptualizing development

as the expansion of substantive freedoms (Sen, 1999) and James Coleman's elucidation of how networks of trust facilitate collective action (Coleman, 1988), introducing deliberative forums and stakeholder engagement mechanisms despite confronting tensions between universal entitlements and context-specific empowerment. The fifth phase, Reflexive Governance (2000s–2010s), responded to global risks and policy complexity by emphasizing adaptive learning and scientific reflexivity through Ulrich Beck's Risk Society thesis identifying incalculable risks such as environmental hazards and financial crises (Beck, 1992) and Peter Hall's social learning concept explaining paradigm shifts when crises expose framework limitations (Hall, 1993), operationalizing reflexivity through regulatory impact assessments and multi-level governance networks while raising concerns about technocratic domination. The sixth phase, Critical Post-Structuralism and the Argumentative Turn (2010s–Present), emphasizes the constructed nature of policy problems and solutions with Frank Fischer and John Forester advocating that policies emerge through rhetorical framing and power-laden discourse (Fischer and Forester, 1993), positioning policymaking as a contestation site where actors define problems and employ discourse analysis to deconstruct these dynamics—marking a progressive evolution from passive recipient models toward critical engagement with power and discourse in social policy.

This comprehensive account of six phases from Figure 1 illustrates how social policy theory has evolved from technocratic welfare state designs to reflexive, participatory, and discursive paradigms, reflecting broader epistemological and normative transformations in understanding state–society relations and the pursuit of social justice. It is essential to elaborate on these phases, as they elucidate the positioning of the GEAR Model within each phase, which can be discerned from its conceptual foundations and defining characteristics.

What is the GEAR Model? Concept and Characteristics

Translating these paradigmatic insights into a unified analytical instrument, the GEAR Model constitutes comprehensive multidimensional framework synthesizing evidence across conditional cash transfers and social welfare interventions to address poverty in developing contexts (Haliim and Muhammad, 2025).

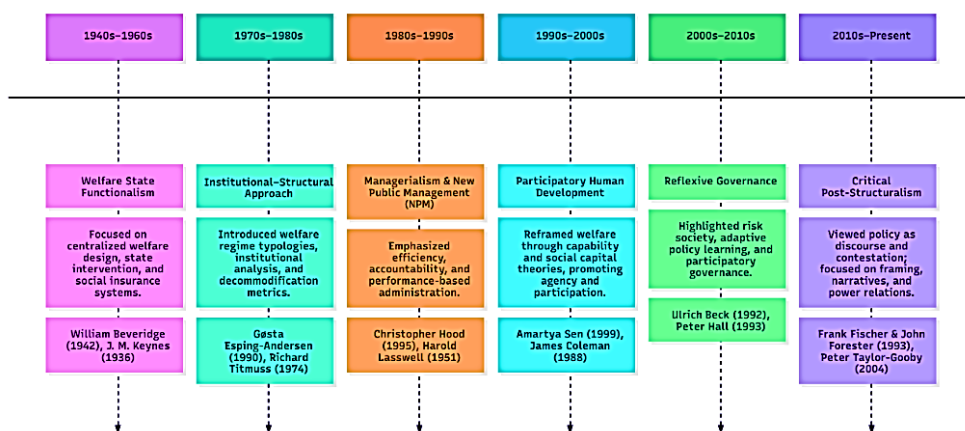


Figure 1. Evolution Phases of The Evolution of Social Policy Theory
 Source: Author Synthesis Based on Map of Theoretical Evolution in Social Policy Thought

The Growth dimension generates sustainable economic opportunities through conditional cash transfers, private-sector partnerships, and educational investments, with remittances, rural innovation, and digital finance enhancing household resilience and income security while transitioning beneficiaries from short-term welfare dependency toward lasting economic inclusion via job training and vocational skills development (Huang *et al.*, 2023; Haliim and Muhammad, 2025). The Empowerment dimension foregrounds social capital and participatory mechanisms enabling marginalized groups to exercise agency through community-based programs and cooperatives that align interventions with lived realities, thereby strengthening local institutions and transforming beneficiaries

into active stakeholders capable of resource access and co-design participation (Coleman, 1988; Arestis and Phelps, 2025; Haliim and Muhammad, 2025).

The Adaptability dimension enables flexible governance responding to emerging shocks through data-driven decision-making, horizon scanning, and decentralized accountability that ensure context-sensitivity and resilience, with early-warning systems and iterative designs ensuring policies evolve with emerging risks (Beck, 1992; Sen, 1999; Haliim and Muhammad, 2025). The Rationality dimension underscores transparent, evidence-informed governance addressing administrative fragmentation and corruption through depoliticized resource allocation, rigorous performance monitoring, and intersectoral coordination that serve as the institutional backbone upholding Growth, Empowerment, and Adaptability efforts via enhanced budget transparency and robust oversight (Hood, 1995; Haliim, 2020; Haliim and Muhammad, 2025).

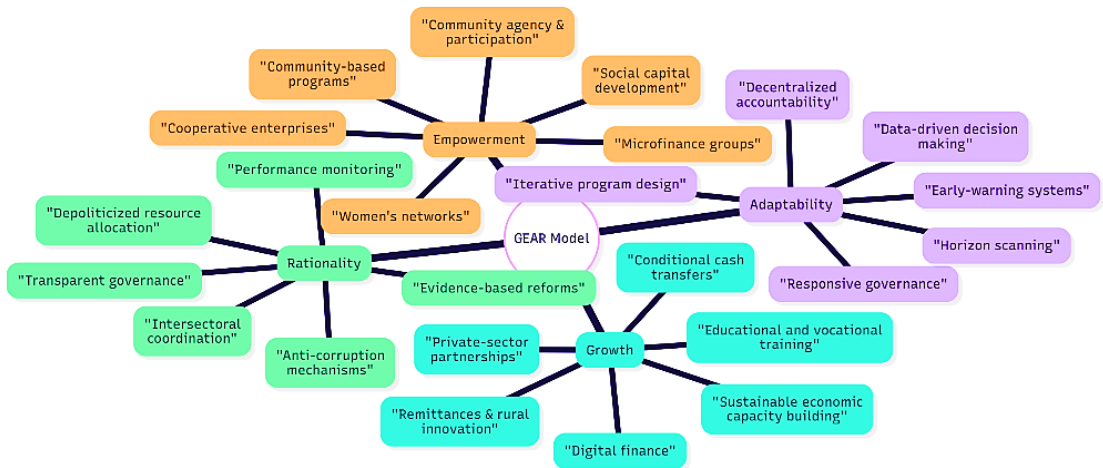


Figure 2. The GEAR Model Mind Map

Source: Compiled based on the conceptual synthesis in Haliim and Muhammad (2025)

The GEAR Model as an Analytical Framework offers a holistic system where each dimension reinforces the others throughout the policy cycle, ensuring developmental strategies are economically viable, socially equitable, resilient, and evidence based. Growth strengthens economic capacity through vocational training, private sector development, and educational innovation, assessing

whether policies foster inclusive expansion while overcoming structural barriers like unequal infrastructure access. Empowerment examines policies' capacity to build agency among marginalized groups through enhanced social capital and microfinance, evaluating whether initiatives bolster genuine participation rather than fostering dependency. Adaptability addresses policies' responsiveness to environmental, climatic, technological, and socioeconomic challenges through data-driven decision-making and digital innovations, with adaptive social protection programs adjusting benefits based on climate indicators exemplifying this approach. Rationality underscores governance reforms prioritizing transparency, accountability, and depoliticized resource allocation, with analytical scrutiny examining whether policies follow rigorous evidence with mechanisms guarding against corruption.

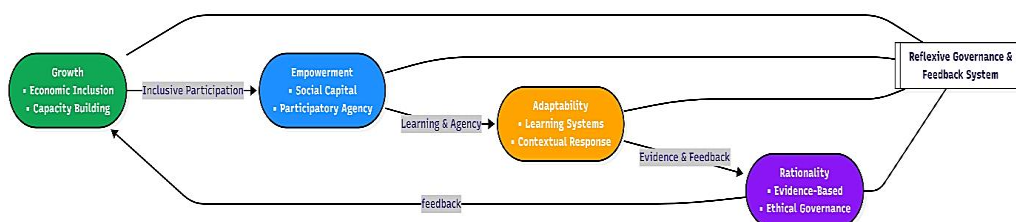


Figure 3. Analytical Framework Loop of G–E–A–R

Source: Author Conceptualization Based on The GEAR Model (Haliim and Muhammad, 2025).

GEAR Model fundamentally demands a looping, iterative evaluation process in which Growth, Empowerment, Adaptability, and Rationality are assessed concurrently to ensure continuous learning and systemic coherence. A robust policy intervention is one that not only stimulates inclusive economic growth but also empowers communities, adapts to emerging risks, and operates under transparent and ethical governance. As illustrated in Figure 3, these four dimensions form a dynamic and reflexive system in which each element reinforces and informs the others through continuous feedback. The feedback link from Rationality back to Growth represents the model's reflective–critical nature,

where evaluative insights and ethical reasoning continuously inform renewed strategies for sustainable and equitable development. Collectively, this looping interaction positions GEAR not as a linear policy sequence but as an adaptive system of reflexive governance and moral learning within social policy design and evaluation.

Reflexive Integration and Theoretical Validation

The GEAR Model underwent rigorous reflexive integration through iterative synthesis, ensuring conceptual coherence and normative grounding within an Integrative Conceptual Synthesis framework Whitemore and Knafl (2005). Reflexivity grounded in critical social theory and post-positivist epistemologies entails continuous questioning of assumptions and researcher embeddedness, ensuring conceptual synthesis critically reinterprets theories through moral reasoning (Lincoln and Guba, 1985; Giddens, 1991; Beck, 1992; Bourdieu and Wacquant, 1992; Guba and Lincoln, 1994). Through iterative cycles of construction and critique, Empowerment evolved from agency-centered toward relational understanding, Adaptability integrated iterative learning and indigenous knowledge from reflexive governance studies, Growth transcended neoliberal metrics toward sustainable and care-centered development, and Rationality unified diverse epistemologies (Beck, 1992; Hall, 1993; Miles and Huberman, 1994; Strauss and Corbin, 1999; Torraco, 2005; Jabareen, 2009). Theoretical validation applied three qualitative criteria: coherence, consistency, and comprehensiveness, through triangulation and comparative paradigm analysis, positioning GEAR within a reflective-critical zone synthesizing rational governance with participatory and ethical learning (Fischer and Forester, 1993; Guba and Lincoln, 1994). Comparative positioning against Welfare Regime Typology, Capability Approach, and Reflexive Governance confirmed GEAR's integrative and reconstructive nature using qualitative comparative analysis (Miles and Huberman, 1994; Torraco, 2005; Whitemore and Knafl, 2005). The

following matrix systematically evaluates GEAR's contribution relative to major paradigms:

Table 4. GEAR Reflexive Validation Matrix

Paradigm	Moral Reflexivity	Adaptive Capacity	Participatory Inclusion	Governance Rationality
Welfare Regime Typology	Medium	Low	Low	High
Capability Approach	High	Medium	Medium	Medium
Reflexive Governance	High	High	Medium	Medium
Critical Social Policy	High	Medium	High	Medium
Social Investment Paradigm	Low	Medium	Low	High
GEAR Model	High	High	High	High

Source: Author's synthesis of the social policy paradigm literature.

This comparative analysis revealed that while Welfare Regime and Capability theories offer strong structural and ethical insights respectively, only GEAR integrates adaptive learning, normative coherence, and systemic governance reform within a single model. GEAR surpasses earlier paradigms by explicitly operationalizing moral reflection and adaptability as interdependent rationalities, rather than treating them as separate analytical domains. The validation matrix demonstrates GEAR's unique positioning as the only framework achieving high scores across all four criteria. This comprehensive integration represents a qualitative advancement beyond partial paradigms that excel in specific dimensions while neglecting others. While Reflexive Governance achieves high moral reflexivity and adaptive capacity, it demonstrates only medium participatory inclusion and governance rationality due to its tendency toward expert-driven technocracy. Conversely, Critical Social Policy excels in moral reflexivity and participatory inclusion but shows medium adaptive capacity and governance rationality due to its focus on critique rather than constructive institutional design.

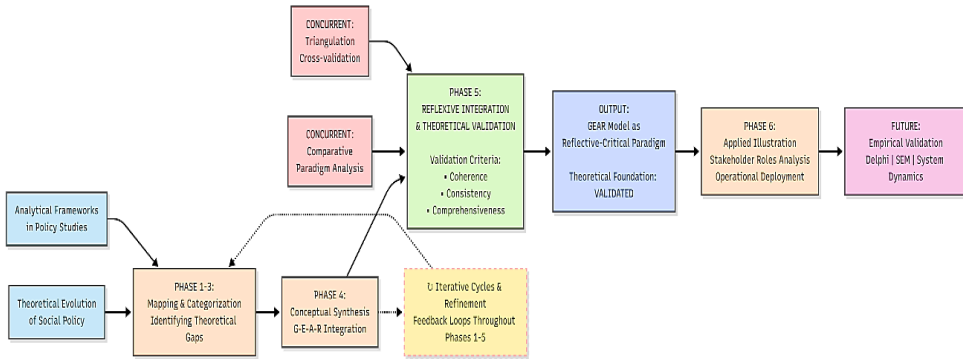


Figure 4: The GEAR Model Development Process from Conceptual Synthesis to Reflexive Integration and Paradigmatic Validation

Source: Illustrates the reflexive validation cycle by The Author's.

Theoretical validation operates at paradigmatic-conceptual rather than empirical level, establishing internal coherence through literature review criteria which are coherence, consistency, and comprehensiveness (Whetten, 1989; Torraco, 2005; Whittmore and Knafel, 2005; Jabareen, 2009). Theoretical validation provides conceptual foundation for stakeholder role mapping, demonstrating G-E-A-R operationalization in multi-actor contexts. This translation from theoretical validation to applied illustration establishes GEAR as both conceptual framework and practical analytical tool for multi-stakeholder environments. Rather than oscillating between structural determinism and technocratic functionalism, GEAR Model restores moral-epistemic balance, situating policy as collective reflection (Guba and Lincoln, 1994). By merging governance analytical precision with critical social thought, GEAR bridges policy science-social philosophy fragmentation (Giddens, 1991). Through comprehensive reflexive integration and theoretical validation, GEAR emerges as a robust conceptual framework ready for empirical testing and practical application, establishing theoretical credibility while acknowledging limitations and future research requirements for full paradigmatic development.

Development of The GEAR Model as a Reflective-Critical Paradigm Framework

The present subsection aims to chart the evolution of theoretical paradigms and analytical frameworks in social policy, which ground both scholarly inquiry and contemporary policy practice. The following narrative delineates the landscape of social policy theory in chronological and analytical terms, highlighting shifts in theoretical and methodological orientations across eras and contexts. In social policy studies, six principal phases illustrate the dynamic transformation from technocratic–structural approaches to reflective–critical orientations. Each phase is characterized by its distinctive focus, analytical lens, and methodological assumptions.

Table 5. Landscape of Theoretical Paradigms

Phase & Era	Orientation	Brief Explanation
Welfare State Functionalism		Emphasizes the design of a centralized system and technical–functional principles to address the Five Giants through state intervention.
Institutional Structural Approach	Technocratic– Structural	Focuses on institutional frameworks, welfare regimes, decommodification, and stratification mechanisms via a systematic comparative approach.
Managerialism & New Public Management		Concentrates on market-based public management tools to enhance efficiency and accountability.
Participatory Human Development		The capability paradigm and social capital emphasize substantive freedom, public participation, and moral values in poverty evaluation and development.
Reflexive Governance	Reflective– Critical	Highlights reflexive modernity and risk-based governance, requiring scientific transparency, international collaboration, and risk distribution within social structures and policy.

Phase & Era	Orientation	Brief Explanation
Critical Post-Structuralism		Employs argumentative and discourse-based approaches, stressing rhetoric, framing, public participation, and value critique
GEAR Model		An integrative analytical model synthesizing Growth, Empowerment, Adaptability, and Rationality dimensions to guide comprehensive and responsive social policy design.

Source: Synthesis of literature reviews from the map of theoretical evolution in social policy thought

Welfare State Functionalism emphasized centrally administered social insurance (Keynes, 1936; Beveridge, 1942), while Institutional Structural Approach foregrounded welfare regime typologies based on decommodification (Titmuss, 1974; Esping-Andersen, 1990). Managerialism retained technocratic orientation through market-oriented management and performance metrics (Lasswell, 1951; Hood, 1995). Participatory Human Development marked a reflective-critical turn with Sen's Capability Approach reconceptualizing development as substantive freedoms (Sen, 1999) and Coleman's Social Capital Theory emphasizing networks of trust (Coleman, 1988). Reflexive Governance responded to global risks through Beck's reflexive modernity thesis and Hall's social learning in policy adaptation (Beck, 1992; Hall, 1993). Critical Post-Structuralism centered on framing and narrative construction (Fischer and Forester, 1993). GEAR Model aligns with Critical Post-Structuralism yet integrates empirical-analytical governance with reflective theoretical synthesis, emphasizing evidence-based responsiveness and community agency within a distinct reflective-critical orientation (Haliim and Muhammad, 2025).

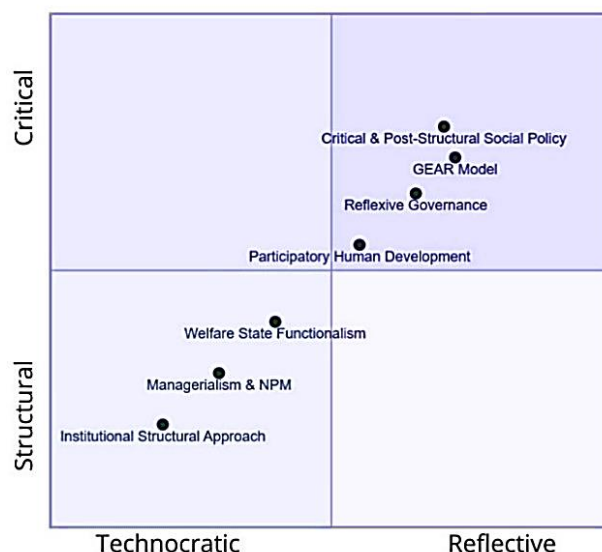


Figure 5. Positioning of Social Policy Paradigms

Source: Analysis based on the paradigm orientation of social policy theories.

Derived from the evolutionary landscape, the main frameworks guide the evaluation of the effectiveness and relevance of social policies, spanning the Methodical-Structural oriented structuralism paradigm to the reflective-humanistic oriented critical paradigm. Methodological-Structural frameworks include Welfare Regime Typology (Esping-Andersen, 1990; Fenger, 2009; Ferragina and Seeleib-Kaiser, 2011) that examines state, market, and family roles via decommodification and stratification dimensions. The Policy Cycle Model (Bridgman and Davis, 2003; Everett, 2003) offers a heuristic sequence like agenda setting, formulation, decision making, implementation, and evaluation while acknowledging critiques of linearity and rationality, advocating flexibility and political analysis. The Social Investment Paradigm (Morel, Palier and Palme, 2011; Deeming and Smyth, 2015; Hemerijck, 2020) emphasizes proactive human capital investment (education, training, health) as an adaptive welfare strategy responding to demographic, globalization, and technological challenges; and Governance Network Theory (Jones, Hesterly and Borgatti, 1997; Pryke, 2005; Klijn and Koppenjan, 2012) which is Methodological but more humanistic,

because it focusing on collaborative networks, informal social mechanisms, and power distribution.

Table 6. Landscape of Analytical Frameworks

Analytical Unit	Orientation	Explanation
Welfare Regime Typology		Defines institutional welfare arrangements and decommodification with a structural focus on the roles of state, market, family, and voluntary sector.
Policy Cycle Model		Applies a linear, procedural approach that is technocratic but incorporates evaluative reflection during monitoring, making the model more neutral.
Theory of Change	Methodological–Structural	Although it uses technical causal logic, the Theory of Change emphasizes stakeholder participation and collaborative reflection in mapping pathways of change, thus edging toward a light humanistic and reflective orientation.
Social Investment Paradigm		Focuses on evidence-based investment instruments tied to fiscal KPIs; predominantly structural and technocratic with long-term efficiency aims and minimal humanistic dimension.
Governance Network Theory	Methodological–Humanistic	Analyzes network structures and collaborative mechanisms but incorporates elements of trust, reputation, and actor participation, moving the framework centerward with a slight lean toward humanistic orientation.
Reflexive Governance		Highly reflective with critical learning and iterative adaptation; moderately humanistic through participation and legitimacy while retaining a structural focus on governance processes.
Critical Social Policy		Emphasizes discourse analysis, framing, and power relations; deeply reflective and humanistic by prioritizing democracy, justice, and the role of communicative practice in policy.
Capability Approach	Reflective–Humanistic	Adopts a moderate reflective stance through substantive freedom and multidimensional capability concepts; more humanistic due to its emphasis on real capacities and distributive justice.
Social Exclusion Framework		Highlights the multidimensional and relational processes of exclusion; features high critical reflection on social structure interactions and inclusion values, positioning it firmly in the humanistic–reflective domain.

Analytical Unit	Orientation	Explanation
GEAR Model		Integrates Growth, Empowerment, Adaptability, and Rationality into a comprehensive analytical unit. Growth assesses inclusive economic capacity building; Empowerment evaluates community agency and social capital development; Adaptability examines policy flexibility amid environmental and technological change; Rationality scrutinizes transparency, accountability, and evidence-based governance to ensure depoliticized, rational policy design.

Source: Synthesis of literature reviews from the map of analytical frameworks in social policy practice.

Reflective–humanistic frameworks encompass the Capability Approach (Sen, 1999) assessing well-being through substantive freedoms and functionings; Social Exclusion Framework (Bhalla and Lapeyre, 1997; Kabeer, 2000; Saunders, 2003; Millar, 2007) analyzing dynamic, relational multidimensional marginalization; and Reflexive Governance (Schutter and Deakin, 2005; Voss, Bauknecht and Kemp, 2006) emphasizes reflexivity, participation, experimentation, and iterative learning for complex wicked problems, while Critical Social Policy (McKee, 2009; Fairclough, 2013) employs Foucauldian governmentality and critical discourse analysis to expose power relations and discursive structures in policy.

The GEAR model functions as a comprehensive analytical unit for multidimensional poverty policy in Indonesia. Growth evaluates inclusive economic capacity building; Empowerment examines community agency and social inclusion; Adaptability assesses policy flexibility amid environmental and digital shifts; and Rationality scrutinizes governance reforms, transparency, and evidence-based implementation. GEAR’s integrative, looping dimensions ensure policies evolve toward systemic sustainability (Haliim and Muhammad, 2025).

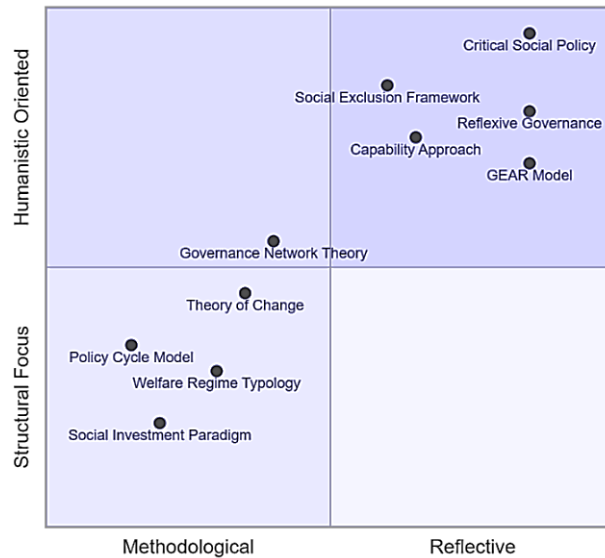


Figure 6. Orientation of Analytical Frameworks

Source: Analysis based on the paradigm orientation of analytical frameworks.

The social policy landscape reflects a trajectory from structural technocracy toward interdisciplinary synthesis grounded in critical reflection, participatory deliberation, and social justice. Methodological shifts from administrative design to discursive logic underscore the imperative for continuous evidence-based evaluation and adaptation. Cross-model dynamics, such as comparing GEAR with Capability and Policy Cycle frameworks, reveal the necessity of holistic, multisectoral approaches to poverty alleviation.

Illustration of Stakeholder Roles from The GEAR Model Perspective

The private sector contributes through employment creation, public-private partnerships, and fintech implementation, bringing operational efficiency and market responsiveness (Arellano *et al.*, 2008; Tanveer, Khan and Ahmed, 2025). However, conflicts between profit motives and social inclusion emerge, compounded by labor practice gaps and technology access inequality (Aguinis and Glavas, 2012; Anner, 2015; Judijanto, 2024). Responses involve

performance-based incentives rewarding inclusive activities, fair labor regulation enforcement, and digital inclusion partnerships (OECD, 2018; Aydin and Khan, 2019; Jenkins, 2019). Civil Society Organizations function as independent monitors and community organizers through early-warning systems and social audits, yet face limited capacity, co-optation risks, and fragmented networks (Holdo, 2019; GCSPF, 2023; CIVICUS, 2024). Strengthening civil society requires sustainable capacity building, legal protection of civic space, and inter-organizational platforms for coalition-building (Keck and Sikkink, 1999; Buyse, 2018; UNDP, 2020). Local communities contribute through program co-design, social capital mobilization, and adaptive practices, but confront exclusion, discrimination, and structural inequalities (Collins *et al.*, 2018; Belgrave *et al.*, 2022; Latupeirissa and Eljulid, 2025). Meaningful participation requires inclusive mechanisms, capability investments, and affirmative action policies ensuring marginalized voices are systematically integrated (Gaventa, 2003; Acheampong, 2016; Jain, 2024).

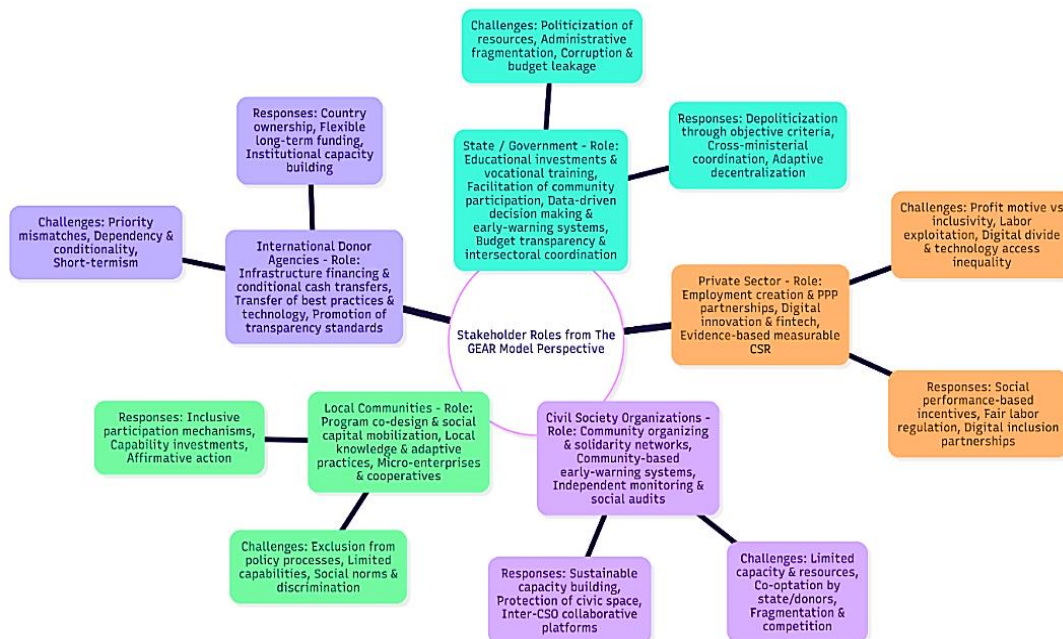


Figure 7. Illustration of The Stakeholders Roles for Multifaceted Social Policies in The GEAR Model Perspective

Source: The Author processed the results of theoretical discourse and analytical frameworks

Effective multifaceted social policy requires systematic coordination across various actors. Each constituency brings distinctive capacities. Yet each also confronts significant structural constraints requiring targeted institutional responses. Rather than operating in separate domains, these various actors must engage through coordinated mechanisms establishing complementary roles, specifying accountability relationships, and managing power asymmetries. Such integration represents both a technical governance challenge and fundamentally a political process determining whose interests are prioritized and how conflicts among stakeholder constituencies are resolved within multifaceted social policy frameworks.

Conclusion

The GEAR Model offers a novel conceptual paradigm that synthesizes Growth, Empowerment, Adaptability, and Rationality into a coherent reflective–critical framework for rethinking social policy. By bridging traditional welfare functionalism, capability theory, and reflexive governance, GEAR transcends the partial insights of preceding frameworks and proposes a way to reintegrate normative reflection into policy reasoning. Its conceptual logic highlights that sustainable growth requires moral grounding, empowerment transforms recipients into participants, adaptability ensures learning capacity within governance, and rationality anchors policy in ethical coherence and public accountability. Although the model has not yet been empirically tested, its potential contribution lies in offering a diagnostic and reflective lens for future analysis of policy processes. Through continued refinement such as expert validation and quantitative modelling, the GEAR Model can evolve from a conceptual synthesis into a theory of reflective-critical social policy which can illuminate how policies reproduce or transform social inequalities.

GEAR Model envisions social policy as a living system of moral, adaptive, and rational reflection, a continuous dialogue between ethical intent and institutional design. In this sense, it functions as both a conceptual bridge between theory and practice and a paradigm in progress, inviting further empirical inquiry, critical debate, and theoretical refinement. By restoring reflection and reflexivity to the heart of policy thinking, GEAR reclaims the transformative purpose of social policy: to humanize growth, empower communities, and sustain justice within an evolving social order.

Disclosure statement

No potential conflict of interest was reported by the author(s).

Author Contact Information

E-mail: wimmyfisip@ub.ac.id

APPENDIX

APPENDIX 1: The Complete Explanatory Table for Table 3

Analytical Unit	Brief Summary
Welfare Regime Typology	The Esping-Andersen (1990) welfare regime typology is critiqued and extended by Fenger (2007), Ferragina & Seeleib-Kaiser (2011), and Buhr & Stoy (2015). Emphasis is placed on the roles of the state, market, family, and voluntary sector in providing social protection, as well as dimensions of decommodification, stratification, and actor interaction. The review proposes expanding indicators to include gender, migration, social services, and care arrangements to capture the complexity of contemporary welfare states.
Capability Approach	Sen (1999) capability approach evaluates well-being based on individuals' substantive freedoms (capabilities) to achieve meaningful functionings. Goerne (2010), Carpenter (2009), and Yerkes et al. (2019) stress its multidimensionality and how resource conversion into real opportunities is shaped by social context, institutions, and norms. Measurement requires both objective and subjective indicators, community participation, and integration into policy evaluation that strengthens individual agency and addresses structural constraints.
Social Exclusion Framework	The social exclusion framework views multidimensional access limitations (economic, social, political, cultural, spatial) as relational and dynamic processes. Bhalla & Lapeyre (1997) highlight active/passive exclusion; Kaber (2000) links gender, discrimination, and poverty; Saunders (2003) proposes alternative poverty measurement; Mållar (2007) emphasizes relational and intersectional dimensions. It demands multisectoral, participatory, and comprehensive policies to prevent layered marginalization.
Policy Cycle Model	The policy cycle model (agenda setting? formulation? decision-making? implementation? evaluation) serves as a heuristic tool in public administration. Bridgman & Davis (2003) affirm its pedagogical and practical utility; Everett (2003) criticizes its linearity and excessive rationality. The model should remain flexible, adaptive, and incorporate political analysis, stakeholder participation, and the non-linear complexity of real-world policy processes.
Theory of Change	Theory of Change (ToC) is an evaluation framework mapping causal links between context, activities, intermediate outcomes, and final outcomes. Mackenzie & Blamey (2005) emphasize planning, attribution, and iteration; Sullivan & Stewart (2006) explore participatory ownership; Mason & Barnes (2007) highlight adaptation, continuous learning, and integration of qualitative-quantitative data. ToC requires participatory processes, actor consensus, and ongoing reflection to support social change.
Governance Network Theory	Governance network theory emphasizes collaboration among autonomous actors through informal social mechanisms (trust, reputation, sanctions) under conditions of uncertainty, high asset specificity, and complexity. Jones et al. (1997) integrate transaction cost economics and social network analysis; Pryke (2005) applies SNA in construction projects; Klijn & Koppenjan (2012) review the concept's evolution. Network structure (density, centrality) influences effectiveness, power distribution, and innovation but may risk actor domination and exclusion.
Critical Social Policy (CSP)	Critical social policy approaches view social policy as an arena of power relations and discourse. McKee (2009) employs Foucauldian governmentality; Taylor (1997) analyzes education and social policy discourses; Fairclough (2013) develops a three-dimensional Critical Discourse Analysis (text, discourse practice, social practice). CSP demands interventions at textual, discursive, and social structure levels through collective and participatory action for social justice.
Reflexive Governance	Reflexive governance emphasizes reflection, learning, and adaptation in governing complex issues. Voß, Bauknecht, & Kemp (2006) identify dimensions of reflexivity, adaptivity, and participation; De Schutter & Deakin (2005) discuss the effectiveness-legitimacy dilemma in social regulation; introductory works highlight its relevance for wicked problems and sustainable development. This approach shifts from hierarchical bureaucracy to iterative, experimental collaborative networks.
Social Investment Paradigm	The social investment paradigm emphasizes human capital investments (education, childcare, training) as a proactive welfare strategy. Morel et al. (2011) focus on human capital and social return on investment; Hemerijck (2020) situates it within welfare state evolution; Deeming & Smyth (2015) examine post-neoliberal political platforms and model variations (liberal, social-democratic, conservative). It calls for an evidence-based adaptive welfare state with feedback mechanisms and multi-stakeholder collaboration for fiscal and social sustainability.

APPENDIX 2: Methodological Process for Constructing the GEAR Model Reflexive Validation Matrix (Table 4)

Methodological Phase	Specific Methodological Activities & Operational Procedures	Evidence Documentation Sources and Detailed Traceability	Substantive Content Preserved from Original Document
"PHASE 1: PARADIGM IDENTIFICATION	<p>Literature domain scoping across social policy theory evolution (1940s-present). Chronological mapping through six theoretical phases. Cross-referencing foundational texts. Identification based on three selection criteria: (1) Theoretical influence across multiple contexts; (2) Conceptual distinctiveness offering unique analytical lens; (3) Relevance to GEAR research objectives. Selection of six paradigms: Welfare Regime Typology (Esping-Andersen 1990), Capability Approach (Sen 1999), Reflexive Governance (Beck 1992; Hall 1993), Critical Social Policy (Fischer & Forester 1993), Social Investment Paradigm (Morel et al. 2011; Hemerijck 2020), GEAR Model (Hallim 2025).</p>	<p>Foundational scholars documented: Beveridge (1944), Timmins (1974), Esping-Andersen (1990), Sen (1999), Beck (1992), Hall (1993), Fischer & Forester (1993), Morel et al. (2011), Hemerijck (2020). Literature scoping methodology grounded in Integrative Literature Review. Paradigms selected/demonstrate theoretical influence, conceptual distinctiveness, and research relevance. Selection criteria transparent enabling scholarly evaluation of inclusion/exclusion decisions.</p>	<p>Six specific paradigms with scholars and years retained: Welfare Regime Typology (Esping-Andersen 1990), Capability Approach (Sen 1999), Reflexive Governance (Beck 1992; Hall 1993), Critical Social Policy (Fischer & Forester 1993), Social Investment (Morel et al. 2011, Hemerijck 2020), GEAR Model (Hallim 2025). Three-criterion selection rationale maintained: theoretical influence, conceptual distinctiveness, research relevance. Chronological mapping 1940s-present documented. Literature domain scoping methodology transparent.</p>
"PHASE 2: CRITERIA OPERATIONALIZATION	<p>Derivation from three sources: (1) GEAR Model core concerns identifying gaps in moral reflexivity, adaptive capacity, human-centered rationality; (2) Critical social policy literature on power, discourse, transformation; (3) Policy practice analytical frameworks. Four criteria operationalized: Moral Reflexivity (ethical reasoning, normative evaluation, value reflexivity); Adaptive Capacity (learning mechanisms, responsiveness, iterative adjustment); Participatory Inclusion (stakeholder engagement, agency, diverse knowledge); Governance Rationality (evidence-based, transparent, accountable). Three-point ordinal (HML) with precise indicators maintained. Multi-level indicator coding: High=systematic explicit central; Medium=present but selective; Low=marginal implicit absent. Multi-level indicators: 5 per level per criterion.</p>	<p>Criterion derivation documented from three explicit sources: (1) GEAR Model theoretical concerns; (2) Critical social policy literature; (3) Policy practice analytical frameworks. Operational definitions detailed with precise language. Each criterion accompanied by High/Medium/Low indicators (5-per level). Coding scheme rationale: three-point ordinal balances analytical precision against inherent diversity. Enables both quantitative comparison and qualitative explanation.</p>	<p>Four specific criteria with full operational definitions retained: Moral Reflexivity (ethical reasoning, normative evaluation, value reflexivity), Adaptive Capacity (learning mechanisms, responsiveness, iterative adjustment), Participatory inclusion (stakeholder engagement, agency, diverse knowledge), Governance Rationality (evidence-based, transparent, accountable). Three-point ordinal scale (HML) with precise indicators maintained. Multi-level indicators (5 per level per criterion = 60 total) preserved. Criterion interpretation guidelines explicit. Coding scheme rationale explained.</p>
"PHASE 3: SOURCE REVIEW"	<p>Systematic documentation of primary sources (foundational works) and secondary sources (critical engagements). Welfare Regime Typology: Esping-Andersen 1990, Timmins 1974, Bayvelids 1942; Critical: Feniger 2007, Ferragina & Seelb-Kaiser 2011, Bubr & Stoy 2015. Capability Approach: Sen 1999, Carpenter 2009, Goeme 2010, Yafes et al. 2019. Reflexive Governance: Beck 1992, Hall 1993, Lash 2000; Critical: Voss et al. 2006, De Schutter & Daikin 2005. Critical Social Policy: Fischer & Forester 1993, Footcull; Critical: McKee 2009, Fairclough 2013, Taylor 1997. Social Investment: Morel et al. 2011, Hemerijck 2020; Critical: Derming & Smyth 2015. GEAR: Hallim 2025. Four-step thematic coding: (1) Initial Reading; (2) Thematic Identification; (3) Evidence Extraction; (4) Preliminary Assessment.</p>	<p>Primary source selection documented for each paradigm (2-3 foundational works). Secondary/critical sources documented (2-3 critical engagements per paradigm). Evidence extraction protocol systematic: all four criteria examined through consistent thematic coding. Illustrative evidence examples provided for multiple paradigms. Total evidence base: 30-40 sources reviewed, paradigm-criterion relationships assessed.</p>	<p>Primary and secondary sources for each paradigm documented. Thematic coding protocol (four steps) detailed: Initial Reading, Thematic Identification, Evidence Extraction, Preliminary Assessment. Evidence extraction including quotations and paraphrasing specified. All paradigms sampled. Evidence documentation strategy explicit. Consistency of source treatment across paradigms maintained.</p>

Methodological Phase	Specific Methodological Activities & Operational Procedures	Evidence Documentation Sources and Detailed Traceability	Substantive Content Preserved from Original Document
<p>"PHASE 4: COMPARATIVE CODING"</p>	<p>Paradigm-by-paradigm assessment using four-step process: (1) Evidence Review of extracted textual evidence; (2) Pa item Identification of consistent patterns; (3) Criterion-Specific Assessment of determining HAML; (4) Justification Development of narrative rationale. Iterative refinement through: Cross-paradigm comparison for consistency; Criterion review for consistent interpretation; Reflexive peer consultation asking if paradigm scholars would recognize assessment as fair; Internal consistency checking. Example refinements: Capability Approach. Rationale fully revised from High to Medium; Social Investment Paradigm. Moral Reflexivity confirmed Low. Initial coding matrix complete with 24 paradigm-criterion assessments.</p>	<p>Comparative coding iterative with documented refinements. Evidence review transparent: specific passages cite coding decisions. Pattern identification specified: Moral Reflexivity 4 paradigms High, 2 Low; Adaptive Capacity 2 High, 3 Medium, 1 Low; Participatory Inclusion distributed; Governance Rationality 4 High, 2 Medium, 0 Low. Cross-paradigm comparison identifies: High patterns, Low patterns, distinctive patterns (GEAR only with all High). All refinement decisions documented with rationales.</p>	<p>Four-step assessment process detailed for each paradigm: Evidence Review, Pattern Identification, Criterion-Specific Assessment, Justification Development. Iterative refinement documented with specific examples (Capability Approach revision, Social Investment confirmation). Cross-checking mechanisms specified: paradigm comparison, criterion review, peer consultation, consistency check. Pattern identification across paradigms preserved. Disparate reasoning from evidence to code. Complete initial coding matrix.</p>
<p>"PHASE 5: NARRATIVE JUSTIFICATION"</p>	<p>Extended narrative rationales developed for all 24 matrix cells (6 paradigms x 4 criteria). Rationales serve three functions: (1) Transparency enabling understanding of assessment basis; (2) Auditability allowing scholarly evaluation of fairness; (3) Nuance capturing complexities ordinal coding cannot express. Illustrative examples: Welfare Regime Typology-Moral Reflexivity explains structural focus on de-commodification mechanisms lacks explicit normative engagement. Critical Social Policy-Governance Rationality acknowledges high normative accountability but medium institutional operationalization. Integration of contextual nuance recognizing e.g. paradigmatic internal diversity.</p>	<p>Twenty-four cell rationales (1-3 paragraphs each). Rationales cite specific textual evidence: direct quotations from foundational sources; paraphrased arguments from critical engagements; illustrative concepts from theoretical frameworks. Multiple perspectives acknowledged. Internal tensions highlighted (e.g., Reflexive Governance experts democratic participation). Paradigmatic nuance preserved recognizing internal diversity within traditions.</p>	<p>These rationale functions maintained: transparency, auditability, nuance. Integration of textual evidence with interpretation preserved. Multiple perspectives and paradigmatic nuances acknowledged. Internal tensions highlighted. Call-by-cell justification for 24 paradigm-criterion pairs. Illustrative examples demonstrate providing practical application. Recognition of paradigmatic internal diversity.</p>
<p>"PHASE 6: LIMITATIONS ACKNOWLEDGEMENT"</p>	<p>These explicit limitations identified: (1) Researcher Interpretive Bias coding reflects researcher interpretations; different scholars might reasonably interpret differently. Mitigation: transparency declaration, comprehensive narrative justification, reflexive positioning. (2) Criterion Selection Effects four criteria reflect GEAR priorities; alternative criteria would produce different assessments. Mitigation: precise operationalization, acknowledgment of alternatives, methodological limitation discussion. (3) Temporal Contingency paradigms evolved over time; coding reflects general tendencies not temporal snapshots. Mitigation: foundational text emphasis, comprehensive source documentation, recognition of ongoing evolution.</p>	<p>Bias source documentation detailed with three sources. Mitigation strategies documented: researcher position explicitly stated; criteria operationalized precisely; enabling reader alternative interpretation. Limitations acknowledgment increases methodological transparency. Enables readers to evaluate assessments with understanding of potential biases. Demonstrates reflexive positioning.</p>	<p>These explicit bias sources identified and detailed: Researcher Interpretive Bias, Criterion Selection Effects, Temporal Contingency. Potential impact analysis for each bias specified. Five concrete mitigation strategies for each bias documented. Transparency declaration commitment. Comprehensive narrative justification function. Precise criterion operationalization. Complete source documentation. Reflexive researcher positioning detailed.</p>
<p>"PHASE 7: MANUSCRIPT INTEGRATION"</p>	<p>Matrix integration into manuscript through four components: (1) Introductory Framing explaining matrix purpose and construction methodology. (2) Narrative Discussion of specific paradigm-criterion relationships with illustrative detail explaining coding rationales. (3) Interpretive Commentary explaining GEAR distinctive positioning in reflexive-critical quadrant with comprehensive High ratings. (4) Cautionary Notes acknowledging matrix simplifications and need for readers to engage with full</p>	<p>Manuscript integration documented with four textual strategies: Introductory framing explains matrix as tool for paradigmatic positioning and theoretical validation. Narrative discussion with specific examples. Interpretive commentary explains GEAR distinctive syn thesis. Cautionary notes clarify matrix as heuristic to elicit reflexivity.</p>	<p>These matrix functions specified: paradigmatic positioning, comparative assessment, validation evidence. Four-component textual integration strategy: framing, narrative discussion, interpretive commentary, cautionary notes. Paradigmatic positioning explanation detailed. Validation evidence articulation explicit. Limitation acknowledgment integrated. Structured analytical tool framing maintained.</p>

References and Appendices:

- Acheampong, L. (2016) *Enhancing civil society through empowerment and capacity development*. INTRAC. Available at: <https://www.intrac.org/app/uploads/2016/09/Praxis-Note-34-Enhancing-Civil-Society-Through-Empowerment-Louis-Acheampong.pdf>.
- Aguinis, H. and Glavas, A. (2012) "What We Know and Don't Know About Corporate Social Responsibility," *Journal of Management*, 38(4), pp. 932–968. Available at: <https://doi.org/10.1177/0149206311436079>.
- Anner, M. (2015) "Labor control regimes and worker resistance in global supply chains," *Labor History*, 56(3), pp. 292–307. Available at: <https://doi.org/10.1080/0023656X.2015.1042771>.
- Arellano, A. et al. (2008) *Public-private partnerships in labor markets*. Available at: <https://www.iese.edu/media/research/pdfs/DI-0744-E.pdf>.
- Arestis, P. and Phelps, P. (2025) "Financial cooperatives and poverty mitigation during Brazil's lost decade."
- Asghar, J. (2013) "Critical Paradigm: A Preamble for Novice Researchers," *Life science*, 10, pp. 3121–3127.
- Aydin, N. and Khan, H. (2019) *The effect of incentive structure offered to top executives and corporate governance culture on the performance of publicly listed companies in Saudi Arabia*. Available at: <https://cma.gov.sa/en/Market/Documents/incentives-and-performance.pdf>.
- Beck, U. (1992) *Risk Society: Towards a New Modernity*. Translated by M. Ritter. London, UK: Sage Publications.
- Belgrave, A.B. et al. (2022) "Using a participatory design approach for co-creating culturally situated STEM enrichment activities," *Journal of Applied Developmental Psychology*, 82, p. 101451. Available at: <https://doi.org/10.1016/j.appdev.2022.101451>.
- Bessant, J. et al. (2020) *Talking Policy*. Routledge. Available at: <https://doi.org/10.4324/9781003117636>.
- Beveridge, W. (1942) *Social insurance and allied services*. His Majesty's Stationery Office. Available at: <https://archive.org/details/in.ernet.dli.2015.33868/page/n3/mode/1up>.
- Bhalla, A. and Lapeyre, F. (1997) "Social Exclusion: Towards an Analytical and Operational Framework," *Development and Change*, 28(3), pp. 413–433. Available at: <https://doi.org/10.1111/1467-7660.00049>.
- Bourdieu, P. and Wacquant, L.J.D. (1992) *An invitation to reflexive sociology*. University of Chicago Press. Available at: <https://doi.org/10.7208/chicago/9780226067414.001.0001>.
- Bridgman, P. and Davis, G. (2003) "What use is a policy cycle? Plenty, if the aim is clear," *Australian Journal of Public Administration*, 62(3), pp. 98–102. Available at: <https://doi.org/10.1046/j.1467-8500.2003.00343.x>.
- Brookfield, S. (2009) "The concept of critical reflection: promises and contradictions," *European Journal of Social Work*, 12(3), pp. 293–304. Available at: <https://doi.org/10.1080/13691450902945215>.
- Buhr, D. and Stoy, V. (2015) "More than just Welfare Transfers? A Review of the Scope of Esping-Andersen's Welfare Regime Typology," *Social Policy and Society*, 14(2), pp. 271–285. Available at: <https://doi.org/10.1017/S1474746414000542>.
- Buyse, A. (2018) "Squeezing civic space: Restrictions on civil society organizations and the linkages with human rights," *The International Journal of Human Rights*, 22(8), pp. 966–988. Available at: <https://doi.org/10.1080/13642987.2018.1492916>.
- Carpenter, M. (2009) "The capabilities approach and critical social policy: Lessons from the majority world?," *Critical Social Policy*, 29(3), pp. 351–373. Available at: <https://doi.org/10.1177/0261018309105175>.
- CIVICUS (2024) *Access to resources for civil society organizations*. Available at: https://www.civicus.org/documents/reports-and-publications/civicus+innpactia-report_september02.pdf.

- Coleman, J.S. (1988) "Social capital in the creation of human capital," *American Journal of Sociology*, 94(Supplement), pp. S95–S120. Available at: <https://doi.org/10.1086/228943>.
- Collins, S.E. *et al.* (2018) "Community-based participatory research (CBPR): Towards equitable involvement of persons with lived experience of homelessness in research," *Health & Social Care in the Community*, 26(2), pp. 170–177. Available at: <https://doi.org/10.1111/hsc.12368>.
- Deeming, C. and Smyth, P. (2015) "Social investment after neoliberalism: Policy paradigms and political platforms," *Journal of Social Policy*, 44(2), pp. 297–318. Available at: <https://doi.org/10.1017/S0047279414000775>.
- Esping-Andersen, Gøsta. (1990) *The three worlds of welfare capitalism*. Princeton University Press.
- Everett, S. (2003) "The policy cycle: Democratic process or rational paradigm revisited?," *Australian Journal of Public Administration*, 62(2), pp. 65–70. Available at: <https://doi.org/10.1111/1467-8500.00258>.
- Fairclough, N. (2013) *Critical discourse analysis: The critical study of language*. 2nd ed. Routledge. Available at: <https://doi.org/10.4324/9781315834368>.
- Fenger, M. (2009) "Challenging Solidarity? An Analysis of Exit Options in Social Policies," *Social Policy & Administration*, 43(6), pp. 649–665. Available at: <https://doi.org/10.1111/j.1467-9515.2009.00686.x>.
- Ferragina, E. and Seeleib-Kaiser, M. (2011) "Welfare regime debate: Past, present, futures?," *Policy & Politics*, 39(4), pp. 583–611. Available at: <https://doi.org/10.1332/030557310X531131>.
- Fischer, Frank. and Forester, John. (1993) *The Argumentative turn in policy analysis and planning*. Duke University Press.
- Gaventa, J. (2003) "Power after Lukes: An overview of theories of power since Lukes and their application to development," *Brighton: Participation Group, Institute of Development Studies*, 8(11), pp. 1–18.
- GCSPF (2023) *Strengthening civil society advocacy networks for social protection*. Available at: https://www.socialprotectionfloorscoalition.org/wp-content/uploads/2023/11/2023-Bridging-the-Divides_GCSPF_SPPFM-learning-report.pdf.
- Giddens, A. (1991) *Modernity and self-identity: Self and society in the late modern age*. Stanford University Press. Available at: <https://archive.org/details/modernityselfide0000unse>.
- Goerne, A. (2010) "The Capability Approach in Social Policy Analysis - Yet Another Concept?," *SSRN Electronic Journal* [Preprint]. Available at: <https://doi.org/10.2139/ssrn.1616210>.
- Guba, E.G. and Lincoln, Y.S. (1994) "Competing paradigms in qualitative research," in N.K. Denzin and Y.S. Lincoln (eds.) *Handbook of qualitative research*. SAGE Publications, pp. 105–117. Available at: <https://doi.org/10.4135/9781446250556>.
- Haliim, W. (2020) "Problematika Kebijakan Dana Hibah dan Bantuan Sosial Sumber APBD: Relasi Korupsi Terhadap Kekuasaan Kepemimpinan, dan Perilaku Elit," *Inovasi*, 17(1), pp. 39–53. Available at: <https://doi.org/10.33626/inovasi.v17i1.136>.
- Haliim, W. and Muhammad, J. (2025) "Inefficiency of Social Assistance in Reducing Poverty Rates: Recommendations for Alternative Social Policies for Poverty Alleviation in Indonesia," *JKAP (Jurnal Kebijakan Dan Administrasi Publik)*, 29(1), pp. 89–109.
- Hall, P.A. (1993) "Policy Paradigms, Social Learning, and the State: The Case of Economic Policymaking in Britain," *Comparative Politics*, 25(3), p. 275. Available at: <https://doi.org/10.2307/422246>.
- Hedström, J. and Smith, J. (2013) *Overcoming political exclusion: strategies for marginalized groups to successfully engage in political decision-making*. International IDEA.
- Hemerijck, A. (2020) "Social investment as a policy paradigm," in D. Bland and F. Mahon (eds.) *The future of the social investment state*. Routledge, pp. 10–27. Available at: <https://doi.org/10.4324/9780429454752-2>.
- Holdo, M. (2019) "Cooptation and non-cooptation: Elite strategies in response to social protest," *Social Movement Studies*, 18(4), pp. 444–462. Available at: <https://doi.org/10.1080/14742837.2019.1577133>.

- Holmström, S. (2005) "Reframing public relations: The evolution of a reflective paradigm for organizational legitimization," *Public Relations Review*, 31(4), pp. 497–504. Available at: <https://doi.org/10.1016/j.pubrev.2005.08.008>.
- Hood, C. (1995) "The 'New Public Management' in the 1980s: Variations on a theme," *Accounting, Organizations and Society*, 20(2–3), pp. 93–109. Available at: [https://doi.org/10.1016/0361-3682\(93\)00055-W](https://doi.org/10.1016/0361-3682(93)00055-W).
- Huang, Y. *et al.* (2023) "Assessing the effectiveness of targeted poverty alleviation policies in Xinjiang, China," *Humanities & Social Sciences Communications*, 10(1), p. 389. Available at: <https://doi.org/https://doi.org/10.1057/s41599-023-01858-w>.
- Jabareen, Y. (2009) "Building a conceptual framework: Philosophy, definitions, and procedure," *International Journal of Qualitative Methods*, 8(4), pp. 49–62. Available at: <https://doi.org/10.1177/160940690900800406>.
- Jain, N. (2024) *What is participatory government? Definition, models, and more*, *ideascale.com*. Available at: <https://ideascale.com/blog/what-is-participatory-government/>.
- Jenkins, M. (2019) *Transparency International Anti-Corruption Helpdesk Answer Interagency coordination mechanisms Improving the effectiveness of national anti-corruption efforts*. Available at: https://knowledgehub.transparency.org/assets/uploads/helpdesk/Interagency-coordination-mechanisms_2019_PR.pdf.
- Jones, C., Hesterly, W.S. and Borgatti, S.P. (1997) "A General Theory of Network Governance: Exchange Conditions and Social Mechanisms," *Academy of Management Review*, 22(4), pp. 911–945. Available at: <https://doi.org/10.5465/amr.1997.9711022109>.
- Judijanto, L. (2024) "The impact of technology access inequality and digital skill gaps on social integration and life satisfaction in Indonesia," *Eastasouth Journal of Social Science and Humanities*, 2(1), pp. 89–101. Available at: <https://doi.org/10.58812/esssh.v2i01.346>.
- Kabeer, N. (2000) "Social exclusion, poverty and discrimination: Towards an analytical framework," *IDS Bulletin*, 31(4), pp. 83–97. Available at: <https://doi.org/10.1111/j.1759-5436.2000.mp31004009.x>.
- Keck, M.E. and Sikkink, K. (1999) "Transnational advocacy networks in international and regional politics," *International Social Science Journal*, 51(159), pp. 89–101. Available at: <https://doi.org/10.1111/1468-2451.00179>.
- Keynes, J.M. (1936) *The general theory of employment, interest and money*. Macmillan.
- Klijin, E.-H. and Koppenjan, J. (2012) "Governance network theory: Past, present and future," *Policy & Politics*, 40(4), pp. 587–606. Available at: <https://doi.org/10.1332/030557312X655431>.
- Lasswell, H.D. (1951) "The policy orientation," in D. Lerner and H D Lasswell (eds.) *The Policy Sciences*. Stanford University Press, pp. 3–15.
- Laswell, H.D. (1951) "The policy orientation," *The Policy Sciences*. Stanford University Press, pp. 3–15. Available at: https://archive.org/details/policy-sciences_1951/page/n3/mode/2up.
- Latupeirissa, J.J.P. and Eljulid, E. (2025) "Empowering marginalized groups: Unveiling the benefits of community integration in public services decision-making," *Jurnal Governance and Public Policy*, 12(2), pp. 1–22. Available at: <https://doi.org/10.18196/jgpp.v12i2.22640>.
- Lincoln, Y.S. and Guba, E.G. (1985) *Naturalistic inquiry*. Sage.
- Mackenzie, M. and Blamey, A. (2005) "The practice and the theory: Lessons from the application of a theories of change approach," *Evaluation*, 11(2), pp. 151–168. Available at: <https://doi.org/10.1177/1356389005055098>.
- Mason, P. and Barnes, M. (2007) "Constructing theories of change: Methods and sources," *Evaluation*, 13(2), pp. 151–170. Available at: <https://doi.org/10.1177/1356389007072402>.
- McKee, K. (2009) "Post-Foucauldian governmentality: What does it offer critical social policy analysis?," *Critical Social Policy*, 29(3), pp. 465–486. Available at: <https://doi.org/10.1177/0261018309105188>.
- Miles, M.B. and Huberman, A.M. (1994) *Qualitative data analysis: An expanded sourcebook*. 2nd ed. SAGE Publications. Available at: <https://vivauniversity.wordpress.com/wp-content/uploads/2013/11/milesandhuberman1994.pdf>.

- Millar, J. (2007) "Social Exclusion and Social Policy Research: Defining Exclusion," in D. Abrams, J. Christian, and D. Gordon (eds.) *Multidisciplinary Handbook of Social Exclusion Research*. Wiley, pp. 1–15. Available at: <https://doi.org/10.1002/9780470773178.ch1>.
- Morel, N., Palier, B. and Palme, J. (2011) "Social investment: A paradigm in search of a new economic model and political mobilisation," in F. Vandenbroucke, B. Cantillon, and E. Ploscar (eds.) *Towards a social investment welfare state: Ideas, policies and challenges*. Policy Press, pp. 353–376. Available at: <https://doi.org/10.56687/9781847429261-019>.
- Occhiuto, K. et al. (2024) "Reflecting on Reflection in Clinical Social Work: Unsettling a Key Social Work Strategy," *The British Journal of Social Work*, 54(6), pp. 2642–2660. Available at: <https://doi.org/10.1093/bjsw/bcae052>.
- OECD (2018) "Digital divide in education."
- Phillips, M.J. (2023) "Towards a social constructionist, criticalist, Foucauldian-informed qualitative research approach: Opportunities and challenges," *SN Social Sciences*, 3(10), p. 175. Available at: <https://doi.org/10.1007/s43545-023-00774-9>.
- Pryke, S.D. (2005) "Towards a social network theory of project governance," *Construction Management and Economics*, 23(9), pp. 927–939. Available at: <https://doi.org/10.1080/01446190500184619>.
- Rein, M. and Schön, D. (1996) "Frame-critical policy analysis and frame-reflective policy practice," *Knowledge and Policy*, 9(1), pp. 85–104. Available at: <https://doi.org/10.1007/BF02832235>.
- Saunders, Peter. (2003) *Can social exclusion provide a new framework for measuring poverty?* Social Policy Research Centre, University of New South Wales.
- Schutter, O. de. and Deakin, S.F.. (2005) "Reflexive governance and the dilemmas of social regulation," *Social rights and market forces : is the open coordination of employment and social policies the future of social Europe?* Bruylant, pp. 1–19. Available at: <https://dial.uclouvain.be/pr/boreal/object/boreal:97769>.
- Sen, A. (1999) *Development as freedom*. Oxford: Oxford University Press.
- Strauss, A.L.. and Corbin, J.M.. (1999) *Basics of qualitative research : techniques and procedures for developing grounded theory*. SAGE.
- Sullivan, H. and Stewart, M. (2006) "Who owns the theory of change?," *Evaluation*, 12(2), pp. 179–199. Available at: <https://doi.org/10.1177/1356389006066971>.
- Tanveer, U., Khan, M.A. and Ahmed, I. (2025) "Public-private partnerships as catalysts for digital transformation in developing economies," *Technological Forecasting and Social Change*, 192, p. 122580. Available at: <https://doi.org/10.1016/j.techfore.2024.122580>.
- Taylor, S. (1997) "Critical policy analysis: Exploring contexts, texts and consequences," *Discourse Studies in the Cultural Politics of Education*, 18(1), pp. 23–35. Available at: <https://doi.org/10.1080/0159630970180102>.
- Taylor-Gooby, P. (ed.) (2004) *New Risks, New Welfare*. Oxford University Press. Available at: <https://doi.org/10.1093/019926726X.001.0001>.
- Titmuss, R.M. (1974) *Social Policy: An Introduction*. Allen & Unwin.
- Torraco, R.J. (2005) "Writing Integrative Literature Reviews: Guidelines and Examples," *Human Resource Development Review*, 4(3), pp. 356–367. Available at: <https://doi.org/10.1177/1534484305278283>.
- UNDP (2020) *Building capacities for civic engagement, peacebuilding and inclusive dialogue: Towards inclusive and participatory governance*, undp.org.
- Voss, J.-Peter., Bauknecht, Dierk. and Kemp, R. (2006) *Reflexive governance for sustainable development*. Edward Elgar.
- Whetten, D.A. (1989) "What constitutes a theoretical contribution?," *Academy of Management Review*, 14(4), pp. 490–495. Available at: <https://doi.org/10.5465/amr.1989.4308371>.
- Whittemore, R. and Knafl, K. (2005) "The integrative review: Updated methodology," *Journal of Advanced Nursing*, 52(5), pp. 546–553. Available at: <https://doi.org/10.1111/j.1365-2648.2005.03621.x>.

Yerkes, Mara., Javornik, Jana. and Kurowska, Anna. (2019) *Social policy and the capability approach: concepts, measurements and application*. Bristol University Press; Policy Press.

CITE THIS ARTICLE AS: Haliim.W.(2026). Introducing the GEAR model: A reflective–critical paradigm for social policy. *International Journal of Humanities and Social Development Research*. 10(1).31-63. <https://doi.org/10.30546/2523-4331.2026.10.1.31>