

The Implementation of Gender Mainstreaming Policy in Indonesian Local Government – The Case of Salatiga City 2017-2022

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Abstract

Gender mainstreaming is a strategy for integrating gender issues into urban development. Gender mainstreaming was implemented in accordance with Presidential Instruction No. 6 of 2000 but was not incorporated into local regulations until 20 years later. Salatiga City is leading the way in gender mainstreaming in urban development, implementing it according to the Mayor's Regulation No. 5 of 2021. The development of Salatiga City from 2017-2022 has achieved remarkable results at the national level, as reflected in the Human Development Index (HDI) and the Gender Development Index (GDI). This research goes beyond the numbers to see how local gender policies are responsive by looking at the factors of participation, benefits, control, and access for all parties. This research uses the theory of PUG implementation by looking at the seven prerequisites for gender mainstreaming in regional development: commitment, policies, institutions, resources, analytical tools, disaggregated data, and community participation. The results of the study show that the implementation of gender mainstreaming in Salatiga City has improved each year and that all the PUG requirements have been met. However, the drivers and implementers of mainstreaming at government level have not fully understood the PPRG in its implementation. Women are still lagging in three crucial areas of society: education, health and the economy. The implementation of gender mainstreaming necessitates the collaboration of all stakeholders, including the government, civil society, and the private sector. To achieve equitable and sustainable development, it is essential that these entities work in concert

Pengarusutamaan gender adalah strategi untuk mengintegrasikan isu-isu gender ke dalam pembangunan perkotaan. Pengarusutamaan gender diimplementasikan sesuai dengan Instruksi Presiden No. 6 tahun 2000 tetapi belum diimplementasikan ke dalam peraturan daerah sampai 20 tahun kemudian. Meski demikian Kota Salatiga menjadi yang terdepan dalam pengarusutamaan gender dalam pembangunan perkotaan, dengan mengimplementasikannya berdasarkan Peraturan Walikota No. 5 Tahun 2021. Pembangunan Kota Salatiga dari tahun 2017-2022 telah mencapai hasil yang luar biasa di tingkat nasional, sebagaimana tercermin dalam Indeks Pembangunan Manusia (IPM) dan Indeks Pembangunan Gender (IPG). Penelitian meninjau lebih dari angka kuantitatif untuk melihat bagaimana kebijakan gender di daerah sudah responsif dengan melihat faktor partisipasi, manfaat, kontrol, dan akses bagi semua pihak. Penelitian ini menggunakan teori implementasi PUG dengan melihat tujuh prasyarat pengarusutamaan gender dalam pembangunan daerah, yaitu komitmen, kebijakan, kelembagaan, sumber daya, alat analisis, data terpilah, dan partisipasi masyarakat. Hasil penelitian menunjukkan bahwa pelaksanaan PUG di Kota Salatiga mengalami peningkatan setiap tahunnya dan semua prasyarat PUG telah terpenuhi. Namun demikian, para penggerak dan pelaksana pengarusutamaan di tingkat pemerintah belum sepenuhnya memahami PPRG dalam implementasinya. Perempuan masih tertinggal di tiga bidang krusial dalam masyarakat: pendidikan, kesehatan, dan ekonomi. Pelaksanaan pengarusutamaan gender membutuhkan kolaborasi dari semua pihak.

Keywords: Gender; Women; Development Policy; Responsive

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Introduction

Gender mainstreaming (PUG) is a strategy developed to integrate gender into an integral dimension of the planning, preparation, implementation, monitoring and evaluation of national development policies and programs. The objectives of PUG include paying special attention to groups that experience marginalization because of gender bias, ensuring that women and men have equal access, participation and control over development, and increasing the gender sensitivity of various parties (Presidential Instruction No.9 of 2000 concerning PUG).

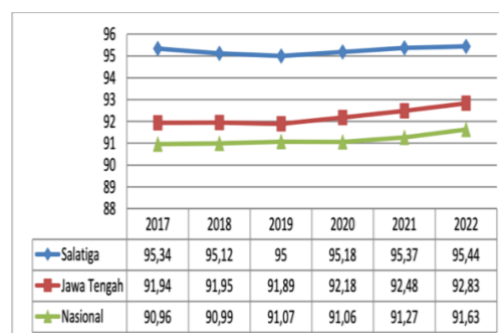
Gender mainstreaming (PUG) is important because of the implementation of regional autonomy, so the challenges and opportunities are also getting bigger in regional development. There is still inequality between women and men in development globally. Data shows that women are still a minority in government, namely only 11.3% of countries that have a female head of state 17 out of 151 countries. The proportion of women becoming members of parliament is only 26.5%, still below 30%. From the representation of women. Women occupy many environmental fields (32%) Public Administration (30%) Education (30%) While men dominate in the fields of

economy, defense, justice and home affairs (UN Women, 2023)

Women are still lagging in the economic field, data shows that more than 380 million women live in extreme poverty (Global Citizen, 2023). Therefore, PUG policies are needed to ensure that both women and men can gain access to development, especially regional development, in accordance with the Salatiga Mayor's Regulation No. 5 of 2021 on the Implementation of Gender Mainstreaming in Salatiga City (Bappeda Salatiga, 2021).

The selection of Salatiga City as the locus of this study is based on the consideration that the Gender Development Index (HDI) in Salatiga City is ranked third in Central Java. Salatiga City's HDI achievement in 2022 with an index of 95.44 was higher than the achievement in 2021 with an index of 95.37. The HDI of Salatiga City is above the HDI of Central Java Province, which was 92.83, and the national index of 91.63, as shown in the graph below:

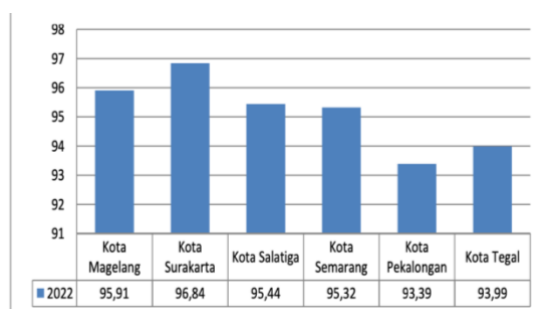
Graph 1.1 Development of HDI of Salatiga City, Central Java and National from 2017-2022



Source: Salatiga City Central Statistics Agency, 2023

Comparing the IPG performance of Salatiga City with other cities in Central Java Province, Salatiga City is ranked 3rd as seen in the graph below:

Figure 1.2 Comparison of the IPG of the city of Salatiga with other cities in the province of Central Java in the year 2022.



Source: Central Statistics Agency of Central Java Province, 2023

The Gender Development Index (HDI) is used to see the comparison or ratio between male and female human development and the Gender Empowerment Index (IDG) to measure gender justice and equality. The results of the 2020 IPG and IDG analysis show an increase in women's potential in education, health and the economy (KPPPA, 2021). Salatiga City's HDI achievements from year to year show good improvements for women, but men appear to be superior in human development achievements (BPS Salatiga, 2021). This should be noted for gender-based development in Salatiga City so that women can also experience development justice.

Several studies on the implementation of gender mainstreaming have been conducted by several researchers, which reveal barriers related to understanding gender perspectives, inadequate communication between organizations, and the lack of government efforts to increase community participation Indeks (Azmy & Pertiwi, 2020).

In its implementation, gender-responsive and high-impact programs are also needed, not just a formality (Fitriah, 2017). Strong institutional support is needed to address gender-based violence and integrate gender considerations into development planning and budgeting processes (Abd.Wahid, 2023). The government needs to optimize efforts to increase community participation, workshops, training, and monitoring and evaluation of gender mainstreaming programs to improve the protection of women and children and gender justice and equality (Rahmawati & Nugroho, 2022).

Low political commitment, a patriarchal culture, and the absence of gender equality laws have hindered the success of these policies. Local regulations on gender mainstreaming are needed so that implementation and evaluation can be easily observed (Nurdin, 2022).

The significance of this research is to

examine how gender mainstreaming is implemented based on the Salatiga Mayor's Regulation No. 5 of 2021 on the Implementation of Gender Mainstreaming in Salatiga City (BAPPEDA Salatiga, 2022). The results of this research can later be used as a reference to make policy recommendations (policy brief) for the government or stakeholders in creating policies that are friendly to women and children and strengthen local democracy in Indonesia. This research contributes to science and literature in the discourse of public policy with gender mainstreaming and local democracy in Indonesia.

Research Method

This study uses the paradigm of gender mainstreaming in regional development policy. The research method used is descriptive qualitative with data triangulation. The research aims to understand the implementation of gender mainstreaming policies and programs in development in Salatiga City.

The implementation of PUG covers both the practical needs of women in carrying out their social roles, such as improving living standards, improving health services, providing employment, providing clean water and eradicating illiteracy. Meanwhile gender-strategic

needs are the needs of women related to changes in women's subordination to men. These changes can be seen in the division of roles, division of labor, power and control over resources. These gender strategic needs include, for example, changes or improvements to the law, and equal pay for the same type of work (Rahayu, 2016).

Several international organizations have their own definitions of the concept of gender equality and justice. AusAID in International Development Studies Concept Paper-21 defines Gender Equality as: "*...the equal value of roles between women and men. Gender equality works to overcome the barriers of stereotypes and prejudice so that both sexes can equally participate in and benefit from the economic, social, cultural and political development of society*".

CIDA (Canadian International Development Agency) states that equality between women and men or gender equality promotes the participation of women and men in decision-making; supports women and girls so that they can fully obtain their rights; and reduces the gap between women and men in terms of access to and control over resources and benefits from development, Women and men are not considered equal, but they have equal value, so they should get the same treatment and opportunities (IPPF, 2011).

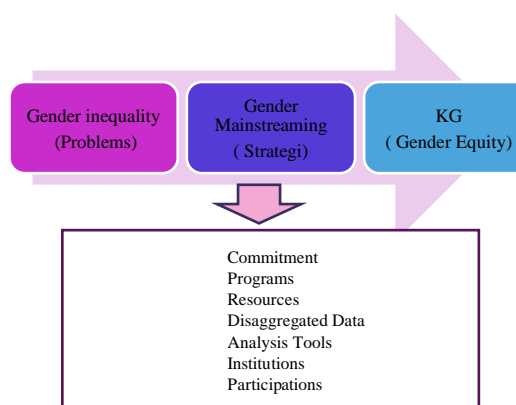
Meanwhile, the concept of gender mainstreaming officially emerged at the 4th UN Conference on Women in Beijing in 1995. At that time, various critical areas that needed attention from governments and communities around the world to realize Gender Equality began to be mapped out. PUG was urged as a strategy to be adopted by the UN, governments and relevant organizations to ensure that action plans in critical areas could be implemented effectively (Hartian, 2006).

The United Nations (UN) Economic and Social Council (ECOSOC) formally defines Gender Mainstreaming, as follows: "Gender Mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a globally accepted strategy for promoting gender equality." (Ghazaleh, 2007)

The implementation of gender mainstreaming requires certain prerequisites, namely the existence of initial conditions and policies that make it possible to achieve the desired goals. There are 7 (seven) prerequisites for the implementation of gender mainstreaming in a region. First, there is commitment, which is shown by the existence of laws and regulations at the central level and

regional regulations (Perda/ Pergub/ Perpub/ Perwali). Second, there are policies and programs, which are shown by the existence of operational or technical policies. Third, there are PUG Institutions, which are indicated by the existence of Working Groups (Work Programs), Focal Points and Technical Teams. Fourth, are Resources (human resources, funds and infrastructure). Fifth, is Disaggregated Data, which is shown by the existence of statistics and sex-disaggregated data. Sixth, are analytical tools (Guidelines, Modules and IEC Materials). And seventh is networking or community participation. The successful implementation of PUG requires seven PUG prerequisites, namely commitment, policy, institutions, resources, data, analytical tools, and community participation (RAD PUG, 2023).

Figure 1.3 Strategy for gender mainstreaming in regional development.



Finding and Discussion

1. Commitment

Commitment means the decision of regional leaders and OPD leaders to implement gender mainstreaming. This commitment is shown by the existence of laws and regulations that express the commitment, such as the commitment contained in the RPJMD, Renstra, and so on. In accordance with the Minister of Home Affairs Regulation No. 67/2011 on the Amendment of the Minister of Home Affairs Regulation No. 15/2008 on General Guidelines for the Implementation of Gender Mainstreaming in the Regions, it instructs Governors/Regents/Mayors to implement Gender Mainstreaming in their development by integrating gender issues into planning and budgeting. The implementation of Salatiga city's gender-integrated regional development planning document is presented in RAD PUG 2019 (RAD-PUG, 2019).

In its long-term (RPJPD), medium-term (RPJMD), and annual (RKPD) local development planning, Salatiga City shows its commitment to PUG. Gender mainstreaming is contained in the development regulations and planning documents, missions, goals, objectives, priority programs, and performance

indicators of regional development. Gender issues have been discussed in development planning documents at the local level but have not been mainstreamed in the strategic plan of the regional officer organizations. Gender issues are only found in the strategic plan of the regional officer organizations that handle women's empowerment affairs. The formulation of the objectives of the Strategic Plan of the Office of Women's Empowerment and Child Protection is:

1. Improve the protection and implementation of women's rights.
2. Increase the coverage of gender data availability
3. Improve the protection and implementation of children's rights.

1) Commitments in Regional Long-term Development Plan (RPJPD) Salatiga City 2005-2025

The long-term vision of Salatiga city is "An advanced, democratic and safe Salatiga". Gender justice issues are addressed in:

a. Mission

1) Mission 3, "Realizing good governance". One of the components of achieving mission 3 is characterized by "increasing the participation of community institutions in every development process,

increasing gender equality and justice, and ensuring the rights of children's growth and development".

2) Mission 4, namely "Realizing democracy based on law". One of the objectives of this mission is to increase gender equality (RPJPD, 2005).

b. Long-term Development Direction

The issue of gender justice is contained in the 1st development direction: "Realizing quality human resources through increased mastery of science and technology to be able to adapt to global developments while still being based on the norms and noble values of society, with sub-policies: "Increasing gender mainstreaming in education" (RPJPD, 2005).

2) Commitments in regional Medium-term Development Plan (RPJMD) Salatiga City 2017-2022

Salatiga City Regional Regulation No. 1/2018 on the Regional Medium-Term Development Plan of Salatiga City for 2017-2022, in Chapter V, states that the vision of Salatiga City for the period 2017-2022 is "Salatiga HATI BERIMAN and SMART. The integration of gender equality and justice values is included in several parts of the 2017-2022 RPJMD as follows:

a. Mission

Mission number 9 reads: "Improve social welfare, gender equality and child protection". This mission describes one of the ways to realize the vision element of the phrase "prosperous".

b. Objectives

Mission number 8 formulates the second objective that contains the value of gender justice, namely: "Improving protection, fulfillment of children's rights, and achievement of gender equality and justice".

c. Target

The formulation of RPJMD 2017-2022 targets that integrate gender mainstreaming, namely: "Increased coverage of children's rights, equality and empowerment of women".

d. Strategy

Strategy is the way to realize the vision. One of the strategies of mission number 8 "Improving social welfare, gender equality and child protection", indicates efforts to integrate gender issues, namely specifically accelerating the implementation of gender mainstreaming through PPRG, increasing women's income, increasing the number of women in the legislature and empowering vulnerable women (RPJMD, 2017).

e. Policy

The RPJMD of Salatiga City 2017-2022 formulates regional policies that reflect the integration of the value of strengthening gender mainstreaming with a focus on improving the quality of life and the role of women in various fields of development (RPJMD, 2017).

f. Policy direction 2019

The policy direction for the 2019 stage in the RPJMD 2017-2022 states: "Realization of Reliable Human Resources Towards a Healthy Salatiga", with priorities: 1) Improving social welfare, gender equality and child protection". 2) Strengthening gender mainstreaming with a focus on improving the quality of life and the role of women in various fields of development.

g. Programs

Gender-responsive programs must provide fair and equal access, opportunities, control, and beneficiaries for women and men. In the RPJMD Manuscript, it only reaches the program level without a more detailed explanation of the details of the activities and beneficiaries, so a rough search for gender-responsive programs is carried out using the keywords "gender and women". The selection of the word

"women" assumes that most parties who are left behind in terms of access, opportunities, strengthening control, and beneficiaries are women's groups. Based on these criteria, the following program nomenclature was found:

- 1) Program for Increasing Participation and Gender Equality in Development.
- 2) Gender and Child Mainstreaming Institutional Strengthening Program.
- 3) Program to Improve the Quality of Life and Protection of Women and Children.
- 4) Program for Policy Harmony to Improve the Quality of Children and Women.

The commitment of the Salatiga City government can also be seen in the presence of local regulations and mayoral regulations that support the handling of gender issues.

3) Commitment in RKPD Salatiga City 2017-2022.

The RKPD document is the reference for the preparation of the OPD Work Plan in the plan year. The RKPD is the most dynamic document because it must adjust to the dynamics of national and provincial targets, regional action plans, and other sectoral documents and ensure that the dynamics of planning needs are accommodated in OPD work plans. Since RAD PUG Salatiga City ended in 2017 and was recompiled in 2019, the RKPD used as

a reference starts from the 2018 RKPD (where Chapter II of the 2018 RKPD uses 2016 performance evaluation data), 2019 RKPD (where Chapter II uses 2017 performance evaluation data), and 2020 RKPD (where Chapter II uses 2018 performance evaluation data) (RKPD, 2022).

The 2018, 2019, and 2022 RKPD states that Salatiga City's HDI and IDG are already ranked among the top in Central Java. Chapter IV of the 2018, 2019, and 2022 Salatiga City RKPD states that one of the priorities for women's empowerment and child protection is "Improving the effectiveness of Gender Mainstreaming (PUG) institutions and institutions to protect women from violence" (p. 15). Meanwhile, Salatiga City's 2018, 2019 and 2022 RKPD contains several issues related to women, as a gender group that is often left behind in some ways. These priorities are:

- 1) Improving the quality of life and role of women in various fields of development.
- 2) Improving the protection of women from various acts of violence, including crimes against persons (TPPO).
- 3) Increase the effectiveness of Gender Mainstreaming (PUG) institutions and institutions for the protection of women

from various acts of violence.

- 4) Increasing the capacity of institutions to protect women from various acts of violence. OPD support for gender development has also been carried out by OPDs that handle affairs outside the direct support of IPG and IDG indicators. For example: PUPR Office, with the following programs and activities.

No	Programs	Outcome & Output indicators	Indicative Payment
1	Road & Bridge Construction Program	Achievement of representative road & bridge construction	Rp. 5.105.000.000,-
	Sidewalk Construction Activity	Implementation of sidewalk construction that is comfortable for pedestrians and people with disabilities	
2	Raw Water Provider Distribution Improvement Activity	Implementation of Raw Water Supply and Management	Rp. 1.402.250.000
		Implementation of increased distribution of raw water providers as a source of water for the community	

Source: Department of Public Works and Public Housing of Salatiga City, 2019

The identification of the local planning documents of Salatiga City shows that

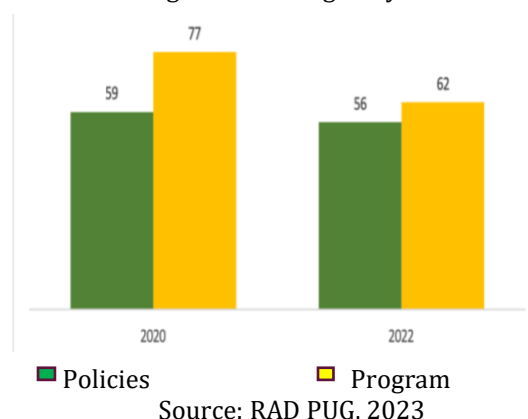
gender mainstreaming has been included in the annual, medium-term and long-term development master plans in the mission, goals, objectives and priority programs. This commitment is included in the Regional Regulation No. 1/2018 on the Regional Medium-Term Development Plan of Salatiga City 2017-2022.

2. Policies

The policies and programs for the implementation of PUG in Salatiga City are outlined in the local development planning documents, which can be seen in the Vision and Mission, Medium Term Development Plan (RPJMD) and RKPD of Salatiga City. The working group for PUG in Salatiga City was established based on the decree of the Mayor of Salatiga City number: 263-05/245/2017-year 2017 on the working group for gender mainstreaming. All 33 DPOs in Salatiga City (100%) were represented in the Kelompok Kerja PUG. Focal points have also been established in all 33 DPOs in Salatiga City (RAD PUG, 2023).

The government has adopted policies and implemented programs to support gender-responsive policies in 2022. There are 56 policies and 62 programs that are gender responsive.

Figure 1.5 The gender Responsive Policies and Program in Salatiga City



Local policies related to gender mainstreaming

Indicators of the Mayor's Regulation No. 31 of 2021 on the Implementation of PUG in Salatiga City	Implementation in Salatiga City
Local Policies related to gender Mainstreaming	<p>The Gender Mainstreaming Working Group (Kelompok Kerja) was established based on Salatiga Mayor Decree Number: 263-05/245/2017 Year 2017.</p> <p>Communication Forum for Gender Mainstreaming (PUG) Kota Salatiga Mayor's Regulation No. 2/2006</p> <p>Focal Points have also been established in 33 local government units in Salatiga City, which are determined by decree of the Head of Office of each local government unit.</p>
Development Planning (Gender Analysis)	Gender Analysis Tools already exist, but the Draft Activities and Budget Implementation Documents of the Regional Apparatus have not been accompanied by Gender Analysis Pathway (GAP) and Gender Budget Statement (GBS) analysis.
Drafting: Gender Equality and Women's Empowerment Program	The Gender Equality Program has been formulated in the RPJMD, SKPD strategic plan, and SKPD work plan.
Implementation: Establishment and activities of working groups / focal points	Working groups have been formed, in accordance with the Mayor's Decree with 33 Focal Points for each regional apparatus 1) Bappeda as Chairperson

	<p>2) DP2APPKB acts as Secretary of the working group with the task of technical implementation of programs and activities to accelerate the implementation of Gender Mainstreaming.</p> <p>3) Finance Office gender responsive RKA Mayor's Decree with 33 Focal Points for each regional apparatus</p> <p>1) Bappeda as Chairperson</p> <p>2) DP2APPKB acts as Secretary of the working group with the task of technical implementation of programs and activities to accelerate the implementation of Gender Mainstreaming.</p> <p>3) Finance Office gender responsive RKA</p> <p>4) The Regional Inspectorate plays a role in examining, investigating, testing and assessing gender-responsive programs and activities.</p> <p>5) Focal Points have been established but promotion of Gender Mainstreaming in work units has not been implemented optimally</p>		<p>different institutions. Monitoring of RKA is conducted by the Focal Point while monitoring of KUA, PPAS and RAPBD is conducted by the PUG Working Group.</p>	
<p>Indicators of the Mayor's Regulation No. 31 of 2021 on the Implementation of PUG in Salatiga City</p>	<p>Implementation in Salatiga City</p>			
<p>Implementation: Establishment and activities of working groups / focal points</p>	<p>Gender Mainstreaming Coordination Meeting and capacity building on Gender Responsive Planning and Budgeting but not yet thoroughly passed on to each work unit.</p>			
<p>Monitoring and Evaluation</p>	<ul style="list-style-type: none"> - The Mayor of Salatiga City reports the results of PUG implementation to the Governor periodically every 6 (six) months - Monitoring of the RPJMD and RKPD is conducted by a team formed by the PUG Working Group, while for the PD Renstra and Renja is conducted by the Focal Point of each PD. - Monitoring of RKA, KUA and PPAS and RAPBD is conducted by 			

Local regulations and policies related to the protection of women from 2018 to 2022 are

1. Details can be seen in the following table:

Table 1.4 Local Policy, Regulations and Program on Gender mainstreaming

Details	Year				
	2018	2019	2020	2021	2022
Local Regulation on the protection of women	1	1	1	1	1
Local policy on women's protection	1	1	1	1	1
Local activities on women's protection	1	1	1	1	1

Source: Bappeda Salatiga , 2023

3. Analysis Tools

Gender-responsive budgeting planning (PPRG) is used as a tool in the implementation of PUG. The PPRG process is carried out by integrating gender data and gender gaps in the planning process. PPRG is an instrument to address differences in access, participation, control and benefits of development for women and men with the aim of realizing an equitable budget (RAD PUG, 2023). The review showed that Salatiga City has various

publications, namely:

- 1) Technical Guidelines for the Implementation of PPRG in Salatiga City.
- 2) Guidelines for the Establishment of the Regional Technical Implementation Unit for the Protection of Women and Children
- 3) Guidelines for the Working. Group and Technical Team
- 4) Guidelines for OPDs and stakeholders in the implementation of gender responsive development programs and activities.
- 5) Technical Guidelines for Family Resilience Data Collection
- 6) Technical Guidelines for Data Collection on Home Industry Development (IR).
- 7) Guidelines for the Establishment of Family Empowerment and Welfare Institutions
- 8) Guidelines for the Implementation of Social Rehabilitation for abandoned children outside institutions.
- 9) Handbook of the Convention on the Rights of the Child (KHA)
- 10) Profile book and MSME's database with gender disaggregated data.
- 11) Child-friendly School leaflet
- 12) Domestic violence pocketbook
- 13) GSIB Pocket Guide

14) Various Leaflets

Stages of Development Planning: Gender Analysis

In the implementation of Gender Responsive Planning and Budgeting (PPRG), Salatiga City utilizes a gender analysis tool in the form of Gender Analysis Pathway (GAP), which is one of the gender analysis tools developed by the National Development Planning Agency (Bappenas) and is a systematic analysis.

Gender analysis is also used to identify and understand the division of labor/roles of men and women, access to and control over development resources, participation in the development process and the benefits they enjoy (RAD PUG, 2023).

Second, trend analysis is used to look at existing trends or trends based on the achievement of data series over a certain period. The basic data is then analyzed for positive or negative trends or changes (increase or decrease) to determine what steps should be taken.

The Salatiga City Government annually aids and capacity building to planners in local government apparatus in preparing PPRG, but from 2017 to 2023 the Work and Budget Plans and Budget Implementation Documents for local

government apparatus activities have not been accompanied by Gender Analysis Pathway (GAP) and Gender Budget Statement (GBS) analysis, making it difficult to obtain data on the implementation of PUG (RAD PUG, 2023).

To overcome this problem, Salatiga City Government has established a data collection team as stipulated by Mayor's Decree No. 474-05/202/2017/2017/2017 on Gender and Children Information System Data Collection Team and Mayor's Decree No. 460-05/127/408/2019/2019 on Data Updating Team (Updating Disaggregated Gender and Children Information System). This data team is chaired by the Head of the Regional Development Planning Agency (Bappeda), secretary by the Head of the Office of Women's Empowerment, Child Protection, Population Control, and Family Planning (DP3APPKB), with members being the respective Heads of Regional Apparatus.

For the secretariat of the data forum, the chairperson is the Head of the People's Welfare Planning Division of the Regional Development Planning Agency (Bappeda) with the secretary being the Head of the Gender Mainstreaming and Women's Protection Division of the Office of Women's Empowerment, Child Protection, Population Control, and

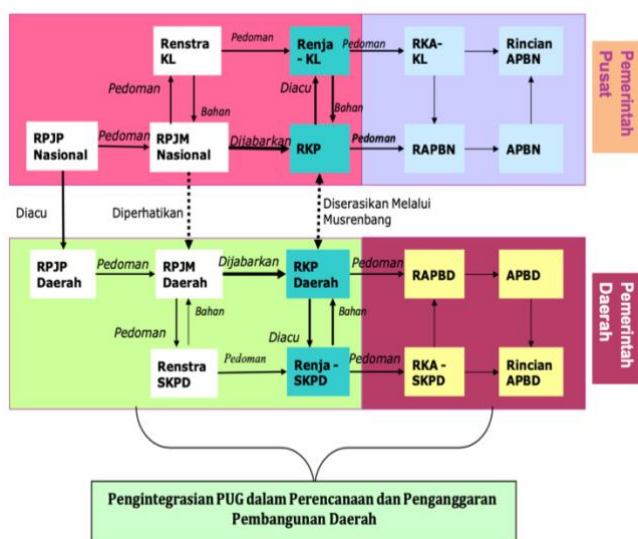
Family Planning (DP3APPKB) (DP3A Kota Salatiga, 2022).

Drafting Stage: Gender Equality Program and Women's Empowerment

In the preparation of Gender Equality and Women's Empowerment programs, Salatiga City is guided by the Minister of Home Affairs Regulation No. 15/2008, which was updated by the Minister of Home Affairs Regulation No. 67/2011 on General Guidelines for the Implementation of Gender Mainstreaming in the Region. At the planning stage, local governments are obliged to develop gender-responsive policies, programs, activities and sub-activities contained in the RPJMD, Renstra, RKPD and regional work plan.

Gender integration techniques in Regional Planning documents, namely RPJPD, RPJM and RKPD. Gender analysis is used to integrate gender mainstreaming in the regional development budgeting process, namely at the stage of preparing the RAPBD based on the regional apparatus work plans and determining the APBD which is further detailed in the APBD details (RAD PUG, 2023). activities contained in the RPJMD, Renstra, RKPD and Renja regional work plan (RAD PUG, 2023).

Figure 1.5 Scheme for Integrating gender mainstreaming in Local Planning and Budgeting



Source: RAD -PUG 2023

4. Institutions

Salatiga City's institutional readiness for gender mainstreaming policy implementation can be seen from the establishment of an institutional structure. The implementation of gender mainstreaming is in the form of structural work units and functional work units such as Working Groups (Kelompok Kerja). Local officials who could carry out gender mainstreaming in their respective work units or called Point, Technical Team and Gender Mainstreaming Forum. (BAPPEDA Salatiga, 2022)

Implementation Phase: Establishment and Activities of Working Groups/Focal Points

The implementation of gender mainstreaming in Salatiga City is based on Salatiga City Regional Regulation No. 31/2019 on Gender Mainstreaming

Action Plan. The establishment of the Gender Mainstreaming Working Group is in accordance with Salatiga Mayor Decree Number: 263-05/245/2017 of 2017 on the Gender Mainstreaming Working Group. All the 33 Regional Apparatus Organizations in Salatiga City (100%) have been represented in the working group, Focal Points have also been established in 32 Regional Apparatus Organizations in Salatiga City in accordance with the Decree of the Head of Service.

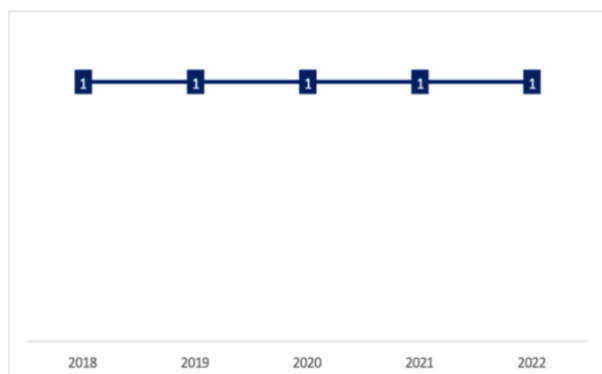
The duties of the Gender Mainstreaming Working Group as stated in Article 15 of Permendagri 67/2011 are as follows:

- 1) Promote and facilitate Gender mainstreaming to each Regional Apparatus.
- 2) Carry out socialization and advocacy of Gender mainstreaming to sub-district heads, village heads, and village heads.
- 3) Develop a work program every year.
- 4) Encourage the realization of Gender Responsive Planning and Budgeting.
- 5) Develop a work plan for the Gender Mainstreaming Working Group every year.
- 6) Be accountable to the regent/mayor through the deputy regent/mayor.
- 7) Formulate policy recommendations to the regent/mayor.
- 8) Developing the district/city Gender Profile.

- 9) Monitoring the implementation of Gender mainstreaming in each agency.
- 10) Establish a technical team to analyze the local budget.
- 11) Develop a Regional Action Plan (RANDA) for Gender mainstreaming in the district/city.
- 12) Encourage the selection and appointment of focal points in each regional apparatus.

The number of Gender mainstreaming working Group (PUG) in Salatiga City in 2018-2022 stagnated at 1 forum.

Figure 1.5 Number of Gender Mainstreaming Working Groups in Salatiga City in 2018-2022



Source: RAD PUG Salatiga City, 2023.

The tasks of the Gender Mainstreaming focal points are as follows:

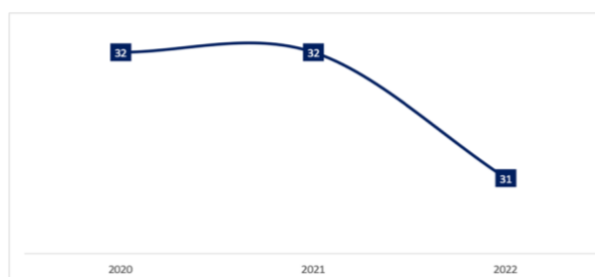
- 1) Promote gender mainstreaming in the work unit.
- 2) Facilitate the preparation of gender-responsive work plans and budgeting for Regional Apparatus.
- 3) Carry out training, socialization and advocacy on gender

mainstreaming to all officials and staff within the Regional Apparatus.

- 4) Reporting the implementation of Gender mainstreaming to the head of the Regional Apparatus.
- 5) Encouraging the implementation of gender analysis of policies, programs, and activities in work units; and
- 6) Facilitate the preparation of gender data in each Regional Apparatus.

The number of Gender Focal Points from 2020 to 2022 in Salatiga City has decreased. In 2020 there were 32 forums and in 2022 there were 31 forums. Details can be seen in the following figure.

Figure 1.6 Number of Gender Mainstreaming Focal Points in Salatiga City from 2020-2022



Source: RAD PUG Salatiga City, 2023

The Working Group and Focal Point for Gender Mainstreaming in Salatiga City have been established, but the promotion of gender mainstreaming in working units has not been optimally implemented in each Local Government Unit. Although there have been coordination meetings on gender mainstreaming and capacity building on gender-responsive planning and budgeting,

these have not yet been fully implemented in the respective Local Government Units. This condition makes training, socialization, and advocacy on gender mainstreaming to all officials and staff in the Local Government Unit an agenda to be implemented by the respective Local Government Unit. (BAPPEDA Salatiga, 2022).

Regional Apparatus understanding of the importance of gender-disaggregated data for the purposes of gender analysis and development policy formulation is still lacking. Most of the Regional Apparatus in the preparation of development profiles have not presented gender-disaggregated data, in addition to the planning and budgeting process in each PD in general has not paid attention to the gender gap in development (RAD PUG, 2023).

This can be seen from the process of preparing work plans by each unit that have not been preceded by gender analysis, so that the indications of activities prepared have not considered the gender gap that occurs (RAD PUG, 2023).

Salatiga City also has an Integrated Service Center for the Empowerment of Women and Children, hereafter referred to as P2TP2A, which is an integrated

service center for the empowerment of women in various fields of development, as well as the protection of women and children from various types of discrimination and acts of violence, including trafficking (DP3A Salatiga City, 2022).

P2TP2A in Salatiga City is called UPT P2TP2A. The Integrated Service Network for the Elimination of Violence Against Women and Children in Salatiga City is supported and followed up by the Salatiga City Government with the stipulation of Salatiga Mayor Decree Number: 474.2-05/200/2017 Year 2017 on the Management of the Integrated Service Center for the Empowerment of Women and Children.

5. Resources

The success of Gender mainstreaming implementation is determined by the support of human resources who have strong awareness, skills and motivation in implementing gender mainstreaming in their units, as well as adequate funding and facilities. Human resource support for PUG implementation in Salatiga City can be seen from the fact that all OPDs in Salatiga City have PPRG trained planners and 2 Gender Champions.

In the Inspectorate, there are 3 employees and 27 auditors who have been

trained in PUG. However, only 2 (two) human resources have received PPRG planner certificates and the number of PUG facilitators in Salatiga City who have received training certificates as facilitators is only 4 people (3 people from the PPPA/KB Office and 1 person from UKSW University) or 8.7% of the total 33 OPDs. (RAD-PUG, 2019)

Funding support for PUG implementation in Salatiga City includes:

- 1) Allocation of funds to support the implementation of PUG in Salatiga City amounted to Rp 2,503,621,000 or 67.76% of the budget of the PPPA/KB Office or similar (outside the secretariat budget);
- 2) The budget allocation of the Bureau/Agency/Regional Finance Office or similar for PUG facilitation amounted to Rp 738,000,000 or 67.76% of the budget of the PPPA/KB Office or similar (excluding the secretariat budget);
- 3) The budget allocation in Bappeda for PUG facilitation amounted to Rp 1,303,000,000 or 24.47% of BAPPEDA's budget;
- 4) Budget allocation for the Bureau/Agency/Regional Finance Office or similar for PUG facilitation is Rp 738,000,000 or 5.2% of the budget of the Regional Finance Office or similar;
- 5) Budget allocation for PUG facilitation in the District/City Inspectorate is Rp 570,000,000 or 25.34% of the budget of the District/City Inspectorate (RAD-PUG,

2019).

At the local apparatus organization level (excluding drivers) there are 9 units that already have budget allocations for Gender mainstreaming institutionalization activities (socialization, advocacy, IEC, ARG technical guidance, etc.), namely:

- 1) Education Office Rp 26,271,341,000.
- 2) Health Office Rp 22,008,876,000.
- 3) Public Works Office Rp 1,413,275,000.
- 4) Housing and Settlement Office
Rp 2,977,474,000.
- 5) The Pamong Praja Police Unit Rp 103,800,000.
- 6) Social Affairs Office Rp 1,362,960,000.
- 7) Population and civil registry office Rp 363,500,000.
- 8) Family Planning Office Rp 1,699,300,000.
- 9) UMKM Cooperative Office Rp 742,898,000.

6. Disaggregated Data

Disaggregated data is data by sex and the status and condition of women and men in all areas of development, including health, education, economy and employment, politics and decision-making, law and socio-culture and violence. The availability of disaggregated data is essential in the implementation of gender mainstreaming (Regulation of the state minister for Women's Empowerment No. 6

of 2009 on the Implementation of Gender and Child Data). The existence of disaggregated data will provide an overview of the conditions and needs of women and men in various fields of development and the problems faced in efforts to reduce the gender gap in various development activities. (BPS Salatiga, 2022).

The Salatiga City Government has established a data collection team as stipulated by Mayor's Decree No. 474-05/202/2017 of 2017 on the Gender and Child Information System Data Collection Team and Mayor's Decree No. 460-05/127/408/2019 of 2019 on the Data Updating Team (Updating Disaggregated Gender and Child Information System). Disaggregated data has also become part of the Salatiga City data system through the establishment of the Gender and Children Data Forum, which was established based on Salatiga Mayor Decree 4631/804.3/VI/2018. The Salatiga City Gender and Children Information System can be accessed through the website at <https://dataku.salatiga.go.id/dsg>. It is integrated with Salatiga City government data (RAD PUG, 2023).

The membership of the SIGA Data Forum, apart from cross OPDs, also involves institutions outside the OPDs,

namely: 1) Salatiga District Attorney, 2) Salatiga District Court, 3) Salatiga City Detention Center, 4) Salatiga City Police, 5) Salatiga City Central Bureau of Statistics, 6) Salatiga City Ministry of Religious Affairs, 7) BPS, and 8) KPU. Information on Salatiga City's statistics and gender profile is documented in the Salatiga City Gender and Children Disaggregated Data Document (RAD-PUG, 2019).

Information on gender disaggregated data is also presented in the region in figures which includes: 1) population and sex ratio by subdistrict, 2) number of participants invited to socialization based on sex ratio, 3) voter data in elections based on sex ratio, 4) employment data of echelon officials based on sex ratio, 5) participants in based on development planning deliberation sex ratio, and 6) participants in training at subdistrict level.

7. Community Participation

Community participation is an important element in supporting the successful implementation of Gender Mainstreaming. Community support can be realized through financial support or in various meetings that always involve community institutions in the discussion and decision-making process related to the implementation of Gender Mainstreaming. In implementing Gender Mainstreaming activities, Salatiga City Government has

involved various institutions, namely:

1) Community Institutions:

Centre for gender and child studies (PSGA) UIN Salatiga, PPSA UKSW, KPI, LK3, LPM District and Sub-district, Community Communication Institution, BKM, FKPM, Alert Village Forum, Student Forum on Women and Children "KOHATI" UIN Salatiga, Lensa (Lentera Kasih Untuk Sesama), Focus, Qoryah Toyyibah, Child Friendly City Forum.

2) Universities:

Sebelas Maret University Surakarta, Satya Wacana Christian University, and UIN Salatiga.

3) Business World.

Unza Vitalis, Bank Jateng, Kevit, Rumah Jampee, Tripilar, BNI, BRI, PLN, Pawnshop.

The Community Institutions, Universities, and Businesses have been involved in the process of implementing Gender Mainstreaming which includes the following activities:

- 1) Identification of gender and child problems/issues,
- 2) Planning and Budgeting of Programs and Activities,
- 3) Implementation of programs and activities,

4) Monitoring and evaluation of the implementation of programs and activities, and

5) Violence Against Children Cases (VAC), Violence Against Women (VAW,) Trafficking in Persons (TPPO) community Services

However, community institutions, universities and businesses have not been included in the PUG Working Group and there is no Community Institution Coordination Forum (PUSPA) authorized by Salatiga City Government.

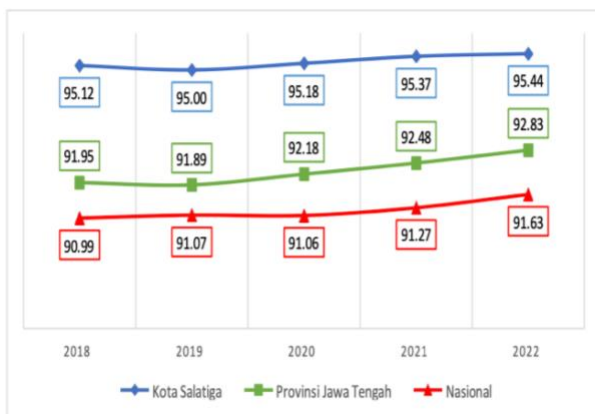
Analysis of the Implementation of Gender Mainstreaming in Salatiga City until 2022

The gender gap is statistically indicated by the Gender Development Index (GDI). The HDI is a commonly used measure of the achievement of basic human development capabilities from a gender perspective. The Gender Development Index uses the same indicators as the HDI but is more focused on revealing inequality between men and women.

The HDI of Salatiga City in 2022 was 95.44, an increase from the previous year's 93.37 in 2021. This shows that the quality of human resources of women in Salatiga City is better. Compared to the provincial and national HDI, Salatiga City is already above the provincial and national HDI. Details can be seen in the figure below (BPS

Kota Salatiga, 2021).

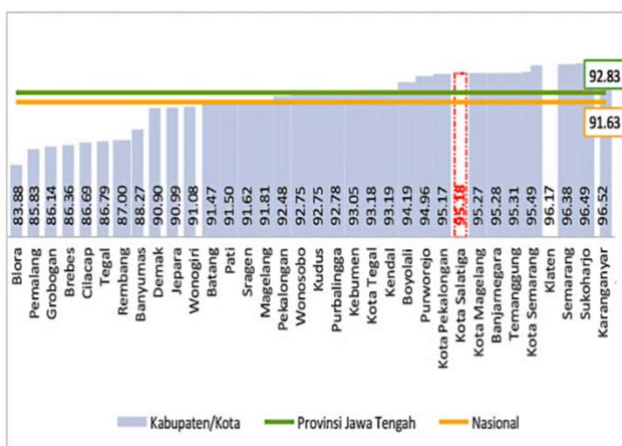
Figure 1.7 Salatiga City Gender Development Index (HDI) Trend 2018-2022



Source :Central Bureau of Statistics Salatiga, 2023

When compared to the province and the national level, Salatiga City's HDI is above both the province and the national level. When compared to other districts/cities, Salatiga City's HDI is the 10th highest. Details can be seen in the figure below.

Figure 1.8 Relative Position of Gender Development Index of Salatiga City in 2022



Source: Central Bureau of Statistics Salatiga, 2023

The following is an overview of the components that make up the HDI of Salatiga City: Life Expectancy, which

represents the health dimension; Expected Years of Schooling and Average Years of Schooling, which represent the knowledge dimension; and Expenditure per Capita, which represents the economic dimension, presented by gender.

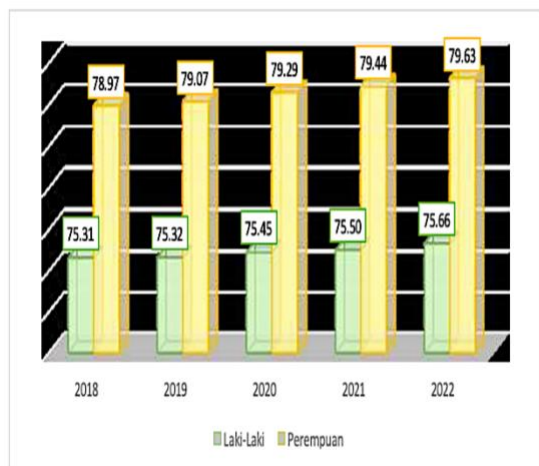
a. Health Sector

Gender responsive development improves the quality of life of women and children. Gender analysis provides an overview of the opportunities and challenges for creating conditions for gender equality and equity in the health sector.

Life Expectancy

Life expectancy can be influenced by environmental conditions, food availability, education, government policies and the economy of the community, and so on. Increased life expectancy is due to better living conditions, prevention and care of mothers, increased education and per capita income. Life expectancy by sex in Salatiga City from 2018 to 2022 shows an increase every year. Male UHH is lower than female UHH. In 2022, female life expectancy reaches 79.63 years and male life expectancy reaches 75.66 years. Details can be seen in the following figure.

Figure 1.9 Life Expectancy of Salatiga City 2018-2022

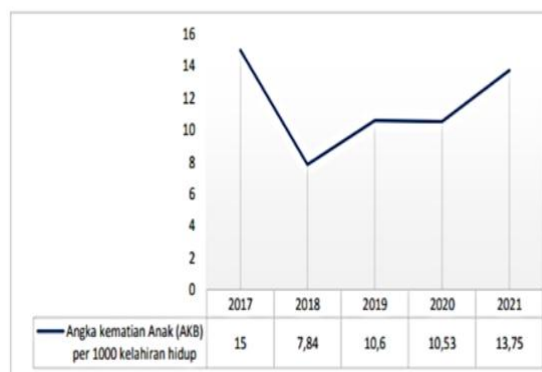


Source: Central Bureau of Statistics Salatiga, 2023

Life Expectancy at birth, which represents the dimension of longevity and healthy living, continues to increase from year to year for both men and women. Female Life Expectancy is longer than male. The average difference between Life Expectancy female and male during 2017-2022 is three years (IPG, 2022).

The priority of handling in the health sector is the Maternal Mortality Rate. Deaths resulting from pregnancy, childbirth and postpartum processes per 100,000 live births at any given time. The maternal mortality rate in Salatiga City fluctuated from 2018 to 2022, with 236.87 per 100,000 live births in 2018 and an increase to 429.55 per 100,000 live births in 2022. (Dinas Kesehatan, 2023).

Figure 1.10 Maternal Mortality Rate 2017-2021



Source: Health Profile Salatiga, 2022

Limited health and nutrition services for pregnant women during the pandemic, potential exposure to the virus, and pregnancy complications (bleeding, pregnancy hypertension, heart disease, diabetes) are factors that are expected to influence the increase in mortality rates.

Malnutrition and Undernutrition

Cases of malnutrition and undernutrition among children under five years of age are still found in Salatiga City, and their development from 2018-2022 shows fluctuations. The number of cases of malnourished toddlers in 2021 was 1 person and in 2022 it increased to 8 people where the male gender was 7 people, and the female was 1 person.

The number of malnourished toddlers in 2021 totaled 116 people and increased in 2022 to 268 people with 125 men and 143 women. Meanwhile, the number of over nourished toddlers in 2022 was 243 people,

an increase when compared to 2021. Malnourished toddlers are dominated by male gender as many as 131 people, while women are 112 people. This needs to get the attention of the community in general, both health workers and health cadres at Posyandu. The number of malnourished toddlers who received treatment in 2022 was 8 people.

Cases of malnutrition among children under five in Salatiga City 2018-2022

Details	2019		2020		2021		2022	
	M	F	M	F	M	F	M	F
Malnutrition	4	0	1	1	0	1	7	1
Under nutrition					56	60	125	143
overnutrition					53	39	113	112
number of malnourished children under five who received treatment	2	0	1	1	0	1	7	1

Source: Health Profile Salatiga, 20

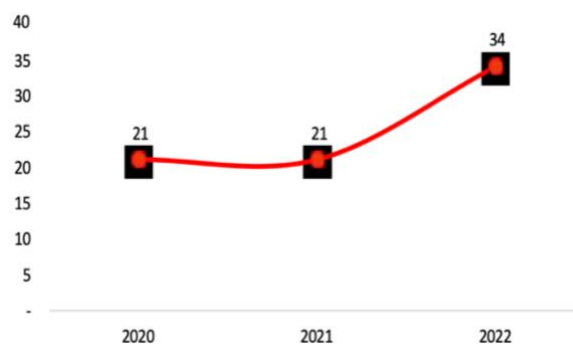
The government's policy to improve life expectancy in Salatiga city is the Salatiga Mayor's Regulation No. 45/2018 on the Implementation of Short and Very Short Under-Five Management. The Salatiga city health office also provides a special website on the matter, SIMON BALADEK (Short Born Baby Monitoring System), but access to the website is sometimes difficult due to unstable websites (Dinas Kesehatan, 2022).

Based on the data obtained from the Health Office, the exclusive breastfeeding achievement in Salatiga City increased to 72.26% (1,107 out of 1,532 babies) in 2021, while in 2020 it was 70.04% (1,335 out of 1,906 babies). Another policy on the achievement of exclusive breastfeeding in Salatiga City is the Salatiga City Regional Regulation No. 4 of 2014 on Early Breastfeeding Initiation (Dinas Kesehatan, 2022).

The Health Office and its network have carried out various activities to promote exclusive breastfeeding by providing lactation rooms in workplaces, both public and private (companies and factories). This is in line with gender mainstreaming by providing opportunities for working breastfeeding mothers to have the right to breastfeed. (Dinas Kesehatan, 2023).

The presence of breastfeeding rooms in the public areas of Salatiga City shows an increase from 21 units in 2020 to 34 units in 2022.

Figure 1.11 Breastfeeding rooms in the public areas of Salatiga



Source: Health Office, 2023

Some of the barriers to exclusive breastfeeding are lack of public knowledge about the benefits of breastfeeding, socio-cultural factors, and the rise of formula feeding. Some strategies to reduce IMR and MMR start with antenatal care, namely the provision of blood supplement tablets/Fe 90 to prevent haemorrhage during childbirth, efforts to provide milk to pregnant women with chronic energy deficiency to prevent low birth weight (LBW).

In addition, giving vitamin A twice to postpartum mothers will improve the health and stamina of mothers and their babies. Another effort is to improve the skills of health workers by developing management of asphyxia and LBW, neonatal visits by health workers.

One of the government's roles in meeting health needs is to provide health facilities that are accessible to the wider community, both financially and in terms of location. These health facilities include hospitals, health centres, dispensaries, and health workers. By 2022, Salatiga City will have 6 hospitals, 6 community health centres and 20 dispensaries. The health centres will be in 4 sub-districts. To improve community access to health services, there are auxiliary health

centers and mobile health centers.

The number of Health centre in Salatiga City in 2021 is 22 while the mobile health centre is 6 units. In addition, other health facilities in the form of health workers are 729 doctors, 58 dentists, 859 nurses, 310 midwives, 229 pharmacists and 48 nutritionists (Salatiga City Health Office, 2021).

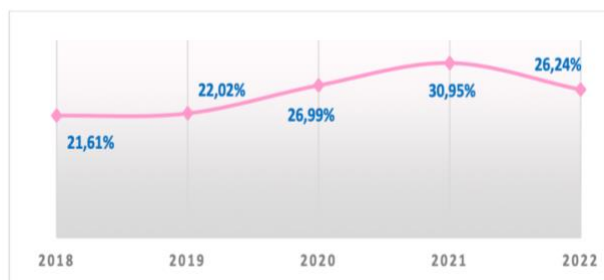
Table 1.12 Number of Health centre in Salatiga City

Health Facility	Year				
	2018	2019	2020	2021	2022
Hospital	6	6	6	6	6
Health Center	6	6	6	6	6
integrated service post	284	278	279	280	281

Source: Health Profile, 2020

3. Health Budgets

In 2022, the total health budget for Salatiga City is Rp 274,622. 969,563, a decrease compared to 2021 of Rp 330,081,045,939. The total APBD budget for Salatiga City in 2022 is Rp 1,046,499,128,242. The percentage of total health budget of Salatiga City in the total APBD in 2022 is 26.24%. The per capita health budget is Rp 1,329,963.54. The following is the development of the percentage of the health budget to the total budget of Salatiga City for 2018-2022.

Figure 1.13: Percentage of Health APBD to Salatiga City APBD 2018 -2022

Source: Subdivision of Finance and Planning of the Health Office 2022

Data from 2020 shows that 32.65 percent of women and 29.29 percent of men experienced health complaints. Women complain about their health more than men both in urban and rural areas. When they have health complaints, more women seek outpatient treatment. In addition, more women also have health insurance compared to men. This means that women consider health to be more important than men.

The coverage of health care insurance in Salatiga City is close to 95%, especially for poor people who do not have health care insurance. The Salatiga City Health Office is ready to help poor people who do not have health insurance to obtain health services. The cost of 3rd class hospitalization at Salatiga City Hospital for poor Salatiga residents can be claimed to the DHO. People are expected to enrol in health care insurance to facilitate access to services, but if they do not have it, the government will also help. With these improvements, on November 12, 2022, Salatiga City Health Office

received the third-place award for the winner of the 2022 Health Profile Ranking for Provinces and Districts in Indonesia. The assessment of the quality of Health Profile data includes completeness, accuracy and consistent (Salatiga.go.id, 2018).

Education Sector

The Education Development Strategy is elaborated through four main links, namely equity, relevance of education to development, quality of education and efficiency of management. The strategy aims to improve the provision of quality and equitable education for the entire community. This is in line with gender mainstreaming, which must ensure that all people have access, participation, control and benefits in education (Dartini, 2022).

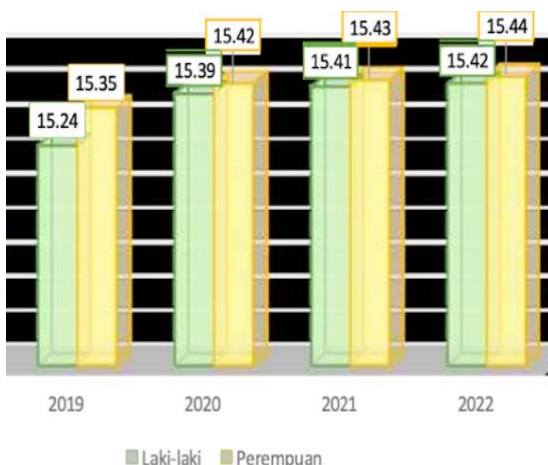
Expected years of schooling

In the HDI, the education dimension is made up of two indicators, namely the expected years of schooling (HLS) and the average years of schooling (RLS). The coverage in calculating the expected years of schooling is the education of the population from the age of 7 years and above, while the population coverage in calculating the average years of schooling is from the age of 25 years and above. Education in a region must have the principle of equality for men and women so

that no one is left behind in development (Dinas Pendidikan, 2021).

The expected years of schooling by sex in Salatiga City each showed an increase. In 2022, the expected years of schooling will be dominated by females at 15.44 years compared to males at 15.42 years. Details can be seen in the following figure.

Figure 1.14 The expected years of schooling



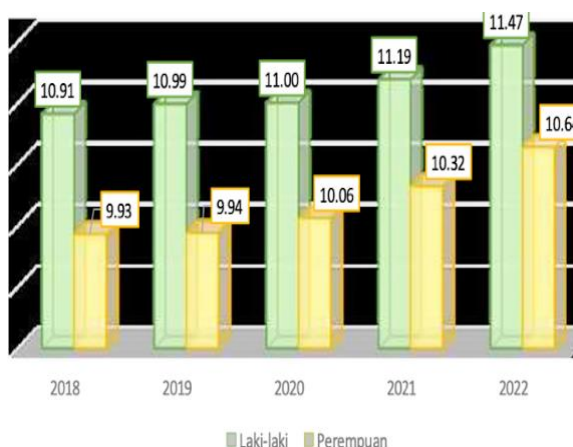
Source: Education Profile, 2022

The expected years of schooling for females in Salatiga City increased by 0.42 years, while for males it increased at a faster rate of 0.81 years from 2018 to 2021. By 2022, the expected years of schooling for females will reach 15.44 years, which means that girls as young as 7 years old will have the opportunity to complete their education up to D3 or bachelor's degree (D4). This is also the case for boys, with an HLS difference of 0.02 years compared to girls (Dinas Pendidikan, 2021).

Average Years of Schooling

The average years of schooling by gender in Salatiga City has increased over the past five years. The average years of schooling in 2022 is dominated by males at 11.47 years compared to females at 10.64 years. Details can be seen in the following figure:

Figure 1.15 Average Years of Schooling



Source: Education Profile 2023

The average year of schooling has a maximum limit of 15 years and a minimum limit of 0 years. Meanwhile, expected years of schooling describes the length of schooling that children aged 7 years and above are expected to experience in the future. This indicator can be used to determine the condition of education system development at various levels. The maximum limit for expected years of schooling is 18 years, while the minimum limit is 0 (zero) years. On average, by 2021, the female population aged 25 years and older in Salatiga City had received

education up to grade X (SMA Class I). On the other hand, the male population aged 25 years and above managed to get one year more education than the female population (BPS Salatiga, 2022).

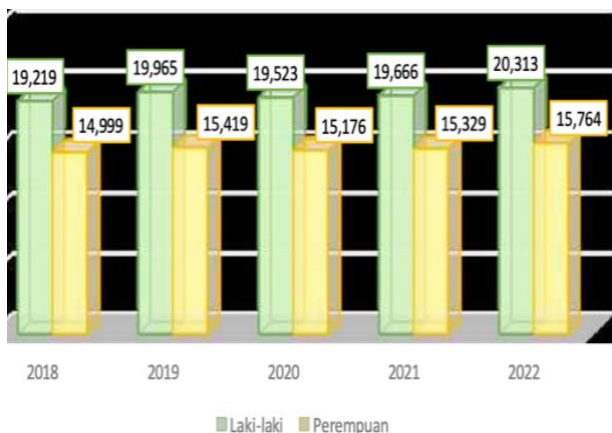
Economic sector

Development in the focus of social welfare includes development related to the social life of the community, including education, health and the fulfilment of other basic social needs of the community. Welfare is represented by the following dimensions of adequate living standards

Per- capita expenditure

Salatiga City's adjusted per capita expenditure by gender increases from 2018 to 2022. In 2022, male per capita expenditure of Rp.20,313 is higher than female per capita expenditure of Rp.15,764. Details can be seen in the figure below.

Figure 1.16 Per- capita expenditure



Source: RAD PUG, 2023

The quality of the workforce, including education and skills, is one measure of competitiveness that certainly affects employment opportunities. In general, the labour force participation rate of men (82.41 percent) is higher than that of women (53.13 percent). Other inequalities in the labour sector can also be seen in the average wage/net salary of women, which is lower than that of men. In addition, there are more women workers than men in the informal sector. Therefore, the government needs to improve the conditions of workers in the informal sector through economic empowerment and legal protection (BPS Salatiga, 2021).

On the other hand, in the field of technology and information, women are also still lagging men. To narrow the gap, it is expected that women will receive programs to improve skills and knowledge related to the use of information technology.

From the gender analysis, labour force participation rate (TPAK) of men is higher than that of women. The male participation is 78.16 percent while the female is only 62.76 percent. The significant difference indicates a preference in terms of opportunities to work. The open unemployment rate (TPT) for women was 7.49 percent, higher than that for men at 7.39 percent. 100 female residents aged 15

years and over who are available to produce goods and services, there are around 7 to 8 people who are unemployed (IPG, 2022).

The higher unemployment rate (TPT) for women indicates that there is more female labour force who are not absorbed in the labour market than the male labour force. The 2020 national census data shows that in the adult age group, women dominate, at 50.17 percent, but there is less absorption into the labour force, which causes an imbalance in economic welfare between women and men. This is not only the case in Salatiga City, but also in other parts of the country (BPS Salatiga, 2022). The following are the labour force participation rate and open unemployment rate in Salatiga City:

Table 1.16 Workforce participation rate and open unemployment rate in Salatiga in 2020

Sex	2020	
	TPAK (%)	TPT (%)
Male	78,16	7,39
Female	62,76	7,49
Male & Female	70,23	7,44

Source: Employment Profile, 2020

The Unequal access to welfare for women condition is due to cultural factors. According to Eastern customs,

men, who generally head the household, are the main breadwinners. Women, on the other hand, are considered ideal if they are only in charge of household chores and childcare. It is this kind of gender bias that causes women to be poorer than men. As a result, a patriarchal culture takes root in society. This condition requires gender mainstreaming to ensure that development is felt by all and that no one is left behind in terms of economic well-being. The dominance of women in the adult age group makes gender equality, empowerment and protection of women an important factor in ensuring women's significant participation in development.

The success rate of development is broadly reflected in the high economic growth, shrinking poverty rate and decreasing unemployment rate. The Municipality of Salatiga seeks development through the empowerment of both natural and human resources. In addition to the high unemployment rate, an area often faces several other labour problems, such as low employment opportunities, large numbers of child labourers, low labour productivity, uneven distribution of labour, and so on. These conditions are challenges that need to be addressed in the development of Salatiga City (Bappeda Salatiga, 2021).

Women's empowerment Sector

Women's empowerment is very important to ensure that women are not left behind in development. The performance of women's empowerment and child protection in Salatiga City can be seen from the extent of efforts to improve the quality of life and protection of women, increase participation and gender equality in development, strengthen gender and child mainstreaming institutions and efforts through policies to improve the quality of life of children and women. Efforts to strengthen gender and child mainstreaming institutions are demonstrated through monitoring and evaluation of the PUG, which is carried out up to twice a year. Gender data is provided through the compilation of data in the Gender and Child Information System (SIGA). The institutional performance of PUG can also be seen in the increased knowledge on prevention and management of gender and child-based violence and trafficking in Salatiga City (BAPPEDA Salatiga, 2022).

Gender Empowerment Index

The Gender Empowerment Index (IDG) is used to measure the extent of women's involvement in decision-making, so that their needs and problems

can influence and be actualized in the results of development policy decisions that concern the interests of women both in the legislative, executive and judicial institutions. The development of IDG from 2017 to 2021 continues to increase. In 2017 it was 76.07, rising to 79.08 in 2021. This is above the provincial average of 71.64 and the national average of 76.26. The increase in Salatiga City's IDG indicates that the role of women in supporting the IDG is getting better.

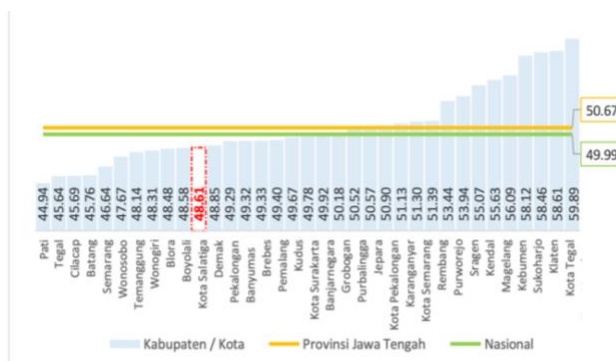
Figure 1.17 Development of gender empowerment index in Salatiga city 2018-2021



Source: Central Statistics Agency, 2022

In 2021, Salatiga City's IDG achievement was 79.08, ranking 5th highest in the districts/municipalities of Central Java Province.

Figure 1.18 Comparison of Women Empowerment Index of Salatiga City with other Cities In Indonesia



Source: Central Statistics Agency, 2022

In 2021, the percentage of women in parliament in Salatiga City is 24% or 6 women out of 25 total Salatiga City Council Members from the 2019 General Election with one additional Interim Substitute at the end of 2021. This is an increase from 20% in 2021. The involvement of women in Salatiga City from 2017 to 2021 shows an increase every year. In 2017, it was 6.67% and increased to 17.78% in 2021. This condition is relevant to the Province and National, which both show an increase. Details can be seen in the figure below.

Figure 1.19 Women in Parliament in Salatiga, Central Java and Nationally 2017-2021



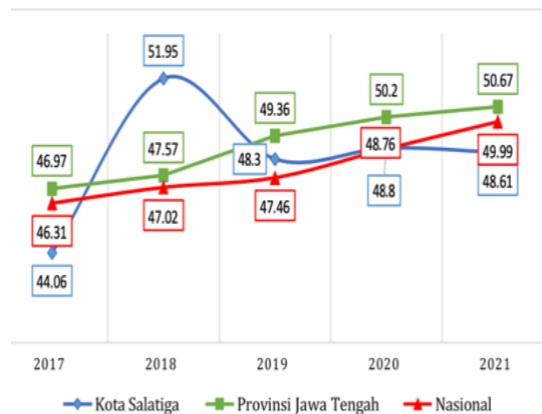
Source: Central Statistics Agency, 2022

Women as Professionals

Women as professionals in Salatiga City is the 11th lowest of all districts/cities in Central Java Province. Women as professionals in Salatiga City is below the provincial average of 50.67% and the national average of 49.99%.

Details can be seen in the figure below.

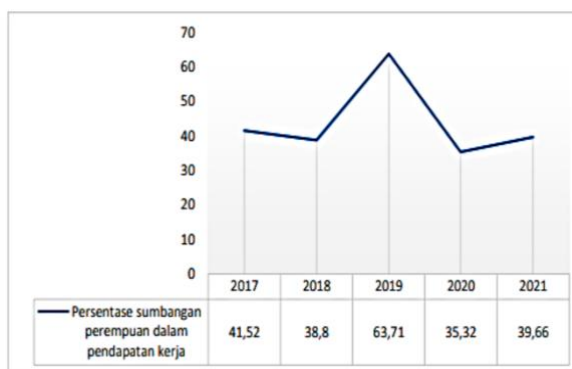
Figure 1.20 Women as Professional in Salatiga, Central Java and nationally



Source: Central Statistics Agency Salatiga, 2022

Contributions to the female labor force decreased from 63.71% due to the COVID-19 pandemic to 39.66%, which may change as the country's economy improves. From the graph below, women contribute a lot of labor income but sometimes only occupy non-strategic positions

Figure 1.21 Women's Contribution to the Labor Force 2017-2021



Source: Central Statistics Agency, 2022

Novia Praptiningsih, a DPRD member from Salatiga City, said that agency heads do not understand gender-responsive budgeting. In budget meetings, women representatives are sometimes

afraid to make proposals, but there are already drafts of appropriate budget items, so they only support the items that have been given and are appropriate. Although some offices and factories have provided breastfeeding rooms for women, not all offices and public places have simultaneously provided breastfeeding rooms to support exclusive breastfeeding (Praptiningsih, 2022).

The Regional Secretary of Salatiga City stated that Salatiga City has implemented gender mainstreaming (PUG) in both policy and budget in accordance with the PPRG in the RPJMD 2017-2022. Despite the limitations and budget redirection in 2020-2021 for the prevention of Covid-19, the government still maximises the budget redirection. Women are also involved in the budgeting process, both within the government and in collaboration with women's NGOs. Women's empowerment activities in DP3AKb and social services. The Regional Secretary stated that the 2023 budget amendment plan will involve many community leaders (Pujiastuti, 2022)

Salatiga as a Child Friendly City has not yet been widely and maximally implemented, focusing only on local government offices. The representation of women in the public sphere has not been supported by the community because the

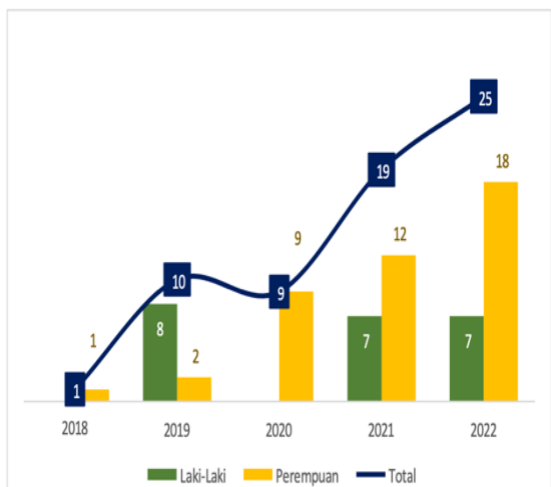
community also does not understand gender mainstreaming in development (Pujiastuti, 2022).

The secretary added that gender mainstreaming requires the cooperation of various parties, especially women entrepreneurs, so that it is not limited to the government budget. Gender-responsive budgeting at the sub-district level involves women, youth and all community leaders to achieve equitable development. To support MSMEs in Salatiga town, the government and Units ranks are calling for the purchase of local MSME products. This is in line with the increase of MSMEs in the town (Pujiastuti, 2022).

Protection of women and children

The number of cases of violence against children (under 18) in Salatiga City has increased in the last 2 years. The number of victims of violence in 2021 was 19 people and in 2022 it was 25 people. The victims consisted of 7 males and 18 females. This is worrying for the situation of children, who are increasingly becoming victims of violence. The participation of the community in the protection, especially of children, needs to be optimised in terms of policy and coordination with cross-sectoral child observers and stakeholders.

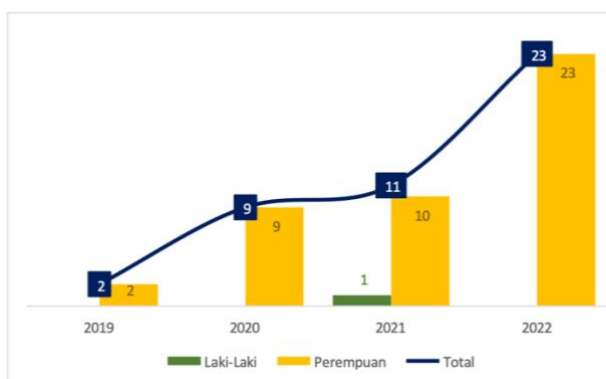
Figure 1.22 Child Abuse Victims in Salatiga From 2018-2022



Source DP3A Salatiga, 2022

Meanwhile, the number of adult victims of violence (aged 25 and over) has also increased in the last two years. In 2021 there were 11 victims of violence and in 2022 there were 23 victims, all of them female. It is necessary to improve the quality of services and human resources for dealing with violence against women in need.

Figure 1.23 Adult victims of violence (aged 25 and over) Salatiga City 2019-2022

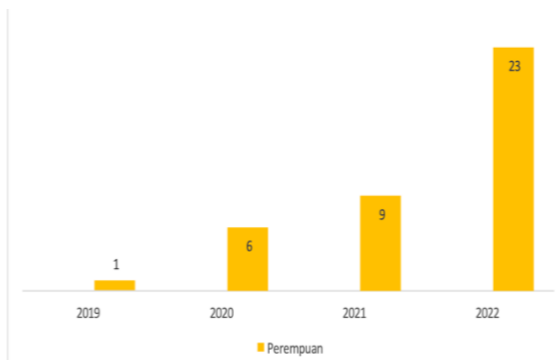


Source: RAD PUG,2023

Victims of violence in labor relations increase every year and all victims are women. In 2021 there were 9 women and

in 2022 there were 23 women who were victims of violence.

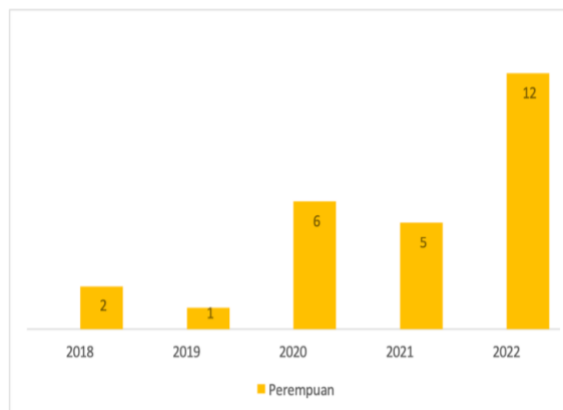
Figure 1.23 victims of violence in the workplace



Source: RAD PUG, 2023

There were 5 victims of sexual violence in Salatiga City in 2018 and 12 victims in 2022, all of whom were female.

Figure 1.24 Victims of Sexual Violence in salatiga 2018-2022



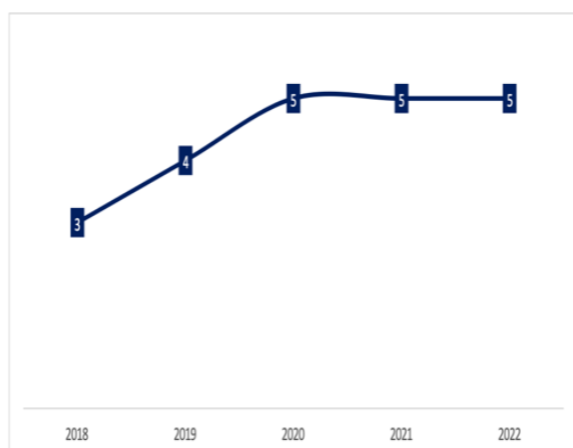
Source: DP3APPKB, 2023

The number of cases of violence against women and children is a major issue that deserves the attention of various groups. In this case, the role of women is very important to establish a harmonious family, which in turn will affect children who excel. Then children also play a significant role in the context of being the successor to the Indonesian nation's relay. Women are the pillars of the country, and

children are the hope of the nation. Inequality in gender equality for women. The goal is to appreciate the role of women and children in the present and future. Realizing the importance of empowering women and protecting children. As an effort to find solutions to solve these problems with a local cultural approach that exists in a country rich in diversity.

Local wisdom for women's empowerment in Salatiga City in 2018-2022 showed an increase. In 2018 there were 3 and in 2022 there were 5.

Figure 1.24 Local wisdom for women's empowerment in Salatiga City 2018-2022



Source: Desk, 2023

Conclusions

The implementation of gender mainstreaming in the city of Salatiga has fulfilled seven developmental requirements, namely commitment, institutions, policies, analytical tools, disaggregated data, resources and community participation. Quantitatively,

the value of the Human Development Index and gender continues to increase, but qualitatively, Human development is not perceived fairly.

The institutionalization of Gender Mainstreaming in Salatiga City has not been optimally implemented, so there is still a need to strengthen the institutionalization of Gender Mainstreaming through the City Working Group. The tasks of the city working group and the focal points of the regional work units in implementing gender mainstreaming also not yet optimal in empowering women. The institutionalization of the Children's Forum and the acceleration of the implementation of children's rights are not yet well underway.

Disaggregated data accommodated in SIGA is also not yet accessible to the public and not all OPDs classify disaggregated data. Patriarchal culture as well as the small number of women who enter politics and the low knowledge of women about politics. The double burden attached to women, traditionally women are always assumed to be near their children while doing household chores.

Inequality between men and women is particularly evident in economic terms. In general, the 2015 and 2022 data show that women are significantly behind men in

terms of adjusted per capita expenditure. The gender gap in the economic dimension ranges from 30% - 40%, with men dominating the economic dimension. Women work mostly in the informal sector and therefore earn less economic income than men. Even so, women's contribution to labor income from 2017-2021 began to increase in line with the increase in per capita income of Salatiga City.

In the development of the field of education, women have made incredible strides, with expectations of length of schooling on the rise. While there is still a slight gap in the average length of schooling compared to men, the development of education in the city of Salatiga is on the rise.

The government is taking the lead in improving health development through health facilities and good health financing coverage, which is a promising sign for the future. There is still much to be done to protect women and children from violence. While there have been improvements, violence continues to occur both at home and in the workplace, both physically and sexually. Many cases of violence occur due to various factors, so it is vital that all sectors work together to protect and empower women. With the right approach, Salatiga City can become a safe city for women and children.

Gender mainstreaming is a strategy employed in the field of development that utilizes gender analysis in the formulation of policies. It is imperative that the government, civil society and the business sector collectively embrace the concept of gender-responsive planning and budgeting. While significant progress has been made in achieving gender equality, there is still a long way to go. However, with the understanding and commitment of all parties, it is possible to achieve this goal. The re-strengthening of working groups and focal points that involve the community will reinforce the effectiveness of gender mainstreaming in development.

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