

Research Article

Gender Mainstreaming National Development Plan: Analysis of its Integration into Public Policy

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Abstract.

This study analyzed the integration of Gender Mainstreaming in Indonesia's National Development Plan and its impact on public policy. This report used policy analysis to assess the implementation of Gender Mainstreaming in development plans and its impact. Data was collected from official documents, including development plans, regulations, and reports. Qualitative analysis assessed the integration of gender mainstreaming and gender indicators. Interviews with policymakers and experts provided context and constraints. The findings highlight the importance of gender mainstreaming in national development, successful integration in development plans, and challenges such as limited resources and cultural barriers. Gender integration positively impacts development goals by increasing women's participation. Recommendations include training and strategic actions. In-depth policy analysis revealed a gap between gender rhetoric and action, indicating structural and cultural barriers. The integration of gender perspectives faces major challenges, emphasizing the need to educate policymakers and address barriers that hinder implementation. In conclusion, Gender Mainstreaming in National Development Plans faces major challenges, requiring increased understanding and concrete actions to overcome barriers.

Keywords: Gender Mainstreaming; National Development; Public Analysis; Gender Integration, Integration Barriers

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1. Introduction

Gender mainstreaming, which integrates a gender perspective into national policies and development programs, has received attention in discussions on sustainable and inclusive development [1]. Recognizing the important role of women and men in economic and social progress [2], has emphasized the need for gender-sensitive indicators in national development plans. National development plans, which are critical to a country's growth, now serve as an important focal point for assessing commitment to gender equality and societal well-being. This article mainly focuses on analyzing the

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integration of gender mainstreaming into national policies, highlighting its transformative potential in poverty alleviation and societal progress in the long run.

The article titled “Gender Mainstreaming in National Development Plans: Analyzing Its Integration into Public Policies” contributes to the existing literature by examining the integration of gender into public policies [3]. Previous research has utilized various methods to assess gender integration into national development plans. The initial study by Tabassum, identified various gender integration strategies such as policy, gender-responsive budgeting, and policy implementation sensitive to gender issues [4].

In contrast, Payne’s research conducted a comparative analysis to evaluate the extent of gender integration in various public policies, with a focus on assessing the level of gender inclusivity in policy documents [5]. On the other hand, Bachmann proposed a data-driven approach to enhance the effectiveness of gender integration [6]. This approach involves collecting and analyzing data to identify gender gaps in development plans. The common thread among these three studies is a shared commitment to improving gender integration, even though they employ different methodologies. Despite their contributions, their limitations include a lack of discussion regarding practical challenges, cultural and political factors, and ethical considerations.

Therefore, future research is crucial to address these limitations, provide a more comprehensive understanding of addressing practical challenges, examine the influence of cultural and political factors on gender integration in policies, and evaluate the ethical impact of data-driven approaches.

The primary objective of research is to conduct a comprehensive evaluation of the extent to which gender mainstreaming is incorporated into national development plans and to precisely identify the current shortcomings and obstacles in its integration into public policies. Through an in-depth examination of strategies, policy papers, and data-driven methods, this research aims to provide valuable insights for decision-makers, professionals, and stakeholders who are striving to enhance the effectiveness of gender mainstreaming efforts within the national framework.

2. Research method

In this research, the method employed is policy analysis, relying on data from official documents such as development plans, regulations, and reports. A qualitative analysis approach is used to evaluate the integration of Gender Mainstreaming and gender indicators within these documents. Primary data sources consist of relevant official documents. Additionally, this study involves interviews with policymakers and experts

to gain deeper insights into policy implementation and potential challenges. Data from official documents are collected through document examination and analysis, while interview data are qualitatively analyzed. This approach allows for a deeper understanding of how gender is integrated into policies and development plans followed OECD and Prihatini research [3, 7].

3. Result

The concept of gender is defined as the roles and statuses assigned to individuals based on the social and cultural constructs within a society [8]. Gender equality, as a crucial goal within the framework of Sustainable Development Goals (SDGs), is an essential benchmark, considering that the full involvement of both men and women is key to human progress [9, 10]. This implies that every gender should have equal rights and opportunities to actively participate and contribute in all aspects of development [11]. Government initiatives have been undertaken to progress towards gender equality through a series of policies and regulations that promote the integration of gender perspectives [12].

The main objectives revolve around ensuring rights, fair justice, and mitigating gender disparities. Unfortunately, empirical data obtained from the Gender Development Index (GDI) underscores that gender equality in Indonesia still faces substantive challenges [7, 13]. In 2021, Indonesia was labeled as the country with the most severe gender inequality in the ASEAN region. Based on data provided by UNDP, the gender inequality index score in Indonesia exceeds the global average, standing at 0.436 points [14].

To promote gender equality, it is important to enhance the active participation of women in various sectors, especially in the fields of economics and politics [15]. The Gender Empowerment Index (GEI) serves as an evaluation tool to assess the level of women's participation in the economic and political arenas [16]. In 2021, Indonesia achieved a Gender Development Index score of 76.26, a figure sourced from the Central Statistics Agency [17]. While women's representation in parliament still lags behind men, accounting for only 21.89 percent of the total compared to men's 78.11 percent, the distribution of the workforce in managerial, professional, administrative, and technical roles shows relatively balanced gender proportions. Nonetheless, men still dominate the income contribution from the labor force, at 62.78 percent, while women contribute only 37.22 percent [18].

When looking at the disparities among provinces, only four provinces have surpassed the national average of the Gender Empowerment Index (GEI), namely DI Yogyakarta,

North Maluku, North Sulawesi, and Central Kalimantan [13]. The gap between the highest and lowest GEI achievements, both at the provincial and district/city levels, remains significant. Therefore, stronger efforts are needed to reinforce gender mainstreaming strategies and ensure their equitable implementation across various regions. Achieving gender equality is a universal endeavor for all countries. In reality, gender disparities are not limited to Indonesia but are also present in various countries worldwide. One tool used to assess gender disparities in various fields such as politics, economics, education, and health is the Global Gender Gap Index (GGGI) [19].

TABLE 1: Global Gender Gap Index (GGGI) Ranking at the Global Level in 2021.

Number	Country	Ranking		Score
		Regional	Global	
1	New Zealand	1	4	0,840
2	Philippines	2	17	0,784
3	Laos	3	36	0,750
4	Australia	4	50	0,731
5	Singapore	5	54	0,727
6	Timor-Leste	6	64	0,720
7	Mongolia	7	69	0,716
8	Thailand	8	79	0,710
9	Vietnam	9	87	0,701
10	Indonesia	10	101	0,688
11	Korea,Rep	11	102	0,687
12	Cambodia	12	103	0,684
13	China	13	107	0,682
14	Myanmar	14	109	0,681
15	Brunei Darussalam	15	111	0,678
16	Malaysia	16	112	0,676
17	Fiji	17	113	0,674
18	Japan	18	120	0,656
19	Papua New Guinea	19	135	0,635
20	Vanuatu	20	141	0,625

Source: Global Gender Gap Report, 2021 and Zhang, 2021 [20]

In the table 1, it can be observed that Indonesia is currently ranked 101st in the world out of 156 countries with a GGGI score of 0.688. New Zealand holds the top position in the Asia-Pacific region, with a ranking of 0.840. This indicates a score disparity of

0.152 when comparing the leading country, New Zealand, with Indonesia. Furthermore, uneven gender development at the district/city level can be seen in table 1.2 below:

TABLE 2: Regency / City with the Highest and Lowest HDI Value in 2021.

Number	Province	Regency/City	HDI
(1)	(2)	(3)	(4)
Highest			
1.	Sumatera Selatan	Ogan Ilir	99,09
2.	Sulawesi Tenggara	Kolokatimur	99,07
3.	Sumatera Barat	Kota Bukittinggi	98,99
4.	Sulawesi Utara	Kota Tomohon	98,95
5.	SumateraUtara	Pakpak Bharat	98,89
6.	Sumatera Barat	Kota Pariaman	98,62
7.	Sumatera Barat	Kota Payakumbuh	98,60
8.	Nusa Tenggara Timur	Nagekeo	98,56
9.	maluku	Seram Bagian Barat	98,53
10.	maluku	Maluku Tengah	98,41
Lowest			
1.	Papua	Asmat	53,72
2.	Papua	Tolikara	60,18
3.	Papua Barat	Manokwari Selatan	64,37
4.	Papua	Puncak Jaya	65,69
5.	Papua	Paniai	68,25
6.	Papua Barat	Tambrau	68,28
7.	maluku utara	Pulau Morotai	69,75
8.	Papua	Deiyai	70,15
9.	Papua	Waropen	70,35
10.	Kalimantan Timur	Paser	71,19

Source: Central Bureau of Statistics and Goldameir [21]

Based on 514 regencies/cities in Indonesia, the highest Human Development Index (HDI) is found in Ogan Ilir Regency (South Sumatra) with a score of 99.09, while the lowest HDI is found in Asmat Regency in Papua, with a score of 53.72, resulting in a disparity of 45.37 points. Table 1.2 explains the top 10 regencies/cities in Indonesia with the highest and lowest HDI values. Out of the top 10 regencies/cities with the highest HDI, 50 percent of them are located on Sumatra Island. Furthermore, out of the 10 regencies/cities with the lowest HDI, 60 percent of them are located in the province of Papua.

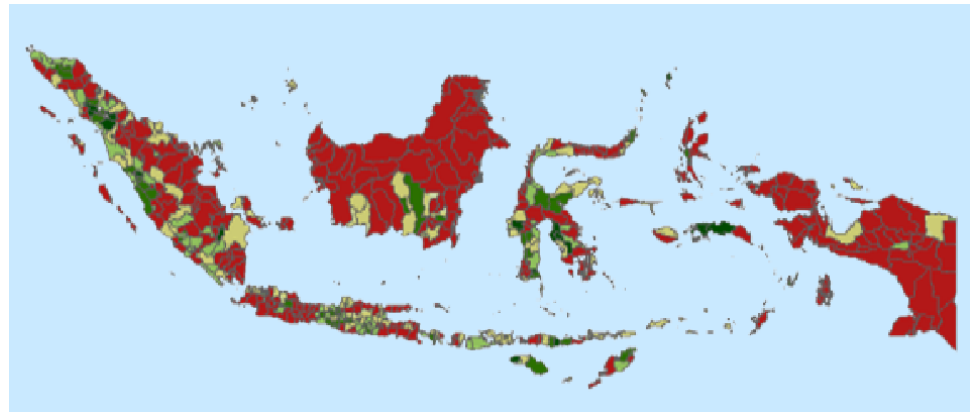


Figure 1: GDI Achievement by District/City in 2021. Source: Central Bureau of Statistics (Aritonang et al., 2023).

Description by color

25 Districts/Cities (High Equivalency) ($ GDI-100 \leq 2.5$)
77 Districts/Cities (Fairly High Equivalency) ($2.5 < GDI-100 \leq 5$)
83 Districts/Cities (Medium Equivalency) ($5 < GDI-100 \leq 7.5$)
99 Districts/Cities (Fairly Low Equality) ($7.5 < GDI-100 \leq 10$)
230 Districts/Cities (Low Equality) ($ GDI-100 > 10$)

According to the categories defined by UNDP, Figure 1.1 shows that the majority of regencies/cities in Indonesia, totaling 230, fall into the category of low gender equality. Meanwhile, high gender equality is only found in 25 regencies/cities in Indonesia.

The Gender Empowerment Index (GEI) consists of three components: women’s participation in parliament, women as professionals, and women’s income contribution within the family [22]. The GEI is calculated to assess the extent of women’s involvement and active roles in politics and the economy. One of the causes of fluctuations in GEI is the achievement of its constituent indicators, such as women’s participation in parliament [23]. Despite the mandated 30% quota for women, the determination of women’s representation in parliament still depends on political party leaders [24].

Additionally, society has not shown a strong tendency to choose women as representatives, as reflected in Law Number 10 of 2008, updated by Law Number 7 of 2017, which states that women’s representation should be a minimum of 30% in the leadership of political parties at the central level and as candidates for national and regional legislative members [25]

To date, the target of having 30% female members in parliament has not been achieved. Women’s involvement in the national parliament for the periods 2009-2014

was 18.04%, decreased to 17.32% for the period 2014-2019, and increased to 20.5% for the period 2019-2024 [7]. To assess women’s achievements in parliament, you can refer to the following chart: 32% for the period 2014-2019 and increased to 20.5% for the period 2019-2024. To know more about women’s achievements in parliament, you can refer to the chart below:

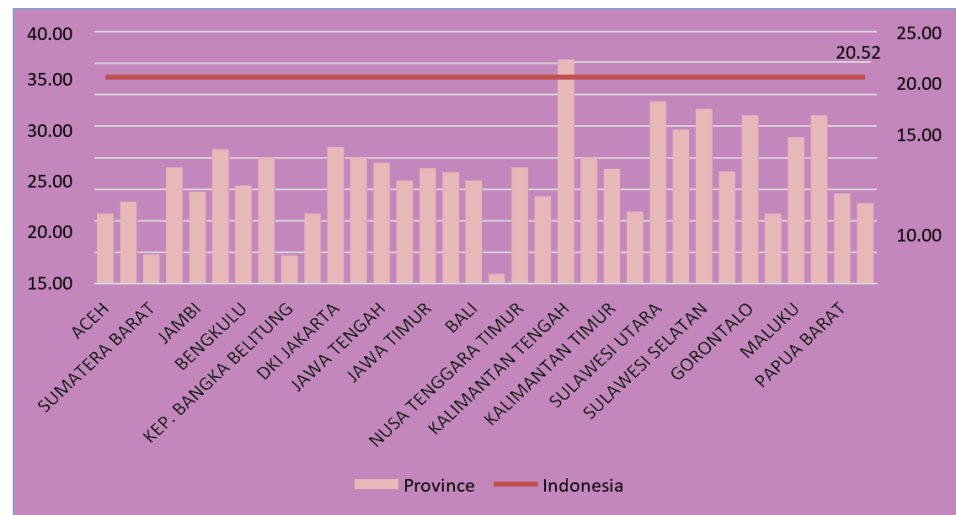


Figure 2: Achievements of Women in Parliament in Each Province. Source: Data on Women in Provincial Parliaments, BPS 2019.

4. Discussion and Analysis

Based on the introduction and findings, the results of this research hold significant importance in the context of gender integration analysis in Indonesia’s national development plans. The introduction emphasizes the importance of gender mainstreaming in national development policies and highlights the crucial roles of both women and men in economic and social progress. It presents concrete data regarding the indices and indicators influencing gender equality in various aspects of development. This provides strong empirical evidence to support claims about the importance of gender integration in national development plans. These findings make a significant contribution to understanding of how development policies impact gender equality in Indonesia. Therefore, they not only fulfill the research objectives but also offer new insights and a deeper understanding of the issue.

The research findings align with the initial objectives outlined in the Introduction section. The comprehensive of gender integration in Indonesia’s national development plans, as presented in the research results, directly addresses to main question of gender mainstreaming is incorporated into public policies. The data on the Gender

Development Index (GDI), Gender Empowerment Index (GEI), and Global Gender Gap Index (GGGI) provide clear and measurable assessments of the current state of gender equality in various aspects of society. These indices offer valuable insights into the progress and challenges related to gender equality, helping policymakers and stakeholders make informed decisions and take appropriate actions to promote gender equity in Indonesia's development plans.

If interpreted scientifically, these findings clearly indicate that despite government efforts to promote gender equality, there are still significant challenges and disparities, particularly in political representation and economic contribution. This analysis underscores the complex interactions among cultural, political, and socio-economic factors contributing to these disparities. Furthermore, the data-driven approach proposed by Prihatini has provided valuable insights into identifying gender gaps in development plans.

Compared to previous research, this study is in line with the shared commitment to enhancing gender integration. However, it goes further by providing a broader and more detailed analysis, addressing the limitations of previous research by exploring practical challenges, cultural and political influences, and ethical considerations. The depth of analysis in this study makes a significant contribution to the understanding of gender mainstreaming in national development plans.

Overall, the research findings offer valuable and unique perspectives on gender integration in public policy, providing a strong foundation for further discussions and initiatives in this important field.

This research has enhanced readers' understanding of the research issue by providing concrete data and empirical evidence on the integration of gender perspectives in Indonesia's national development plans. The introduction places a strong emphasis on the importance of gender mainstreaming and its potential impact on societal progress and poverty alleviation. This study goes beyond theoretical discussions and explores practical implementation and the effectiveness of gender integration strategies. By examining various methodologies used in previous research, it not only highlights existing knowledge but also identifies gaps and limitations. This critical evaluation offers a more diverse perspective on the challenges and opportunities in achieving gender equality within the framework of national development.

Furthermore, this research contributes to a deeper understanding of gender disparities at various levels, including regional and regency/city levels. By presenting data on the Gender Development Index (GDI) and Gender Empowerment Index (GEI), it provides a comprehensive overview of the current state of gender equality in Indonesia.

This empirical evidence offers a clear picture of the progress that has been made and the further efforts required. Overall, the research advances readers' understanding by bridging the gap between theoretical discussions and practical implementation. This report makes a valuable contribution to the existing literature and provides a strong foundation for policy recommendations and further studies in the field of gender mainstreaming in national development plans.

Social and cultural barriers significantly impact the gender roles of women, both in household activities and in the broader society [4]. There are several limiting factors:

Traditions and Norms: Deep-seated cultural traditions and social norms often restrict the roles and opportunities available to women, reinforcing traditional gender roles and expectations.

Stereotypes: Gender stereotypes can limit women's choices and opportunities, as society may expect them to conform to specific roles and behaviors.

Patriarchy: Patriarchal structures and power imbalances can further marginalize women and limit their decision-making authority within families and communities.

Lack of Education: Limited access to quality education can hinder women's empowerment and economic opportunities, as education is often a key factor in achieving gender equality.

Economic Dependence: Women's economic dependence on male family members can constrain their ability to make independent decisions and participate fully in economic activities.

Access to Resources: Unequal access to resources such as land, credit, and technology can hinder women's economic empowerment and their ability to engage in productive activities.

Legal Barriers: Discriminatory laws and regulations can restrict women's rights and limit their access to justice and legal protection.

The government invites the global and private business world to support the acceleration of gender equality achievement in Indonesia [26]. According to the Minister of Women's Empowerment and Child Protection (PPPA) Bintang Puspayoga, International Women's Day provides an opportunity to encourage tangible actions by women in development [27]. "On International Women's Day, let us challenge old beliefs that limit women's participation in society through concrete steps in development. Let us join hands and focus on a common goal: creating a fair world for the well-being of all."

5. Conclusion

This article discusses the importance of integrating gender perspectives into national development plans and highlights its potential in reducing poverty and advancing social progress. It also presents various studies on gender integration in public policies, emphasizing the need for a comprehensive practical understanding of challenges, cultural influences, and ethical considerations. The research methodology includes policy analysis, the use of data from official documents, and interviews with policymakers and experts. The findings of this research reveal significant gender disparities in Indonesia, especially in political representation and economic contribution. A data-driven approach provides valuable insights in identifying gender gaps in development plans.

This research contributes to a deeper understanding of gender disparities at various levels, including regional and district/municipal levels. The article provides concrete data and empirical evidence regarding the integration of gender perspectives into national development plans in Indonesia. These findings bridge the gap between theoretical discussions and practical implementation, making a valuable contribution to the existing literature on gender mainstreaming. The article concludes with a call to global business sectors and the private sector to support the acceleration of gender equality in Indonesia, emphasizing the need for tangible steps in development. Minister of Women's Empowerment and Child Protection (PPPA) Bintang Puspayoga calls for collective efforts in creating a fair world for the well-being of all.

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Declaration of Conflict Interest

I, Tirza Haqia Purnama, hereby declare that I have no conflicts of interest in the research and article writing titled “Gender Mainstreaming National Development Plan: Analysis of Its Integration into Public Policy.”

Biography

Tirza Haqia Purnama is a fifth-semester student majoring in Public Administration at Universitas Andalas. She is a Research Assistant for one of the professors and has previously co-authored a community service article with a professor titled “Digital Literacy and Digital Skills during the Pandemic and Industry 4.0.”

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