

Research Article

Gender Mainstreaming in Women-Friendly Village Development Policies in Siak Regency, Riau Province - Indonesia

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Abstract.

Even though Indonesia has adopted a Gender Mainstreaming policy through Presidential Instruction No. 9 of 2000, gender inequality remains a significant issue in Indonesia's development process. Inequality in Indonesia is largely due to a lack of commitment from the Government and Regional Governments to implementing Gender Mainstreaming (PUG), especially in Siak Regency. Women's participation is necessary at every stage of development, so gender mainstreaming needs to be supported and implemented. If the policy is implemented in a village it will be more pronounced because it is implemented directly by the community. However, this policy is not yet women-friendly because women's involvement in the policy formulation process is still low. Women are still used as policy objects, not subjects so women's interests have not been accommodated much in village development policies. Gender Mainstreaming (PUG) also aims to provide protection to women so that women's rights are guaranteed and fulfilled to grow, develop and participate optimally in accordance with human dignity, as well as receiving protection from economic and sexual exploitation. This research was designed using a justice theory approach and a public policy theory approach. In these two quite different approaches, various data and in-depth information regarding gender mainstreaming in development policy in the village were obtained. In the previous research, which was related to "Gender Mainstreaming in the Green Siak Policy: Design of a Women-Friendly Ecology-Based Regency Budget Transfer (TAKE) Policy in Siak Regency, Riau Province - Indonesia", it was also not seen how this policy was only intended for the public interest, not especially the participation of women. Women in the development process are expected to participate where BPS data shows that in 2022 there will be 12.72% of female heads of households, a decrease compared to the previous year, namely 14.38%. Women have the same potential human resources as men, although in general, in Indonesia, the participation of men is more dominant than that of women. The birth of the Green Siak policy gave rise to the TAKE policy (ecology-based budget transfer) with the aim of realizing environmentally sound development only and not creating women-friendly villages. Gender mainstreaming in various government programs at the local level is still only a discourse (narrative policy). Gender issues have not yet become a central issue in local policy discussions, so gender issues are drowned out in the midst of other issues such as environmental issues, employment issues, poverty issues and infrastructure issues.

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Policies that should accommodate women's interests amidst demands for achieving the SDGs have, in fact, not become mainstream in regional policies. The findings of this research indicate that village development policies are not yet fully inclusive of women or women-friendly. The policies issued still dominate the general interest and are not specific to women, such as women's empowerment programs, women's protection, and strengthening the capacity of women heads of households. Efforts to empower women are preventive of the occurrence of domestic violence. This effort is not solely through a juridical approach but can be accompanied by sociological, economic, psychological, criminological and cultural approaches that prevails in Siak Malay society.

Keywords: Gender Mainstreaming, Policies, Women Friendly

1. Pendahuluan

Gender inequality remains a significant issue in Indonesia's development landscape. According to the Global Gender Gap Report 2022, published by the World Economic Forum in July 2022, Indonesia's gender inequality index score falls within the range of 0.697 (on a scale of 0 to 1). The country is ranked 92nd out of 146 countries, which is lower than Singapore, Brunei, Malaysia, and Thailand, as per the UNDP's report in 2022. This score places Indonesia in the category of moderate human development. At the local level, women continue to have a limited role, especially in decision-making processes.

On September 25, 2015, several UN member states adopted the 2030 Sustainable Development Agenda, which encompasses 17 Sustainable Development Goals (SDGs). These goals, known as SDGs, build upon the achievements and lessons learned from the Millennium Development Goals (MDGs), which were successfully pursued from 2000 to 2015. The SDGs serve as a roadmap for global sustainable development objectives through 2030 and beyond. One of the central objectives among these 17 sustainable development goals is Sustainable Development Goal 5, titled "achieving gender equality and empowering all women and girls." This particular goal encompasses efforts to eliminate violence and discrimination against women and to ensure they have equal opportunities in all facets of life.

Gender inequality is also evident in areas such as access to education, healthcare services, infrastructure development, and public services, as noted by Prasisca and Sutikno in 2015. These disparities have a direct impact on the roles and status of women

within the social order, especially in the context of striving to attain the Sustainable Development Goals (SDGs).



Figure 1: PUG dan SDG's. Sumber: <https://www.koalisiperempuan.or.id/2016/06/07/sustainable-development-goals/>.

In Indonesia and in various countries, measuring progress in fulfilling women's rights is measured by the Gender Development Index (GDI) and the Gender Empowerment Index (IDG) or Gender Empowerment Index (GEI). Since 2010, IPG and IDG Indonesia have not experienced significant progress. In line with the implementation of the Sustainable Development Goals (SDG), the UNDP (United Nation Development Program) created a new measure to measure progress in developing gender equality, namely the Gender Inequality Index (GII). This measure is now part of the Human Development Report (HDR) 2018. Apart from that, the HDR report also measures progress in achieving the SDGs, related to reducing the maternal mortality rate (SDS 3.1), adolescent birth rate (SDG 3.7), representation. Women in Parliament (SDG 5.5), Secondary education for men and women (SDG 4.6) and Participation of men and women in employment. Judging from this global measure, Indonesia is showing progress in reducing the Maternal Mortality Rate (MMR). However, Indonesia has not succeeded in reducing teenage births and overcoming inequality in political representation, inequality in education and inequality in employment opportunities between men and women (Kartikasari, 2018).

The significant level of inequality in Indonesia primarily stems from the inadequate dedication of both the central government and regional governments to the effective implementation of Gender Mainstreaming (PUG). Despite the presence of existing policies for Gender Mainstreaming, notably Presidential Instruction No. 9 of 2000 addressing Gender Mainstreaming, as well as a Joint Decree involving four ministries (Bappenas, Ministry of Home Affairs, Ministry of Finance, and Ministry of Women's Empowerment and Child Protection) for the execution of Gender Responsive Planning and Budgeting (PPRG), these two policies are no longer consistently enforced. Women's

participation in every stage of budgeting is important, because the parties who have a direct impact or vulnerable groups with these problems are women themselves. So far, many government activity programs have been created without considering developing issues related to the empowerment of women and disabled groups. For example, budget proportionality must be determined based on the level of problems that occur. In general, in Riau Province, budget policies show that they are not in favor of the interests of affected communities, such as women and disabled groups.

Based on Law no. 8 of 2016 explains that the budget for establishing a disability service unit comes from the regional income and expenditure budget. In fact, the Riau Regional Government has issued regional regulations regarding the empowerment and protection of the rights of persons with disabilities and also explains that funding for the empowerment and protection of persons with disabilities is allocated from the Provincial and Regency/City APBD at a minimum of 1% in stages of total regional expenditure each year. The policy issued should be a reference for the government in formulating a budget policy plan that is more gender responsive and favors marginalized groups such as people with disabilities, the elderly/long-term care home, the poor and so on, so that the policies made are more equitable and are felt by all levels of society. In Siak, the Women-Friendly Village Development policy is actually expected to be the starting point for bringing gender issues to the surface. The Women-Friendly Village Development Policy has not shown significant support for women’s groups, starting from the process of formulating the policy to the affirmation of women’s groups in the implementation of the policy. However, based on BPS data, the gender development index (IPG) in Siak is better than Riau Province as a whole.

Wilayah	Indeks Pembangunan Gender (IPG)		
	2019	2020	2021
Kabupaten Siak	88,58	88,62	88,69
Provinsi Riau	88,43	88,14	88,38

Indikator yang menggambarkan perbandingan (rasio) capaian antara IPM Perempuan dengan IPM Laki-laki. Penghitungan IPG mengacu pada metodologi yang digunakan oleh UNDP dalam menghitung Gender Development Index (GDI) dan Human Development Indeks (HDI) pada tahun 2010

Untuk menghitung IPG perlu menghitung IPM laki-laki dan perempuan. IPM dibentuk oleh 3 (tiga) dimensi dasar: (i) Umur panjang dan hidup sehat (a long and healthy life), (ii) Pengetahuan (knowledge), dan (iii) Standar hidup layak (decent standard of living)

Figure 2: Indeks Pembangunan Gender Siak, 2019-2021. Sumber: <https://siakkab.bps.go.id/indicator/40/151/1/indeks-pembangunan-gender-ipg-.html>

Even though Gender Responsive Budgeting Planning (PPRG), gender issues that must be considered include maternal and child mortality, immunization of pregnant women and toddlers, health facilities starting from community health centers, community health centers and posyandu as well as the provision of medicines, then BPJS services, especially the community, underprivileged/poor and facilitating groups of people with disabilities. Apart from that, it is important for the government to pay attention to education that there is not yet equal distribution of educational services, especially school infrastructure in villages and access for poor students has not fully received the Smart Indonesia program (Permatasari & Harsasto, 2019).

If we refer to the concept of “mainstreaming” itself, it can be interpreted as a process that is carried out to bring aspects that were previously considered unimportant or marginal into the decision-making and management of main institutional activities and work programs (Tigayanti et al., 2014). Gender mainstreaming is a series of strategies for integrating gender perspectives in the development of institutions, policies and work programs, including policy design and implementation, monitoring and evaluation as well as collaboration with external parties and/or external parties (Schlozman et al., 1995). This series of strategies was prepared based on insight, critical awareness and data obtained from gender analysis (Hanani, 2012). Therefore, this study is considered important to look at gender representation in Women-Friendly Village Development policies.

The women-friendly Village Development Policy is a way for the Siak Regency Government to encourage public participation in development. Apart from that, this policy is also a form of campaign for the government’s support for the environment (ecology) and sustainable development (SDG’s). However, gender mainstreaming as a central issue in sustainable development has received little attention so that the existence of women’s groups is not very visible. Therefore, the author sees the need to identify the existence of women-friendly policies and the existence of women’s groups in regional policies, especially women-friendly Village Development Policies in the formulation of research questions as follows: How does the Siak Regency Government provide space for gender mainstreaming in the preparation of women-friendly village development policies ? In terms of context, how does this policy provide guarantees for women’s groups to be involved in the process of policy formulation, implementation, evaluation and monitoring of women-friendly village development policies?

This research aims to identify the government’s commitment to gender mainstreaming and describe the existence of women’s groups in the Green Siak Policy. Meanwhile, the aim of the research is to analyze the Siak Regency Government’s commitment to

mainstreaming gender in regional policies and explain the context of policies that are friendly to women's groups. It is hoped that it can contribute to the development of knowledge, especially in the fields of constitutional law, state administrative law, civil law, protection of women and children. Practically, this research is aimed at Policy Stakeholders, in this case the government as a regulator whose role is in making regulations related to gender mainstreaming..

2. Research methods

Field research was conducted in Siak Regency, Riau Province, Indonesia, with secondary data collection from the Riau University Faculty of Law library, the Pekanbaru City Regional Library, and the Soeman HS Regional Library. The duration of the study covered a 12 month period. The sampling method used is purposive sampling, where the sample selection is adjusted to the research objectives without limiting the number of samples taken. This type of research can be classified as sociological juridical with a main focus on field research. By its nature, this research is descriptive, intended to explain clearly and systematically the phenomenon under study.

In collecting data, the techniques used include document study which includes seminar results, research results, and literature relevant to the research object. Apart from that, interviews were also used as a data collection method, directed at individuals who were deemed to have competence and authority in answering the problem of Gender Mainstreaming in Women-Friendly Village Development Policies in Siak Regency, Riau Province - Indonesia. The data obtained from this research was then analyzed using a qualitative juridical approach, which aims to identify unwritten and living laws. During the analysis, existing regulations are checked so that they do not conflict with each other, and the hierarchy of laws and regulations and legal certainty are taken into account.

3. Results

3.1. Gender Mainstreaming in Women-Friendly Village Development Policies in Siak Regency, Riau Province - Indonesia

Presidential Instruction Number 9 of 2000, concerning Gender Mainstreaming in National Development in Indonesia, mandates the integration of gender mainstreaming into the national development process, both at the central and local government levels. Gender equality entails equal access to opportunities and rights for both men and

women as individuals. It enables their active participation in various aspects of life, including politics, economics, socio-culture, national defense, security activities, and ensures they benefit equitably from national development outcomes.

Implementing gender mainstreaming requires a comprehensive gender analysis, including the following main elements:

A. Recognize the differences between men and women in terms of the benefits they obtain from development policies and programs in various aspects of life. B. Identify and understand the root causes of gender inequality and injustice, and collect data on the factors that contribute to these inequalities. C. Develop the necessary actions to achieve gender equality and justice. D. Establish specific indicators related to gender to measure progress in achieving gender equality and justice.

The Beijing Conference emphasized governments' responsibility to promote equality, development and peace for all women worldwide, with benefits shared by all of humanity. One way to fulfill this commitment is through gender mainstreaming programs. In Indonesia, this commitment is manifested in Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG). PUG is a strategic approach that integrates the concerns and experiences of both women and men into all stages of policy and program planning, execution, monitoring, and evaluation across various development sectors. Its aim is to ensure that both genders enjoy equal benefits. Consequently, this strategy necessitates the implementation of gender-responsive budgeting, also known as gender-sensitive budgeting.

Gender-based budgeting aligns well with the multifaceted nature of government initiatives aimed at achieving economic and social changes required to meet the Sustainable Development Goals (SDGs) and promote environmentally friendly economic growth.

At the central government level in Jakarta, gender mainstreaming is evident through the establishment of the National Commission on Women (Komnas Perempuan). The creation of this commission reflects one of the government's initiatives to raise gender awareness, which subsequently led to the establishment of the Ministry of Women's Empowerment and Child Protection. Additionally, it mandates a 30% representation of women in the legislature.

It is not difficult for the local government of Siak District to include elements of women's empowerment, through the allocation of the existing budget. Government budget allocation is an important element to trace the implementation of an ecological fiscal transfer. The budget determines which programs should increase, decrease, need to be eliminated, need to be developed, and even need to be expanded. Reviewing

budget line items and comparing with other budget line items in ecological policies, in this case ecological protection, can help the advocacy process or policy interventions to be right on target.

The very important role of women in all regional development sectors has encouraged the Siak Regency Government to formulate regional regulations related to Gender Mainstreaming. The regulations cover the following aspects:

A. Recognition of inequality between men and women in terms of their access to the benefits of development policies and programs in various areas of life. B. Efforts to understand and address the root causes of gender inequality and injustice, as well as identifying factors that contribute to these inequalities. C. Formulation of necessary actions to promote gender equality and justice. D. Establishment of specific gender-related measures to measure progress in achieving gender equality and justice. E. Determination of specific indicators related to gender to evaluate achievements in efforts to achieve gender equality and justice.

Law serves as a reflection of societal dynamics, functioning as a mechanism to maintain equilibrium among various interests within the community. It aims to reduce conflicts by regulating the interactions among members of society as they strive to fulfill their individual life interests. Legal rules are necessary to safeguard the process of interaction among community members, ensuring that positive and cooperative relationships can flourish in a secure and orderly manner

Indeed, if the law is expected as one of the instruments in the State to regulate the orderly life of the community with the aim of creating a just and prosperous society, then the law should be used as a means to create this goal. This means that the law must be able to provide equal justice for women and men in accordance with their nature which is implemented in the form of legal regulations. So that law as a social engineering tool can change a society that is not gender sensitive into a gender sensitive society.

In the 1945 Constitution and its amendments, the terms “men” and “women” are not specifically stated, but individual rights are expressed using phrases such as “the people,” “the entire people,” “the population,” “all citizen,” “every citizen,” “every person,” and similar terms. This reflects the gender equality approach in the Indonesian constitution. In essence, the 1945 Constitution emphasizes that all individuals, regardless of gender, have the same rights and are guaranteed equal legal protection in law and government. These principles are in accordance with the just and civilized human values as well as social justice for all Indonesian people as stated in the Preamble to the Constitution. Articles relating to the rights and obligations of citizens and residents, especially Articles 26, 27 and 28 in Chapter X of the 1945 Constitution, do not make

differences based on gender. This confirms that all citizens have the same position in law and government and are obliged to obey the law and government without exception. Thus, although the 1945 Constitution does not explicitly mention the words “men” and “women,” the principles of gender equality are realized through more inclusive phrases and through regulations that do not make distinctions based on gender..

Article 27 (2) in the 1945 Constitution states that every citizen has the right to work and a living in accordance with human dignity. This means that every individual who is an Indonesian citizen has the right to get decent work and an adequate living that not only includes economic aspects but also reflects high human values. This article emphasizes the importance of economic and social rights for every Indonesian citizen, ensuring that they have access to work and a decent living.

Other articles contained in the 1945 Constitution, such as Article 28C (2), Article 28D (1), Article 28D (3), Article 28D (4), Article 28E (1), Article 28H (1), Article 34 (2), Article 34 (3), Article 28H (3), Article 28I (1), and Article 28I (2), also emphasize human rights which cover various aspects of life, including the right to self-development, the right to protection law, the right to physical and mental well-being, the right to education, the right not to be discriminated against, and so on. All of these rights are guaranteed and cannot be reduced under any circumstances, and they ensure protection, equality and prosperity for all Indonesian citizens.

Apart from that, Chapter Article 31 (4) also stipulates the state’s commitment to allocate an adequate education budget, at least twenty percent of the state revenue and expenditure budget, to meet national education needs. Overall, these articles in the 1945 Constitution reflect Indonesia’s commitment to human rights, equality, social justice, and the development of a society based on human values.

From the description of the articles contained in the 1945 Constitution of the Republic of Indonesia above, it has guaranteed women’s rights in various fields. The 1945 Constitution as the constitution of the Republic of Indonesia does not distinguish between male citizens and female citizens. Everyone has the same rights and position in the State. And the State has an obligation to regulate such protection in other laws and regulations.

The Women-Friendly Village Development policy scheme is expected to strengthen collaboration between the local government and the village to create a village that pays attention to women, thus minimizing violence against women. The Siak Regional Government is expected to encourage the participation of the village government and community with its authority and the role of the village government is expected to

support Women-Friendly Village Development through: (1) village policies for environmental and economic protection of village communities, (2) village-based programs and activities, (3) village innovations, and (4) the birth of institutions at the village level.

3.2. Implementation of Gender Mainstreaming Policy in the Formulation of Siak Hijau Policy

A. Implementation

Pemda siak sudah membuat wadah satuan tugas Kekerasan dalam Rumah Tangga di setiap kampung, sumber daya manusianya terdiri dari

a. The Siak local government has created a Domestic Violence Task Force in each village, its human resources consist of Community leaders The role of community leaders in addressing domestic violence in each village is very important to create a safe and supportive environment for all community members. Here are some of the roles that community leaders can play in overcoming domestic violence: 1) Education and Awareness: Community leaders can play a role in increasing people's understanding of what domestic violence is, its types, and its negative impacts. They can organize seminars, workshops or community meetings to provide information and education on the issue. 2) Mentoring and Counseling: Trained community leaders can become advocates or counselors for victims of domestic violence. They can provide emotional support, practical assistance, and resources to help victims cope with their situation. 3) Advocacy: Community leaders can act as advocates for victims of domestic violence. They can help victims to report domestic violence cases to authorities, such as the police or women and child protection agencies. In addition, they can also support victims in the legal process. 4) Prevention: Community leaders can work with other institutions, such as schools, churches, or non-governmental organizations, to develop domestic violence prevention programs. This could involve training, awareness campaigns, and educational programs aimed at the community. 5) Supporting Perpetrators to Change Behavior: In addition to helping victims, community leaders can also seek to help perpetrators of domestic violence change their behavior. This can be done through counseling and rehabilitation programs designed to address the root causes that drive violent behavior. Mobilizing Community Support: Community leaders can mobilize community support in an effort to address domestic violence. They can organize support groups or networks that can provide assistance to victims and encourage greater social change. 6) Encourage Women's Participation in Decisions: It is important to encourage women's active participation in decision-making at the village level. This will help ensure

that policies and actions taken to address domestic violence reflect the needs and aspirations of women in the community. 7) Educating on Human Rights: Community leaders can ensure that community members understand human rights, including the rights of women and children. This can help change a supportive culture. 8) Every village has different dynamics and challenges, so the role of community leaders in addressing domestic violence may vary according to local needs and context. What is important is that there is cooperation between different parties in the community to address this serious issue.

b. Health office (puskesmas) Data Collection and Monitoring: Health offices can monitor and record domestic violence cases in their communities. This can help in identifying trends, severity, and characteristics of domestic violence cases at the village level. Health Services: Health offices can provide comprehensive health services to victims of domestic violence. This includes medical treatment for physical injuries, psychological treatment for trauma, as well as access to reproductive health and HIV/AIDS services if needed. Counseling and Psychological Support: The Health Office can have professionals trained in providing counseling and psychological support to victims of domestic violence. This is important to help victims cope with the psychological impact of domestic violence. Health Education: The Health Office can educate the community about the impact of domestic violence on physical and mental health. They can raise awareness about symptoms to look out for and teach how to access appropriate health services..

c. Babintantibmas kampung Bhabinkamtibmas (Bhabinkamtibmas) stands for Bintara Pembina Keamanan dan Ketertiban Masyarakat who are assigned at the village or kampung level in order to maintain community security and order. The role of Bhabinkamtibmas in overcoming domestic violence in each village is very important because they are an extension of the police in serving and protecting the community. Here are some of the roles that Bhabinkamtibmas can play in addressing domestic violence: Victim Assistance: Bhabinkamtibmas can provide assistance to victims of domestic violence. They can provide advice, assistance and guidance to victims to protect themselves and their children from further harm. Emergency Response: When receiving a report or discovering an act of domestic violence taking place, Bhabinkamtibmas should act quickly to stop the violence and protect the victim. They should also have access to emergency contacts, such as phone numbers for police services or hospitals, to respond immediately to domestic violence cases. Providing information: Bhabinkamtibmas can provide information to the community on the importance of reporting domestic violence cases and the rights of victims. They can explain the legal process involved in handling

domestic violence. Assistance in the Legal Process: Bhabinkamtibmas can assist victims of domestic violence in the legal process if they decide to pursue the case. They can assist the victim to report the case to the police and provide information on their legal rights. The role of Bhabinkamtibmas in addressing domestic violence is to create a safe and supportive environment for the community at the village level. They have an important role in facilitating victim protection, preventing domestic violence, and ensuring that perpetrators of domestic violence are brought to justice.

d. Religious leaders play an important role in addressing domestic violence in every village. They have significant moral authority and influence in their communities. Here are some of the roles that religious leaders can play in addressing domestic violence: Dissemination of Positive Values: Religious leaders can promote values such as love, peace, cooperation, and respect for human dignity in their religious lectures or teachings. This can help reduce a culture of violence and domination. It is important to remember that religious leaders should act as neutral and impartial mediators in domestic conflicts. They should also have a strong understanding of domestic violence issues and understand the importance of protecting the rights of women and children in their religion. With a good role, religious leaders can help create a safer and more supportive environment for all community members in dealing with domestic violence.

If there is a problem, mediation will be conducted by a certified mediator from the PPA ministry.

1. The local government of Siak also created a women and child friendly village program in 2023, there are 2 villages that are used as models that happen to be female leaders in the Banjar Seminaï village, and one of the villages in the Kerinci kanan area.

2. The Siak regional government through the relevant agencies is also actively socializing the activities of women's empowerment activities both through the PKK.

3. The political participation of women has been fulfilled, because it is bound by election rules.

4. For the position of head of department, now there is an open selection, so anyone can participate.

B. Implementation inhibiting factors

1. Husband's permission

Husband's permission is an inhibiting factor that often occurs for women to work, many husbands do not allow their wives to work and work because the husband thinks that women are weak and there are also some husbands who are afraid of being rivaled

by their wives so that they feel they are not appreciated by their wives in terms of fulfilling household needs.

2. Women's lack of confidence can be influenced by a variety of factors, including personal, cultural and social experiences. Some common reasons why women may lack confidence include: Gender stereotypes: Culture and society often have stereotypes that limit women's roles and abilities. This can make women feel less capable or inappropriate to achieve certain goals. Social comparison: Comparisons with others, especially in the age of social media, can make women feel less confident if they feel they don't measure up to enforced standards of beauty or success. Financial insecurity: Financial problems or financial dependence on others can also be dapat mengurangi kepercayaan diri, karena perempuan mungkin merasa tidak memiliki kontrol atas kehidupan mereka.urang percaya diri.

2. Extended Family Permission

The permission of the extended family for women to work is also a factor inhibiting the difficulty of women to work. This is because the extended family thinks that a woman's job is only in the kitchen, taking care of children, husbands and so on. This kind of mindset should be changed in the extended family environment, both from the wife's extended family and the husband's extended family. Low

3. Women's Education

The low level of education of women is one of the reasons why women do not participate in working to help their husbands. This is because access to education for women is a low social and economic factor in society.

1. The local regulation on gender mainstreaming is still under discussion, proposed by the local government office, and has only been discussed twice.

2. There have been many efforts to eliminate violence. However, there are still many obstacles experienced, such as law enforcement that has not provided a deterrent effect on perpetrators, victim recovery has not been maximized so that victims' rights have not been fulfilled properly. Another obstacle is that patriarchal culture is less friendly in seeing violence against women and children. Women victims must summon up all their courage to reveal their cases to the public

4. Conclusion

Gender mainstreaming is carried out by applying gender analysis which includes the following elements:

- Recognize the differences between men and women in terms of accessing the benefits of development policies and programs in various aspects of life.
- Identify and understand the root causes of gender inequality and injustice, and

gather the factors responsible for them.c. Formulate the essential actions needed to achieve gender equality and justice.d. Create indicators specifically related to gender to measure progress in realizing gender equality and justice.

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