THE ANALYSIS OF GENDER MAINSTREAMING POLICY ON LABOR IN BANDA ACEH CITY

Abstract

This study aims to observe how much influence the policy of gender mainstreaming on employment in Banda Aceh city. Employment in this study is projected as the number of workers. The scope of this research is in the government of the Banda Aceh city by using SWOT analysis method. The data collected is secondary data obtained through interviews. The results of the study show that based on swot analysis there are several threats, opportunities, challenges, and weaknesses in the implementation of gender mainstreaming policies in employment in Banda Aceh city. The disadvantages are the limited willingness to work, the double burden of women as wives or mothers, lack of socialization and training, and the absence of disaggregated data. The strength of PUG policy is the Law Regulation, one of which is Presidential Instruction No. 9 of 2000, the level of education, skills, and understanding of HR.Government of Banda Aceh city should be able to support this policy through pro-gender equality programs so that there will be no gender gap in the city of Banda Aceh and One of the efforts that can be taken by the government in dealing with the issue of gender disparity is to create gender responsive programs in the form of socialization, discussion, and others that not only involve men but also women.

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PRELIMINARY

The rapid progress of science and technology has brought the world to an era called globalization. This era is characterized by the emergence of fundamental changes in various aspects of human life. The birth of a knowledge society is characterized by the dominance of the authority of science in human life and the emergence of a global village which further diminishes the meaning of differences in distance, space and time, has a significant impact on human life, both positive and negative. On the other hand, the hegemony of modern science raises feminist criticism that corrects and rejects the universal truth of positivistic epistemology (Joey Sprague, 2006) which is actually a social construction and thus is particular, full of cultural and gender bias.

Indonesia as part of the global world also faces the challenges of significant change. One of the tough challenges that must be realized and sought for solutions is the development of discourse and the reality of pluralism and democracy. Plularism and democracy have raised new awareness about cultural or multicultural differences, including the existence of gender differences. Gender issues for the people of Indonesia are actually not new, although there are still many ordinary people and academics who understand the word gender with meaning that is not right, or even use the word in the wrong context.

Gender issues are an important agenda of all parties, because the reality of gender differences that have implications for differences in status, roles and responsibilities between men and women often creates what is called gender injustice or discrimination or oppression. This injustice can occur in various fields of life, both in domestic and public areas, in the fields of education, health, security, economy, politics, and development more broadly.

In the past few decades, along with the increasing awareness that substantially human beings are equal, then gender equality is increasingly being intensely voiced, both by men and by women. The discourse is increasingly important to develop both at the academic level and social action given that gender inequality is often justified by religious values, so to turn it into increasingly risky because often those who shout equality are considered to have violated religious values

The religious perspective on gender equality in the Qur'an Al-Ahzab: 35, Surat an-Nahl: 97, Surat Ali Imran: 195, Al-Baqarah: 30, asserts that:

1. Men and women alike as servants,
2. Men and women alike as caliphs,
3. Men and women accept primordial agreements,
4. Adam and Eve were actively involved in the cosmic drama
5. As well as men and women both have the potential to achieve.

The other side of the emergence of a biased argument from these conditions is that differences between men and women in various social and political relations are not caused by biological anatomical differences but rather by external factors, especially the surrounding environment. The difference in the position of men and women is a social construction that is not natural. Gender is then used as an effective theoretical tool, which provides a way to describe and explore a number of socio-cultural mechanisms and various instruments that give birth to what is called "women" and "femininity" in other words all shrouded in cultural manifestations.

Gender discrimination against women often occurs due to customary law; culture in an area where women are considered only as a weak person and a wife where her position will always be under a man or husband. Such a paradigm seems to gain confirmation and cultural legitimacy so that gender equality is difficult to achieve. As a result, women will always be the object of gender discrimination so that women's potential will be wasted.

In its religious capacity and nature, men and women have equal positions in social activities, ranging from entrepreneurship, politics to warfare. That is, there is no gender discrimination between men and women in carrying out life, both in working, working, and achieving achievements. This condition is inversely proportional to the lives of today's people, where the polemic of the demonstration of the differences in position between men and women makes the work balance one-sided, that is, men become key holders.

The city of Banda Aceh is the capital of Pangginsi Nanggroe Aceh Darussalam as well as being a city center (city center) known as the nickname of the mekkah and also known as customs and strong culture as a hereditary inheritance from ancestors. With a strong cultural background, the Acehnese, especially the city of Banda Aceh, are still anti-educated, especially working women. Most people do not like to even forbid their daughters from continuing their education by arguing that even though women are highly educated, the place will be in the kitchen too.

This is the lay paradigm of society that has become so deeply embedded in their minds that it is difficult to change it. As a result, the number of women in the city of Banda Aceh who are not far

from the male population is not matched by the number of women working in the equal government sector. This can be seen in table 1 below:

Table. 1 Population and Civil Servants Based on Gender City of Banda Aceh in 2012-2015

years	Man	women	Male PNS	Female PNS
2012	122.874	115.910	4.064	2.047
2013	128.333	120.949	4.029	2.048
2014	128.487	121.012	3.936	1.986
2015	128.982	121.321	3.859	1.939

Sumber : Badan Pusat Statistik Aceh 2016 (data diolah)

Based on the table above, it appears that the number of women with the number of women who work is not balanced compared to men. This clearly shows that women in Banda Aceh still rarely work with the meaning that the level of women's work participation is smaller than that of men. The failure of women to work is for various classical reasons such as not being permitted by parents, married and prohibited by the husband from working, and so on.

THEORETICAL REVIEW

Public policy is a multidisciplinary science because it involves many scientific disciplines such as political, social, economic and psychology. Policy studies developed in the early 1970s mainly through the writings of Harold D. Laswell. The earliest definition of public policy was put forward by Harold Laswell and Abraham Kaplan in Howlett and Ramesh (1995: 2) who define public policy / public policy as "a program projected with certain goals, values, and practices (a projected of goals, values, and practices) ". In line with this definition, George C. Edwards III and Ira Sharkansky in Suwitri (2008: 10) define public policy as "a government action in the form of government programs to achieve goals or objectives". From the two definitions above we can see that public policy has keywords "goals", "values", and "practices".

Younis divides public policy into three stages namely policy formation and design, policy implementation, and policy evaluation. While Gortner explained there are five stages in the process of policy occurrence, namely: first; problem identification, second; formulation, third; legitimacy,

fourth; application and fifth; evaluation (Nurcholis 2007: 264). One characteristic of modern democratic society is their concern for public policy. This concern has been started since a public policy will be made by the government up to its implementation (Afdhal, 2004: 127).

Of course, this concern is because public policy will affect their daily lives. Therefore, democratic governments should always invite the public to discuss the design of public policies (Afdhal, 2004: 127). Public debate signifies the dynamics of a society. The amount of community involvement cannot be separated from the reform era, which until now still continues to roll with various dynamics and risks. This means that how both parties play their roles wisely, in the end it will bring up public policies that can be accepted by all parties for the benefit of society as well as finally (Afdhal, 2004: 128).

Gender

Gender is often interpreted by grouping male and female sexes. But actually there are fundamental differences between gender and gender. Gender is a biological division of sex. This difference is a provision from God that is obtained permanently, cannot be changed, and cannot be exchanged between the nature of men and women. Whereas gender is a trait that exists in humans whose basis is determined socially and culturally.

Justice and Gender Equality

Gender equality means that opportunities and rights do not depend on whether he (biologically) is a woman or a man. Gender equality needs to be understood in the sense that women and men enjoy the same status in conditions and have equal opportunities to realize their potential as human rights so that women can contribute optimally to political, economic, social, cultural development and have the opportunity the same in enjoying the results of development.

In understanding gender concepts there are things that need to be understood, namely injustice and gender discrimination. Gender injustice and discrimination are unfair conditions resulting from social systems and structures where both women and men are victims of the system. Various differences in roles and positions between women and men, both directly in the form of treatment and attitudes and indirectly in the form of the impact of legislation or policies, have caused various injustices rooted in history, customs, norms, or in various structures that exist in society.

Gender injustice occurs because of the belief and justification that has been instilled throughout human civilization in various forms that not only afflict women but are also experienced by men.

Social Issues and Gender Mainstreaming

According to Arnold Rose, social problems can be defined as a situation that has influenced most people so that they believe that the situation is the cause of their difficulties. The situation can be changed. According to Sarjono Soekanto, a social problem is a discrepancy between the elements of culture or society that can endorse the welfare of social groups.

One of the social problems that still occurs today is gender disparity. Gender discrimination between men and women often occurs due to several factors, especially cultural factors that apply to a social environment. One of the efforts in eliminating gender inequality carried out by the government is through public policy on gender mainstreaming (PUG).

Reorientation of development towards equality between men and women as a goal and gender mainstreaming as a strategy has become an international agreement and reference in developing development programs in many countries.

In Indonesia, Presidential Instruction No. 9 of 2000 dated December 19, 2000, which stipulates gender mainstreaming policies (PUG) to be implemented in the process of planning, drafting, monitoring and evaluating national development policies and programs. This Presidential Instruction was followed up with a circular letter of the Minister of Home Affairs of the Republic of Indonesia dated June 26, 2001 concerning the implementation of gender mainstreaming in all regions of Indonesia. Gender mainstreaming is then reflected in the national development program (Law No. 25/2000), regional strategy plans (PP No.109/2000) and basic regional development programs.

Gender equality does not mean transferring all male work to the shoulders of women and not taking over the duties and obligations of a husband by his wife. The essence of gender equality is supporting all people in the same and equal position of both men and women. By having the same position, then each individual has the same rights, then each individual has the same rights, respects their respective functions and duties, so that no one party has power, feels better or has a higher position than the party others. In short, the essence of gender equality is the freedom to choose desirable opportunities without pressure from other parties, equal position and opportunity in decision making and in obtaining environmental benefits (William, 2006: 13).

Understanding Social Issues and Maintaining Gender

According to Arnold Rose, social problems can be defined as a situation that has influenced most people so that they believe that the situation is the cause of their difficulties. The situation can be changed. According to Sarjono Soekanto, a social problem is a discrepancy between the elements

of culture or society that can endorse the welfare of social groups. There are 4 types of factors that cause social problems, including:

1. **Economic factors**. Problems that occur due to economic factors include poverty, unemployment, and so on. The social problems that occur due to economic factors are usually the government.

2. **Cultural Factors.** Culture that is increasingly developing in the community will have a role that can cause a social problem. Social problems caused by cultural factors such as divorce, early marriage and many others.

3. **Biological Factors.** Social problems that occur because of biological factors include malnutrition, infectious diseases, and so on. All of these social problems can occur due to lack of adequate and adequate health facilities, economic conditions and also unmet community education.

4. **Psychological Factors.** Social problems can also occur due to the psychological factors of people who are very weak.

There are several ways to overcome social problems that occur in the community, including:

a. By improving the quality of education and equitable education

b. By increasing social awareness

c. By increasing equity in development

d. By providing more jobs

e. By socializing values and social norms.

f. By giving strict social sanctions against violators

One of the social problems that still occurs today is gender disparity. Gender discrimination between men and women often occurs due to several factors, especially cultural factors that apply to a social environment. One of the efforts in eliminating gender inequality carried out by the government is through public policy on gender mainstreaming (PUG). Equality of opportunities and access between men and women in occupying positions / positions of decision makers and determinants of public policy at all levels is largely determined by the commitment of state administrators (government / state). This gender mainstreaming strategy must be applied in all government agency processes. In other words, in the development process (starting from planning, implementing, monitoring and evaluating development) must consider the needs of gender responsive men and women.

Gender Mainstreaming Policy in National Development

Justice and gender equality are part of upholding universal principles in life. He is a mandate of the 1945 Constitution and a national commitment in the elimination of all forms of discrimination in Indonesia. Indonesia has also ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) through Law No. 7 of 1984 concerning Ratification of the Convention on the Elimination of All Forms of Discrimination against Women.

The purpose of gender mainstreaming (hereinafter abbreviated as PUG) as stated in the attachment to Presidential Instruction No. 9 of 2000 is the implementation of planning, drafting, implementing, monitoring, and evaluating national development policies and programs with a gender perspective in family life, community, nation and state.7 Implementation of PUG can help efforts to identify gender gaps which are a source of gender problems. Thus, the ultimate goal of PUG is to narrow or even eliminate gender gaps in all aspects of development.

Women's Employment Opportunities

Independence brings political equality also for Indonesian women and equal rights in a number of areas such as the right to education and employment. Women's organizations succeeded in increasing their efforts to eradicate illiteracy and establish schools. New job opportunities are open to women, especially in the fields of education and medical. Even so, women also often face employment discrimination while the demands for the same wage rules for the same work are constantly floating (Wieringa, 2010: 179).

SWOT Analysis as a Formulation of Gender Mainstreaming Policy

SWOT analysis is a strategic planning method used to evaluate Strengths, Weakness, Opportunities, and Threats involved in a project or in a business business. This involves determining the purpose of the business or project and identifying good and profitable internal and external factors to achieve that goal. This technique was made by Albert Humphrey, who led a research project at Stanford University in the 1960s and 1970s using data from Fortune 500 companies.

Theory SWOT analysis is a theory that is used to plan things done with SWOT. SWOT is an abbreviation of, S is Strength or Strength, W is Weakness, We are Oppunity or Opportunity, and T is Threat or Threat. According to Freddy Rangkuti (2005), SWOT is a systematic identity of various factors to damage service strategies. This analysis is based on logic that can maximize opportunities

but simultaneously can minimize deficiencies and threats. The SWOT analysis compares between external factors and internal factors.

RESEARCH METHODOLOGY

The scope of this study is to look at the influence of gender equality on employment, especially in terms of expanding employment for women in the government sector in Banda Aceh City. The aim is to create gender equality between men and women in the government sector in the city of Banda Aceh.

The location of the study in Banda Aceh was chosen because there were still gender inequalities between men and women as seen from the number of male and female government sector workers where the number of male civil servants was more than the number of female civil servants. (Table 1.1). The research analysis emphasized public policy in gender mainstreaming through SWOT Analysis in looking at opportunities for employment opportunities for women in Banda Aceh City.

In collecting data, it is necessary to have the right data collection techniques in accordance with the problem under study and the purpose of the study. So the author uses several methods that can facilitate this research, namely: interviews.

Data analysis technique

According to Huberman (1992: 16) the steps in data analysis are data reduction, data presentation, and conclusions that can be described as follows:

Data reduction. Data obtained from interviews and simplified observations are selected and separated so that only important data is raised in research writing. Supporting data are not all raised in research writing. If the researcher thinks that the data obtained is still incomplete, then data is collected again in the field.

Data presentation. The data obtained is then presented in the form of structured information so that it is easy to draw conclusions. For example, interview data in video format and then written in the form of a script or writing. So that makes it easier to do analysis.

Draw conclusions / verification. The data obtained is then processed and concluded with the meaning of the data. Taking conclusions is done by verifying the data obtained between data one with the other data. Verification makes the conclusions taken become more valid.

RESULTS AND DISCUSSION

Form of Gender Mainstreaming Policy (PUG) in the Field of Labor

The research discussion is based on the results of data obtained in the field and shows the results of analysis of data obtained using gender theory, public policy and public policy implementation. To obtain the information needed, interviews with the Head of Service, Head of Agency, or those who are representative and qualified in providing data relating to gender mainstreaming policies in Banda Aceh City, including the Office of Women's Empowerment by Mrs. Nova Indriani, S.KM as the Head of the Department Gender equality.

Based on the background and formulation of the problem in this study, what will be the output in this study is the Implementation of Gender Mainstreaming (PUG) policy and the Effect of Gender Mainstreaming Policy on Women in the Field of Labor in Banda Aceh City. The implementation of the PUG policy is explained in this study with the aim of knowing the process in designing gender responsive programs, so that later it can be known whether a government organization actually implements / implements gender mainstreaming policies in accordance with Presidential Instruction Number 9 of 2000.

The implementation of gender mainstreaming policies is stated in Presidential Regulation Number 2 of 2015 concerning the National Medium Term Development Plan (RPJMN) for 2015-2019 in Book II which contains:

> "Gender Mainstreaming as a strategy to integrate gender perspectives in development. Integrating a gender perspective starts from the process of planning, budgeting, implementing, and monitoring and evaluating all development policies, programs and activities. Gender mainstreaming is aimed at realizing gender equality in development, namely development that is more just and equitable for all Indonesians, both men and women. Gender equality can be achieved by reducing the gap between male and female residents in accessing and controlling resources, participating in decision-making and development processes, and benefiting from development policies and programs".

Through development that integrates a gender perspective can certainly improve the quality of human resources, both men and women. By providing adequate, fair and equal access, making men and women participate in development and take advantage of the results of development, and contribute to the process of development control / control.

In addition, according to the Minister of Home Affairs Decree Number 132 of 2003 concerning General Guidelines for Gender Mainstreaming in Regional Development and Minister of Home Affairs Regulation Number 67 of 2011 concerning General Guidelines for Gender Mainstreaming in Regions, also instructs all government units under the Coordinating Board of Planning Regional

Development to integrate gender mainstreaming into gender responsive planning and budgeting (PPRG). Based on these provisions, each region both at the provincial and district / city levels needs to have regional regulations or in budgeting gender responsive programs. Real implementation has not been implemented in real terms, only budgeting has only been made. One example of a gender responsive budget that accommodates justice for men and women is to participate in the process and enjoy the results of development. For example men are involved in decision making, so are women. Gender responsive budgeting is not a focus on providing a gender mainstreaming budget, but rather to realize justice for men and women in gaining access, benefits, participation and realizing equality for men and women.

To initiate the implementation of the PPRG in the regions, in 2013 the Regional Joint Secretariat of the Regional PPRG was formed under the coordination of the Ministry of Home Affairs and was approved by Permendagri No. 67 of 2011 concerning Amendments to Permendagri No. 15 of 2008 concerning General Guidelines for the Implementation of Gender Mainstreaming in the Regions and Permendagri No. 27 of 2014 concerning Guidelines for Preparation, Control and Evaluation of the 2015 Regional Development Work Plan.

In addition, guidelines for implementing PPRG have been developed in various fields of development at the central and regional levels, such as health, education, public works, trade, industry, science and technology, maritime affairs and fisheries, and infrastructure. Even the Banda Aceh City Government also issued Mayor Regulation No. 18 of 2018 concerning the Implementation Guidelines for the PPRG on the Work Unit.

The form of the PUG program in Banda Aceh is a vocal point and Musrena forum. Vocal points are a program consisting of teams and will only be implemented in 2018 as a new idea to create gender equality. Musrena is a forum for the smallest part of the PPRG where members specifically consist of women and discuss about increasing capacity and returning institutions that not only focus on women but also men who aim to realize gender responsive programs. This is in accordance with the statement of the Head of Gender Equality in Banda Aceh City, Nova Indriani, SKM.

The implementation of gender mainstreaming policies in the field of labor in Banda Aceh City was previously based on issues of gender inequality that occurred in the labor market, including, lack of education and training on work issues, lack of social capital, the burden of family responsibilities or multiple roles, discrimination experienced by women and men in obtaining employment status, and is a trigger for unemployment.

Implementation of Gender Mainstreaming Policy in the Field of Labor in the City of Banda Aceh

An explanation of the implementation of the PUG policy is carried out to determine the extent to which the implementation of Presidential Instruction Number 2000 concerning PPRG in each region in the City / Regency. The implementation of the PUG policy in Banda Aceh City has basically been carried out without realizing it along with various other programs, except that it still has not been accurately recorded in the relevant SKPD. For example, for the labor data in the Manpower Office, there is no sorting of data between the number of male and female workers so that it will hamper PPRG budgeting because it is not accurate in knowing the number of male and female workers.

The implementation of the Banda Aceh PUG policy in the field of labor has not yet been implemented, only in the discourse or planning. The implementation of the PUG policy in the city of Banda Aceh has only just been implemented in the field of women's empowerment, namely, such a gender-friendly program and the Musrena forum.

The obstacle in implementing PUG policy as a strategy in gender equality through its PPRG instrument is that in the preparation of the RKA there is no component of the PPRG included, there is no understanding of HR regarding the preparation of the Gender Budgeting Statement (GBS), lack of training and socialization on PUG policies.

Regarding the above problems, in 2018 the Mayor of Banda Aceh issued Regulation No. 18 of 2018 concerning the Implementation Guidelines for PPRG in the Work Unit by involving and maximizing the performance of the four promoters namely Bapeda, Inspectorate, Finance, and the Women's Empowerment Service. One of the initial plans that have been confirmed is the PUG Dissemination Workshop in October.

One of the drivers for continuing PUG policy with the intention of each region and institution to contribute to the PPRG program is to repeat, renew, and rebuild policies from the Women's Empowerment Agency.

SWOT analysis

SWOT analysis is seen based on two sides, external and internal sides:

1. Internal side

Consists of strengths and weaknesses in PUG policies. The strength of PUG policy is

a. Law Regulation

One of them is Presidential Instruction No. 9 of 2000, Permendagri No. 67 of 2011 concerning Amendments to Permendagri No.15 of 2008 concerning General Guidelines for Implementing Gender Mainstreaming Policies in the Regions. The regulation is the basis or basic reference in the process of implementing PUG policies by policy makers.

b. High Women's Education Level.

A high level of female education is a strength for women to be able to compete with the opposite sex in obtaining work. Women who have equal educational qualifications with men cause women to have the same opportunities as men, so that when women have equal opportunities with men, the level of gender equality is high, meaning that the implementation of PUG policies can be successful.

c. Women's Will to Work

The willingness of women to work is an internal encouragement for women to work. Inner encouragement is a very big force for women to be able to work. This is due to the desire of women who want to work will override other obstacles that hold women to work.

d. Skills

Skills are an essential factor that is defined as an indicator to assess the quality of a worker. If women have a high level of skill, women will also have the same opportunities as men in obtaining work.

e. Understanding of Human Resources (HR) on PUG

Understanding of HR on PUG policies has a very significant impact or influence in helping to create gender equality. If HR already understands the pattern of PUG policy, it will make it easier to establish programs to support gender mainstreaming.

The disadvantages of PUG policies are as follows:

a. Double Load

Another thing that is always a consideration for women in work is a double burden. Women play a dual role as wives and mothers in the family. To be able to work, women must be able to manage the time between family and work. Today many women continue to work on an online basis, such as selling clothes and others online only by utilizing social media. In this case women can still get family income without ignoring their role in the family.

b. Lack of Socialization and Training on Human Resources regarding Gender Mainstreaming Policies

As a result of the weakness of point b, it is difficult for policy makers to formulate a policy that encourages the success of gender mainstreaming policies for men and women.

c. Culture

Culture is something that has been ingrained (latent function) in the life of society which becomes a habit carried out continuously. One culture that has been inherent from the past is the perception of educated women is of no use. For what has a high level of education, in the end only take care of the household. When a woman is not educated, the opportunity is equal to that of men in terms of work, so that this will create a gap in gender.

2. External side

The external side includes opportunities and threats to PUG policies. Opportunities for PUG policy include:

a. Public view of working women

The public's view of women working generally consists of two positive and negative sides. The positive side is that women who work are considered to be independent, capable of self-supporting, and help with kelarga finances, which will ease the burden of the husband. women who work more and more often outside the home or office, so that quality time with family is lost

b. High population.

The high population of both men and women will provide a great opportunity in increasing gender equality in the workforce. When the population is high, the total workforce will also increase.

c. Views of Religion

In Islam, the view of men and women is to have equal rights to work or get a job. So there is no prohibition for women to work, it's just that the prohibition of women cannot become a leader. For women who are married, in Islam they must obtain permission from their husbands first if they want to work. Such a religious view is an opportunity for women to have gender equality with men.

d. Women Have a Sense of Responsibility, Honesty, Accuracy, and Higher Accuracy than Men

Women who tend to have responsiveness at work such as good work attitudes compared to men are an opportunity to increase gender equality where women can be considered to be

good workers because of high integrity such as responsibility, honesty, thoroughness, and more careful compared to men so that women are considered to be more trusted in everything.

Threats to PUG policies include:

a. The Leader's View of Women Workers

The views of leaders or bosses on female employees are sometimes rather sentimental, meaning that leaders are difficult to entrust work to women because women tend to be irrational (emotional) so it will be difficult to make decisions, women tend to be considered more complicated in various ways so that male workers are preferred .

b. Working Hours Determination

Determination of working hours is a threat if one day both men and women are required to attend meetings outside working hours, where they must overtime to complete work, so that in such conditions female employees tend to be difficult to be able to participate overtime or meetings that are outside working hours because women have a dual role as a wife and mother in the family.

c. Double Load

The double burden is not much different from the explanation in point b, where women who work besides have responsibilities towards their husbands and children in the family, so it is difficult to work optimally with the average work time out from morning to evening.

d. Payroll System

A salary system that is sometimes not suitable makes women reluctant to work. This is because women feel the amount of time given to work is not in accordance with the amount of salary earned. For example, if there is overtime work but is not paid for, this creates a special opportunity cost for women. If women do not follow overtime, then women have the opportunity to maximize their multiple roles in the family.

e. Views of Religion

The view of religion in addition to being an opportunity is also a threat. The threat is the view that women should not be leaders, so they are misinterpreted and become a prohibition for women to work. Whereas in the view of religion women are not not allowed to work and help their husbands but cannot be a leader.

Conclusion:

1. The PUG policy in the Manpower sector has not run optimally, only the PPRG has been running even though there is no clear activity.

2. The inhibition of PUG policy implementation is caused by limited human resources who understand PUG, lack of socialization and training, lack of budget, and no disaggregated data. Opportunities for PUG policy include the form of support from the desire to work for women, the community, the views of the community, and a high population.

3. The disadvantages are the limited willingness to work, the double burden of women as wives or mothers, lack of socialization and training, and the absence of disaggregated data. The strength of PUG policy is the Law Regulation, one of which is Presidential Instruction No. 9 of 2000, the level of education, skills, and understanding of HR.

4. Threats that can cause delays in the application of gender mainstreaming policies are the culture of the community, the views of the work leaders towards female employees, work time determination, and double burden.

SUGGESTION

1. The government should be able to develop gender responsive policies that already exist or have not been so that there is no longer a gender gap between men and women, especially in the government work environment.

2. One of the efforts that can be taken by the government in dealing with the issue of gender disparity is to create gender responsive programs in the form of socialization, discussion, and others that not only involve men but also women.

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