

Gender Mainstreaming Policy for Women's Protection and Empowerment in Social Conflict

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Abstract. This study aims to examine an effort by the Indonesian government to gender mainstreaming in social conflict. There is an urgency to mainstream gender in a social conflict in Indonesia due to multiple social conflicts driven by various issues and motivations which have not been resolved sustainably. The author assumes that the government's role in enhancing gender mainstreaming in conflict resolution is critical and urgent. As a result, Therefore, the local authorities must be committed to and capable of carrying out gender mainstreaming programs. Indonesian government issued a policy known as Perlindungan dan Pemberdayaan Perempuan dalam Konflik Sosial (Protection and Empowerment Women in Social Conflict) (P3AKS). Several regulations and national actions have been declared to support P3AKS. How and to what extent is the local government applying P3AKS? What are the challenges to implementing these gender mainstreaming regulations? This study uses qualitative and quantitative research methods. It also combines primary data and secondary data. Primary respondents of this study are the officials related to P3AKS policies in three districts, namely: Blitar, Sampang and Tuban. Despite the claims that the Indonesian government has strengthened the protection and empowerment of women in conflict, in reality, it is argued that there are still fundamental challenges to implementing the robust policy of P3AKS, namely: the limitation of the bureaucratic system, less capacity for gender mainstreaming among the authorities, and funding constraints.

Keywords: Gender Mainstreaming, Women's Protection and Empowerment, Social Conflict

1 Introduction

Gender mainstreaming is a strategy that involves incorporating a gender perspective into all aspects of government policies or programmers. The United Nations (UN) defines gender mainstreaming as "the process of assessing the implication for women and man of any planned action" in order to make their respective concerns and experiences "as integral dimension" of the whole programmer's process "so that women and men benefit equally and inequality is not perpetuated." (ECOSOC, 1997). The ultimate goal is to achieve gender equality by transforming the mainstream. The strategy has strengthened the efforts to eliminate discrimination against women that have been carried out previously while providing new forms and wider inspiration to protect and to empower women in all sectors of government policy and public activities.

The United Nations has encouraged states to guarantee women's rights better and increase their roles in preventing and resolving conflicts and peacebuilding. For example, in 1979, the

UN General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which called for eliminating discrimination against women. This Convention has become a reference for countries to implement efforts to end discrimination against women at the national level.

On October 31, 2000, the UN Security Council agreed to adopt Resolution S/RES/1325 on Women, Peace and Security and recognizes the impact of unique gender-based conflict on women and children as follows: 1). Prevention of armed conflict; 2). Protection of Women and girls from violence; 3). Participation of Women in Peace and Security; 4). A gender perspective in Relief and Recovery. This resolution urges states to increase the participation of women in conflict resolution, peace negotiations, peacebuilding, peacekeeping, humanitarian response, and post-conflict resolution. This becomes a tool to promote global norms, especially norms on women's rights and the recognition of gender justice in countries that still do not fully practice these norms (Madsen, 2018).

There is an urgency to carry out gender mainstreaming in war and conflict. Women and girls bear the burden of conflict directly and indirectly, with they usually being more insecure and disadvantaged. United Nations High Commissioner for Refugees (UNHCR) reports that around 70 percent of 82.4 million people in the world who have been forced into internally displaced or stateless are women and children (UNHCR, 2021). There is a unique gender-based effect of conflict on women. Condition of war or conflict often exacerbates gender inequalities in various forms in society that women are often vulnerable to being victims (Allen, 1996; Gardam and Jarvis, 2001; Gardam & Charlesworth, 2000; Denov, 2006). Moreover, women have different experiences in facing conflict that can contribute to conflict resolution differently than men. Their roles often have been marginalized during and post-conflict situations (Borer, 2009). Nonetheless, the growing recognition of the international community to the problem has been frequently undermined by many states.

As the international community has emphasized gender mainstreaming in war or conflict resolution, states must undertake urgent measures to protect and empower women in these situations. It assumes that state is agent in transforming gender mainstreaming in conflict resolution. Marginalization of women in conflict resolution are still prevalent in many countries with conflicting societies. This marginalization can refer to states that still adhere to narrow (traditional) security that prioritize state security and neglect people's or women's security.

States defines threat are primarily coming from other states, and it is ultimately the responsibility of states to use their military capability to protect their territory. However, handling security issues such as social conflict requires a broad and deep understanding of contemporary security ideas far beyond the state sovereignty approach. States also need to elevate their capacities and authorities to be able to perform appropriately and significantly to manage insecurities that become a threat to societies. These become problematic since states have to embrace broadening and deepening security ideas as above that are perceived to weaken their authority, while they also need to demonstrate their commitment and persistence in creating security for the people.

With the changing nature of the threat to states and the demand to embrace the idea of the state for broadening and deepening security practices, eventually, states would improve their capacities to fulfil this demand. In fact, states are uncertain a dangerous contemporary threat coming from non-traditional securities issues such as social conflict Coser definition of social conflict "...[is}] a struggle over value or claims to status, power, and care resources, in which the aims of the conflict groups are not only to gain the desired values, but also to neutralize, injure or eliminate rivals." (Cited in Obershall 1978, p. 10557).

Social conflicts include class, racial, religious, communal conflicts; riots, rebellion; strikes, and civil disorders, marches, demonstrations, protest gathering and the likes. According to this definition, social conflict is primarily a threat to communities rather than to the government. This kind of perception of social conflict causes the handling of this conflict to be neglected or too late to be handled by the government.

As a result of globalization, social conflict is becoming more common in developing countries. This conflict often leads into violence or war and can eventually interrupt state security and public welfare. Interestingly, although this social conflict often leads to violence, the government responds to it much less urgently. This is because state references to national security are still narrow. This type of conflict has not been considered a serious threat that could threaten state sovereignty. The state does not regard social conflict as a threat to their survival. Social conflict is perceived as a conflict that only involves between groups of people fighting over their interests, not related to the interests of the state or regime. With this traditional security understanding, it is no a surprise that government views social conflict less serious.

It has been recognized widely that the involvement of civil society, like International/local non-government organization (I/LNGO's) particularly engaged in women's advocacy, is an important part of dealing with public issues in elevating women's position. These parties may have expertise, experience that is necessary to deal with an effort to protect or empower women in conflict situations and post-recovery. Nevertheless, this study argues that the role of government is still the most essential when it comes to national security.

The state holds a key position in ending conflict and creating peace, and maintaining the security of its citizens, including women and children in its territory. The basis of the government's authority and obligation in maintaining security can also refer to Tilly (1985, p. 172) arguing that in state building efforts by the state "began with the efforts to monopolize the means of violence within a delimited territory". The state actually has the right to monopolize the use of weapons and bring order to the people. In other words, the government with its potential capacity and authority should be party most capable of resolving conflicts such as social conflicts. Furthermore, with bureaucracies' machines and its apparatus in all regions, plus its financial ability to regulate as well as allocate nationally, it cannot be ignored the role of the government as the main agency for protection and empowerment of women in the conflict resolution.

Through international institutions such as the United Nations, international community has issued various appeals and declarations aimed to urge countries in the world to strengthen efforts in protection and empowerment in security or conflict. Countries has obligation to adopt this agreement. Government is a key agent to change gender inequality by carrying out its policies and programs in bringing protection and empowerment to women in conflict situations are applied in the ground. As the international community has emphasized gender mainstreaming in war or conflict resolution, states must undertake urgent measures to protect and empower women in these situations. It assumes that state is agent in transforming gender mainstreaming in conflict resolution.

In response to the UN's calls to improve women's security and their role in conflict resolution, the Indonesian government issued a *Perlindungan dan Pemberdayaan Perempuan dalam Konflik Sosial (P3AKS)* or the Protection and Empowerment of Women and Children in Conflict Social. Several regulations, including its national action planning, have been declared to support P3AKS. Among others are (1) President Decree Number 18, 2014; (2) Regulation of the Coordinating Minister for People's Welfare of the Republic of Indonesia Number 6, 2014. (3) Regulation of the Coordinating Minister for Human Development and

Culture of the Republic of Indonesia No.2, 2019. Essentially, these regulations contain ideas and mechanism and the responsibilities of central/local governments to protect and empower women (and children) in a social conflict in their regions. To streamline coordination in the field, the central government has established a National Action Plan (NAP) for 2014 -2019, followed by a second NAP for 2020 – 2025. By issuing the NAP in 2014, Indonesia is included in 55 countries that have issued National Action Plan. The various regulations concerning women's protection and empowerment that have been issued need to be studied. For example, have they been properly implemented?

Due to multiple social conflicts driven by various issues and motivations which have not been resolved sustainably, there is an urgency to mainstream gender in a social conflict in Indonesia. People also anticipate future social conflict due to economic development, social-cultural clashes, or political rivalries. The multi-ethnic composition of Indonesian society in the current era of globalization has exacerbated social conflicts. The policy of realizing UN resolution 1325 and its derivatives gives a role to empower women has failed because of the patriarchal structure that exist in society (Willie, 2010).

Moreover, it is believed that the state authorities have not fully implemented an effort to manage these social conflicts by using a gender perspective. The implementation carried out by government is often weak and visible changes are rarely seen (Dietrich & Quain, 2014). With the obstacles that exist in the implementation of gender mainstreaming in handling the conflict, particularly in protecting and empowering women, the effort to implement is challenging.

2 Problem Statement

The author assumes that the result of the implementation of regulations and policies conducted by Indonesian authorities concerning women's protection and empowerment of women and children is mixed. There is some rhetoric and claims about their commitment in protecting and empowering women and children in conflict. However, it is also argued that there are still fundamental challenges to implementing the robust policy of P3AKS. Some significant obstacles and weakness due to various issues seem to be hampering significant P3AKS programs from being implemented and capable of genuinely providing protection and empowerment for women and children in conflict.

3 Research Questions

Despite the claims that the Indonesian government has strengthened the protection and empowerment of women in conflict, there are still several questions to be answered, including: how and to what extent are the Indonesian government's policies and regulations capable of being implemented in the regions? Are the regulations strong enough to provide protection and empowerment for women (and children) in social conflict? How and to what extent is the local government authorities applying P3AKS? What are the challenges to implementing these gender mainstreaming regulations?

4 Purpose of the Study

This study aims to evaluate the gaps, weakness, and obstacles to carryout mainstreaming gender in social conflict. It is particularly to assess an effort by the local Indonesian authorities in implementing the regulations to protect and empower women who considered as the party who bear the most risks and burdens as well as marginalized in conflict.

5 Research Methods

This study uses qualitative and quantitative research methods. It also combines primary data and secondary data. Secondary data is taken from various mass media: Newspapers, online media, and journal publications related to the topics. Primary data is collected through observations, Forum Group Discussions (FGD's), and interviews using snowball effects. Primary respondents of this study are including: The Head of the districts (Majors), Head of the Department (Kepala Dinas) or key officials related to P3AKS policies and programs in three districts of the East Java Province, namely: Blitar, Sampang and Tuban.

6 Findings

6.1 Significance of Gender Mainstreaming in Conflict and Conflict Resolutions

Several considerations make it urgent to increase women's protection and their role in security or conflict resolutions. Women and children continue to become the most vulnerable victims of conflict. It is widely recognized, by the 1990s, a full of 90% of victims of conflict are civilian and they are mostly women (and children) (Pettman, 1996). It is estimated that no less than 80 percent of the victims of conflict living as refugees or displaced people are women (and children) (Borer 1996, p. 169). Now days, as around 50 percent of the world's refugees are women and girls. However only 4 percent of projects in UN inter-agency appeals were targeted at women and girls (UN Women). This lack and a huge gap in funding projects for women shows that women, although dominating as victims and should be treated as based on their gender needs, do not exist.

To apply gender mainstreaming is even urgent considering the dominant character of conflict or war at this time is called a "new wars" in which women and children dominate as victims. According to Kaldrof (2012), the difference between these "new wars" and the old wars is that the old war was carried out by state, whereas contemporary wars are dominated by non-state actors such as militants, religious groups and criminal groups who commit cross-border crimes. The casualties of earlier wars were combatants or military personnel, while the victims of current wars are civilian many of whom are women and children.

The following distinction between contemporary conflicts and old conflicts or wars that are relevant to social conflict is that "old wars tend to be extreme in the sense of maximizing and totalizing violence, whereas new wars tend to be persistent and more difficult to end." (Chinkin & Kaldor 2013, p. 169). In addition, given that women make up the majority of victims, inevitable conflict resolution should prioritize women in the form of strong protection and empowerment.

When dealing with risks during war and conflict, there are distinctions between women and men. War is gendered that women and men experience different roles and occupy different responsibilities because of their culture, and war system (Goldstein 2001; Enloe 2000; Elsthain 1987). Women and men have faced different risks and vulnerabilities (Gardam & Charlesworth 2000; Mack, 2005). In chaotic situations of conflict, women can be easy targets for sexual harassment by perpetrators when the presence of the state or law enforcement does not exist and is unable to protect them. Women experience as victims or survivors of armed conflict or sexual abuse (Mattocks, 2012; Sjober & Peet, 2011).

Sexual violence against women in times of war and conflict has become the most undisputed and even removed in history (Haque 2016). In wars around the world, armed groups and militaries use sexual violence as a tactic to destroy the opponent (Fitzpatrick 2016). Because of their ethnicity, but mostly because of their gender, women and girls have been an ongoing target of sexual violence during conflict, and their bodies have been used as figurative and real sites of combat (Twargiramariya & Turshen, 1998). The process of delivering humanitarian aid as well as the institutions that deliver it is inherently male-biased, making it discriminatory against women (Clifton & Gell, 2001, 8). Conditions that favor the patriarchal system and the inequality of masculine-feminine relationships will make it easier for women to become targets of violence and sexual harassment. Necessity separate approaches to dealing with and preparing for future risks

Women are frequently marginalized in post-conflict situations. They generally have fewer opportunities for education, employment, and leadership than men do. Women will be even more disadvantaged by the traditional roles that have been attached to them. The traditional patriarchy system has emphasized customs regulating men are the head of family or men are prioritized over women to play role in public sphere be left behind from getting these opportunities. After a conflict, patriarchy resurfaces and women who primarily perceived as powerless are neglected in promoting peace building for status quo (Puechguirball, 2012).

Furthermore, women tend to overcome conflicts with “feminine” which are often perceived as weak or disadvantaged in dealing with the post-conflict situation. Among these behaviors, such as prioritizing consultation, caution, gender sensitivity, or empathy for those affected by crises that are often considered unimportant, irrelevant and even strange (Clifton & Gell, 2010). This neglect reflects a value system that is dominated by masculine qualities. The labels “protected and “victim” are used to describe women and suggest weakness and subordination, which, perpetuates women’s lack of empowerment in peacetime and obscure the reality of violence and insecurity experienced by women (Chinkin & Kaldor, 2013, p. 166).

Whereas without the role of women, it is believed that real peace will not be achieved. The United Nations states that “women’s empowerment and greater equality between women and men are necessary pre-requisite for social justice, sustainable development, and peace” (United Nation, 1995). In other words, if the conflict management has included women needs, then security for all would have been achieved.

6.2 The Nature of Gender Mainstreaming Social Conflict in Indonesia

The dynamics of how the Indonesian government acts as an agent of gender mainstreaming in social conflict might demonstrate how far and deep Indonesia’s commitment to gender mainstreaming is and how persistent it is in putting it into practice. In an attempt to resolve social conflict, that were still rife in Indonesia at the time, such as religious conflict, radicalism and terrorism, the President of the Republic of Indonesia has issued Law No 17, 2012 on Social Conflict.

This law aims to eliminate, reduce and prevent conflicts that occur between community groups in this country. Unfortunately, this law does not pay attention to women such as the importance of providing protection and effort to empower women in conflicts. Only briefly, the issue of “gender equality” in conflict management is mentioned in Chapter II article 2.

In 2014 the Indonesian government took a step forward by establishing a policy for Protection and Empowerment of Women and Children in Conflict Social (P3AKS). This law clearly focuses on women (and children) in handling conflicts as stated in Article 2: “Protection and Empowerment of women and children in conflict aims to protect, respect, and guarantee the rights of women and children in conflict resolution.” Despite this, it has been nearly 12 years since UN resolution 1325, which urged states to adopt and implement it at the national level. To strengthen coordination among the relevant sectors in implementing the regulation, this was followed by Regulation of the Coordinating Minister for People’s Welfare of the Republic of Indonesia Number 6, 2014 which established the working groups. Next, the central government has enacted National Action Plan (NAP) for 2014 -2019 to streamline coordination in the field.

In fact, the implementation of these regulations into the districts has failed. Presidential Decree of P3AKS, Article 24 paragraph 1 mentioned that in order to protect and empower women and children in social conflicts districts/cities, regents/mayor form working groups. After 5 years of the program being launched, it appears that the program’s goal of forming local working groups, let alone its programs, Local Action Plan (LAP), that can work efficiently in dealing with P3AK is not being met maximumly. Since the regulations were passed, very few local governments have been willing to implement them. At the district levels, not only did they not form a regional institution, but they were also even unaware of the existence of the regulation. This attitude is even prevalent in areas that social conflicts are rampant. Three districts under investigated, namely Blitar, Tuban, and Sampang in East Java Province have shown similarity of not implementing the Presidential Decree or Ministry Regulation of P3AKS.

In 2019, the government decided to continue efforts to implement a strong coordination in P3AKS, by issuing Regulation of the Coordinating Minister for Human Development and Culture of the Republic of Indonesia No.2, 2019. To get the program off the ground, a second NAP for 2020 – 2025 was approved. However, prior to the completion of this study, no significant progress in terms of number and activities of P3AKS programs from provinces and districts have been reported. This can be exemplified by the facts that in the East Java provinces, and the three districts of Blitar, Tuban and Sampang, research areas.

Despite intensive socialization efforts and central government support to encourage the formation of working groups that deal with P3AKS in the regions, officials at the provincial level have yet to show clear signs that they are finally willing to form special Working Group that focuses on women in dealing with regional conflict. In the absence of this Working Group of P3AKS, it is certain that programs and activities related to P3AKS have not been planned and implemented in accordance with the direction from the central government regarding NAP.

The lack of understanding about PA3KS and its implementation, means that the local apparatus in districts is not applying gender mainstreaming when they are dealing with conflicts. This can be illustrated by the existence of the Integrated Team for Handling Social Conflict or (TIMDU) as the most important organ to manage conflict in the districts in Indonesia. From interviews with officials in charge of this team, it was concluded that so far in dealing with conflicts, they make no distinction between man and woman, or elderly and children. They don’t have gender-based data, which is the first requirement to help the victims

affected by social conflict. In most cases, they treat victim's needs as if they are the same. Aids that are distributed are also frequently not by gender needs.

To summarize, the local government in Indonesia appears to be lagging or even unwilling to implement gender mainstreaming in social conflict, despite the fact that the central government has urged and mediated an effort to implement this policy. It is argued that the local apparatus has encountered several challenges in implementing gender mainstreaming because of 1) bureaucratic system limitation, 2) a lack capacity of gender mainstreaming, and 3) financial constraints. These barriers will be described below.

6.3 Gaps, and Challenges for Gender Mainstreaming of P3AKS

The failure of the local government to impose gender mainstreaming in social conflict can be attributed to a variety of factors, including local bureaucratic structures, apparatus capacities and financial constraints. First is limitation of local bureaucratic system. The structure and organization in the districts do not give the local apparatus the authority to pay attention to and work on the P3AKS. The bureaucratic machine works with the main tasks that have been set as business as usual. Meanwhile, gender mainstreaming is regarded as a relatively new concept that was not previously considered. An additional organization such as Working Groups of P3AKS which would be installed in the existing bureaucratic machinery, is considered to be burdensome for the agencies. Such working group with a new paradigm is also perceived as disrupting the district's existence.

An organ, such as the P3AKS Working Groups, is able to provide protection and empowerment for women in social conflict. It should ideally be inclusive, involving various related parties beyond their own institutions. This institutions' inclusiveness has already been mentioned in the Presidential Decree on article 19; Ministry Laws 2014, articles 2 which Ministry Law followed articles 2, 2019, which mentioned members of the P3AKS Working groups of various ministries. According to these regulations, the establishment of the Working Groups of P3AKS at the district level requires the participation of various related agencies and departments.

However, there are difficulties in establishing the inclusiveness of the P3AKS Working Group. One of the obstacles is the character of the "sectoral ego" which exists in each department. The apparatus within the department is already comfortable with their duties and job environment. It is, therefore, difficult to establish coordination with apparatus outside of their own department.

On the contrary, there is overlap among local government agencies in handling victims of conflicts or disaster in the field, which is a negative factor in providing significant protection and empowerment to women. For instance, the relevant agency feels it has the authority to deal with saving the victims affected by conflict, while at the same time, they also noticed that other agencies have similar duties and may have more capacities in dealing with the conflict. In this situation, there is often that local officials will shift their duties to other agencies. The bureaucratic system has not yet formulated certainty of their position. Consequently, they may often do not take an action to save the victims properly.

On top of that, there may be difficulties with coordination between different departments, which the head of Districts or Provinces as the region's top executive can mediate and minimize it. Instead, they are unaware of or not recognize the significance of forming a P3AKS working group. An effort to strengthen protection and empowerment of women in social conflict would not exist without the commitment of the heads of local governments to establish P3AKS working group.

Furthermore, structure of P3AKS should be inclusive enough to be able to work maximumly. One of this condition is participation of civil society in P3AKS. Their experience as an agent of social change and works in the ground side by side with the people can contribute to the management of P3AKS. The involvement of the civil society is already mentioned in the Presidential Decree and Ministry Laws of P3AKS as an important party in handling the conflict. In fact, narrow and rigid bureaucratic machinery in the regions has difficulties placing these civil societies' participant in P3AKS.

Second is a lack capacity of gender mainstreaming among the local apparatus in social conflict. Local apparatus considered that providing special protection and empowerment in social conflict may not their urgent concern because social conflict is perceived is not a threat to government. Indonesian Law of Social Conflict no 7, article 1,2012 states that social conflict is "... a feud and/or physical clash with violence between two or more ...". These criteria define social conflict merely a horizontal conflict between community groups that does not involve the state, so that it does not threaten the state.

Moreover, local officials tend to deny that their territory has social conflicts or potential social conflicts that have become open conflicts and would endanger their local security and welfare. Even the security authorities stated that their area was "safe" from social conflict in most cases. With an understanding that ignores the dangers and existence social conflict in the region among apparatus, it is certain that attention to women's safety will be downplayed as well.

The next issue related to local officials is how to conduct the P3AKS program. They believe P3AKS is an enforcement program, so their response is usually focused on prosecuting perpetrators, who are mostly men. According to them, the existing law enforcement department is already providing this type of response. Consequently, victims of conflicts or post conflicts which are mostly women tend to be neglected. The focus essence of handling P3AKS program lies in prevention. P3AKS activities aim to support women's participation in conflict resolution as well as to prevent the occurrence of repeated violence and conflict. This different understanding caused an effort to build the institution of P3AKS that had failed in the beginning.

Other obstacles among the apparatus which can slow the development P3AKS is related to gender awareness that is limited or even none when they are dealing with the victims of social conflict. The apparatus has not yet fully aware that norm of gender equality should be applied in handling social conflict. They treat victims of social conflict without reference to differentiate between man's and women's needs. In delivering survival needs such as food, health, shelter the local apparatus still considered without gender awareness.

Whereas in reality, for example, pregnant women need food intake, health attention and living conditions that are different from man. Adolescent women and children without parents will be very vulnerable to sexual violence and abuse from the surrounding conditions. Considering this gender abuse, so that, they should get a special accommodation and treatment that is different from the group of adults. Without sufficient gender awareness among the local officers in handling social conflict, the implementation of P3AKS programs would not be fully achieved.

In addition, the apparatus who has responsibility to make coordination of P3AKS supposes to develop sense of inclusiveness of gender sensitivity. They need to be able to work and to coordinate with civil society properly and efficiently when dealing with P3AKS. This condition of collaboration between apparatus and civil society has already been mentioned in the regulation for P3AKS organ. While the collaboration between civil society and apparatus is significant to develop successful P3AKS programs, the apparatus has to some degree

reluctance to work with civil society. They are often curious that the interference of nongovernment organization particularly working in women, is mainly threatening their works and reputation. This attitude consequently can hamper an effort to develop robust P3AKS programs.

Third is financial constrained. The ministry of home affairs has issued regulations to guide the use of funds for the P3AKS programs. According to this statement, the district should have no trouble allocating the funding. However, local governments are still reluctant to start establishing P3AKS organs. They claim that with the current funding, they are already having difficulty running their existing programs. The new P3AKS organ will necessitate an increase in funding for regional budgets (interview). This program will drain their budget and it also creates the dilemma that they may reduce or drop their activities with others. These considerations expressed by officials in the districts caused them not to be interested in forming Working group of P3AKS and implement its programs.

7 Conclusion

Besides the central government policy in encouraging the formation of P3AKS institutions and programs, particularly through regulations and laws that have been introduced, it is undeniable that efforts to realize this is not easy. The first is the rigid and narrow bureaucracy at the district level, which hampers coordination efforts to institutionalize P3AKS. The second factor is a lack of gender awareness and inclusivity among the local governments. The third is due to the issue of funding to run the P3AKS programs. In fact, in our opinion, financial constraints are not as important as the problem of lack of gender sensitivity among the officials.

Evaluating to these epidements, the priority that must be taken is to empower the officers to have gender awareness and at the same time to strengthen it. Officials need to increase their gender awareness through variety of means, including dissemination and capacity buildings. Without such basic knowledge and a better understanding of gender mainstreaming in P3AKS, officials would find it difficult to establish and to navigate P3AKS in the regions.

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