

Problematics of Developing Gender Responsive Regional Regulations in Purbalingga District

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Abstract. The existence of gender responsive laws and regulations in various fields is one of the fundamental efforts to resolve various problems of gender injustice, such as violence against women, poverty, HIV/AIDS, and reproductive health. Gender responsive laws and regulations drafting is not simple, gender parameters are needed in the formation of laws and regulations. Gender parameters in the laws and regulations drafting are an essential effort to obtain an analysis tool from a gender perspective. The government through 3 ministries, namely the Ministry of Home Affairs, the Ministry of Law and Human Rights, and the Ministry of Women Empowerment and Child Protection published a guideline on parameters for gender equality in laws and regulations drafting. However, the equality parameter has not been applied in the laws and regulations drafting, both at the central and regional levels, including in Purbalingga Regency. This is due to the gender equality parameters are published in the form of a guidebook, not a law, which must be complied and implemented by legislators as policy makers. The Purbalingga District Government only refers to Law No. 23 of 2014 on Local Government and Law No. 12 of 2011 on the Establishment of Laws and Regulations. The central and regional governments themselves have not conducted any socialization or training related to the formation of gender responsive laws and regulations. Moreover, there are still no such legislative drafters whose attended the training on gender responsive laws and regulations drafting. From the budget perspective, there is not an adequate budget yet for the formation of gender responsive legislation. In the formation of local government regulation, not all of them are supported by an adequate budget. Some of these local government regulations are not supported by the budget in their preparation. Thus, academic papers as a reference for the gender responsive laws and regulations drafting have not been made.

Keywords: Local Government Regulation Drafting, Gender Responsive

1 Introduction

Indonesia has yet to attain gender equality in fact it is still far from it. There are still many important issues that need to be addressed, namely the very high Maternal Mortality Rate (MMR) reaching up to 228 / 100,000 live births, HIV / AIDS, reproductive health, increasing violence against women, poverty, equal pay, human trafficking, and various forms of discrimination against women. These ongoing problem stem from laws and regulations that are still discriminatory and gender-biased. [1]

Discriminatory regional regulations can exist at the provincial, district / city, and even on the national levels. Since 1999 as stipulated in Law Number 22 Year 1999 concerning Regional Government and renewed by Law Number 23 Year 2014 concerning Regional Government, the National Commission on Violence Against Women has conducted monitoring of various regional policies, and found that there are at least 40 (forty) regional policies that able to embodies women's constitutional rights, among others, regarding the recovery of victims, protection for migrant workers, the eradication of human trafficking, and

managing HIV / AIDS cases. Not to mention other initiatives from various regions that issue local policies on education and health services. [1]

The existence of gender-responsive laws and regulations in numerous fields is one of the fundamental efforts to resolve various issues of gender injustice, such as violence against women, poverty, HIV/AIDS and reproductive health. Practical and strategic steps to establish gender-responsive laws and regulations is very important to accommodate all the problems and aspirations of the people. The existence of laws and regulations is not only used as a tool to create welfare, but also to create justice and bring benefit for the community, both for men and women. The realization of gender equality will have an impact on improving the quality of life of the family, community, nation and state.

The formation of gender-responsive laws and regulations is not an easy feat since gender equality parameters are needed. These parameters are essentially an effort to obtain an analysis tool from a gender perspective that ultimately help produce gender-responsive laws and regulations. Gender analysis in this case will always consider the results and impacts the formulation of laws and regulations will bring in the future in term of realization of justice for every citizen, both for men and women. Therefore, provision of laws and regulations both in its formulation and in its application will always result in fair and gender equal treatment, as well as a commitment to increase commitment and consistency in realizing gender equality and justice, including efforts to prevent and efforts to make improvements to laws and regulations.

Forming gender-responsive laws and regulations, gender equality parameters serve as guidelines in drafting and carrying out discussions, naturally by still adhering to the provision Law Number 12 of 2011 on the Formation of Legislation. It means that effectively these parameters will have to be integrated in every process of formation, as well as be a part of numerous types of laws and regulations. In retrospect, gender-responsive laws and regulations have been integrated starting from the planning stage (academic paper), drafting, discussion, ratification/stipulation, and promulgation, followed with implementing its operational technical policies which also consciously consider creating a gender-equitable impact, regardless of one gender, on every citizen and population of Indonesia.

Gender equality parameters used in the formation of laws and regulations is issued by the Ministry of Empowerment of Women and Protection of Children, Ministry of Law and Human Rights, and the Ministry of Home Affairs. Together they compile references and gender analysis tools in the formation of laws and regulations, as well as technical operational policy formulation or their derivatives. In addition, the provisions of Article 4 paragraph (1) Regulation of the Minister of Home Affairs Number 15 of 2008 on Guidelines for the Implementation of Gender Mainstreaming in Regional Level states that Regional Government is obliged to formulate policies, programs, development activities with a gender perspective. As for article 4 paragraph (2) states that the formulation of policies, programs and activities must be carried out through gender analysis. Although much emphasis has been placed on the importance of gender analysis in the formulation of regional policies, there has been little or no development of gender responsive local regulations.

Gender equality parameters in the formation of laws and regulations also apply to the formation of gender responsive regional regulations at the provincial and district/city levels in the context of exercising regional autonomy authority. However, there are still many local policies that are discriminatory, or gender biased in increasing numbers, looking at the number of problematic policies based off of The National Commission on Violence Against Women's record in 2009 there were 154, 2010 there were 184, and 2011 there were 217. Worse in 2012, there were 282 Regulatory Regions which are discriminatory spread across 100 districts/cities in 28 provinces. As in Purbalingga District, only 4 (four) regional regulations are gender responsive, namely Regional Regulations on Child-Friendly Districts, Regional Regulations on the Implementation of Protection for Victims of Violence Based on Gender and Children, Regional Regulations on Child Protection, Regional Regulations on HIV/AIDS Control.

Based on the background, author will identify the problems experienced by the Purbalingga Regency Government in drafting gender responsive local regulations by looking at various indicators of gender equality, namely accessibility, participation, control, and benefits in order to realize gender responsive regional regulation development.

2 Method

This research is normative research or library research or research that uses a normative juridical approach. The analysis used in this research is qualitative analysis with descriptive analysis (exposure). The descriptive qualitative analysis used in this paper provides a consideration not only to reveal or describe the collected data as it is, but also uses primary legal materials, secondary legal materials, and existing document or literature will be checked and re-checked (triangulation) to find the midpoint and accuracy of opinions from various views to produce a conclusion.

3 Discussion

Essentially the authority of government according to Prajudi Atmosudirdjo, can be illustrated into 2 (two) definitions, namely as the right to carry out a government affair as the right to be able to significantly influence decisions taken by other government agencies. [2] Similarly, according to Peter Leyland and Terry Woods firmly government authority has 2 (two) main characteristics, first, every decision made by government officials has binding power to all members of society, in the sense that it must be obeyed by all members of society, and second, every decision made by a government official has a public function or performs public services. [3]

In theory, the authority that comes from regulatory legislation is obtained through the 3 (three) processes, namely attribution, delegation and mandate. H.D. Van Wijk describe these processes as: [4]

1. Attribution is allocation of administrative authority by legislators to government bodies;
2. Delegation is a transfer of power from one administrative body to another; and
3. Mandate occurs when a body of government allows its authority to be exercised by another organ on its behalf.

In the context of regional government's administrative authority, The law that becomes the basis for granting authority to local governments by way of attribution is Law Number 23 of 2014 on Regional Government. According to Article 9, "Governmental affairs consist of absolute government affairs, concurrent government affairs and general government affairs. Absolute governmental affairs are governmental affairs which fall fully under the authority of the central government. Concurrent government affairs are governmental affairs that are divided between the Central Government, and Provincial Regions and Regency/City Regions. The general government affairs are government affairs which fall under the authority of the president as head of government. "

In carrying out government affairs which fall under regional authority, the regional head and the Regional People's Representative Assembly as local government administrators draft regional regulations as the legal basis for regions in implementing regional autonomy according to the conditions and aspirations of the community. Regional Regulations made by local governments are valid within the boundaries of its own relevant regional jurisdictions. Article 236 of Law Number 23 of 2014 on Regional Government emphasizes:

- (1) To carry out regional autonomy and co-administration, a region shall form a regional regulation.
- (2) Regional Regulations are formed by the Regional People's Representative Assembly with the joint approval of the regional head
- (3) Regional Regulations contain the following materials:
 - a. Implementation of regional autonomy and co-administration;
 - b. Local content material is in accordance with the provisions of laws and regulations.

Regional Regulations made by local governments are made in the context of implementing regional autonomy to wit regulating everything concerning the implementation of government development and services to the community. [5] Bagir Manan stated that regional regulations are the names of laws and regulations at the regional level which are stipulated by the regional head with the approval of the Regional People's Representative Assembly. The authority of the government is regulated and manages its own domestic affair is one of the characteristics that shows that the regional level government is an autonomous government unit that has the right to regulate and manage its own domestic affairs. [6]

Regional Regulations are regulations made by the heads of provincial together with the Provincial Regional People's Representative Assembly and regulations made by the Regent/Mayor together with Regency/City Regional People's Representative Assembly, in implementing its own regional autonomy as proof of the legality of regional government's administrative authority. [7] Regional regulations are a tangible manifestation of the implementation of regional autonomy owned by regional governments which also means that regional regulations effectively are a further extension of higher-level laws and regulations tailored by their own unique characteristics of each region.

Based on Article 1 number 8 of Law Number 12 of 2011 on the Formation of Legislation amended into Law Number 15 of 2019 on Amendments to Law Number 12 of 2011 on the Establishment of Laws and Regulations states that Regency/City Regional Regulations is a set of laws and regulations established by the Regency/City Regional People's Representative Assembly with the approval of the Regent/Mayor. Regional level laws and regulations are an inseparable part of the national statutory system because there may not be any regional level laws and regulations that contradict with the laws of a higher level or the public interest. [8]

Based on Article 1 number 1 of Law Number 12 of 2011 on the Formation of Legislation amended into Law Number 15 of 2019 on Amendments to Law Number 12 of 2011 on the Establishment of Laws and Regulations states that the Formation of Laws and Regulations is the making of laws and regulations which include the stages of planning, preparation, discussion, ratification or stipulation, and promulgation.

The stages of the formation of regional regulations begin with the formation of a regional regulation formation program that will be proposed for the duration one year as regulated in Article 239 Paragraph (1), Paragraph (2) and Paragraph (3) of Law Number 23 Year 2014 on Regional Government. The program referred to in Paragraph (1) is compiled by the Regional People's Representative Assembly together with District Head for a period of 1 (one) year based on the priority scale for the formation of the regional regulation draft. As for the program referred to in Paragraph (2) shall be stipulated by a DPRD decision.

The formation of Regional Regulations considers the principles for the formation of legislation regulated in Article 5 of Law Number 12 of 2011 on the Formation of Legislation amended into Law Number 15 of 2019 on Amendments to Law Number 12 of 2011 concerning the Formation of Legislation, namely:

- a. Clarity of purpose, that is, every formation of laws and regulations must have clear objectives to be achieved.
- b. Authorized Institution or public officials, that is, every type of laws and regulations must be made by authorized state institution or legislators. These laws and regulations can be repealed or become null and void if they are made by unauthorized state institutions or officials.
- c. The suitability between types, hierarchy, and content material, that is, every formation of laws and regulations must pay attention to the appropriate content material in accordance with the type and hierarchy of the statutory regulations
- d. Can be implemented, that is, every formation of laws and regulations must pay attention to the effectiveness of these laws and regulations in society, both philosophically, sociologically, and juridically.
- e. Usefulness and efficiency, that is, every formulation of laws and regulations is made because it is really needed and useful in regulating the life of society, nation and state.
- f. Clarity of formulation, that is, every formation of laws and regulations must meet the technical requirements of statutory regulations, systematics, choice of words or terms as well as clear and easy to understand legal language so as not to cause various interpretations in its implementation.
- g. Openness of planning, that is, in the formation of laws and regulations starting from planning, drafting, discussing, ratifying, or stipulating and promulgation is open and transparent in nature. All levels of society have every opportunity to provide input in the formation of laws and regulations.

In Article 6 of Law Number 12 of 2011 on the Formation of Laws and Regulations amended into Law Number 15 of 2019 on Amendments to Law Number 12 of 2011 on the Establishment of Laws and Regulations states that principles of the content of laws and regulations, comprise of:

1. The principle of protection.

2. Humanitarian principles;
3. The principle of nationality;
4. The principle of kinship;
5. The principle of archipelagoness;
6. The principle of diversity in unity;
7. The principle of justice;
8. The principle of equality before the law and government;
9. The principle of order and certainty;
10. The principle of balance, unanimity and harmony;
11. Other principles in accordance with the field of law of the relevant laws and regulation.

The elucidation of Article 6 paragraph (1) letter g and letter h states that the principle of justice dictate every material content of legislation to reflect proportionally justice for every citizen without exception. Meanwhile, the principle of equal position in law and government dictate that any material contained in laws and regulations must not contain anything that is discriminatory in nature against someone's background, to wit, religion, ethnicity, race, class, gender, or social status. These principles mentioned in Law Number 12 Year 2011 is implied to adhere to the principles of gender equality. Based on Article 6 paragraph (1) along with its elucidation state that essentially the content of a law should not contain or result in things that are discriminatory, injustice, inequality against gender and various things that are not in line with the principles mentioned in the law. The guarantee regarding the equality of every citizen of Indonesia to obtain the realization of constitutional rights has been regulated in the 1945 Constitution. The 14 Set of Constitutional Rights are: 1) Right to Citizenship, 2) Right to Live, 3) Right to Self-Development, 4) Right to Freedom of Thought and Freedom of Choice, 5) Right to Information, 6) Right to Work and Decent Livelihood, 7) Right to Ownership and Housing, 8) Right to Health and Healthy Environment, 9) Right to Family Life, 10) Right to Legal Certainty and Justice, 11) Right to be Free from Threats, Discrimination, and Threats of Violence, 12) Right to Protection, 13) Right to Fight for Rights, and 14) Right to Govern. Each of these set of rights is described one by one to form 40 constitutional rights for each citizen. Therefore, before the formation of laws and regulations, it is very important to conduct a study and analysis of the background objectives of the target range of regulatory directions and the conceptions that are going to be developed. One of the analytical tools that needs to be used is how the impact of laws and regulations on the constitutional rights of women and men, whether the regulations are gender responsive in accord with the parameters of gender equality.

There are 2 (two) key components of rationale that need to underlie gender equality parameters to set proper standard for gender equality, consequently making regulations and its implementations fair both for women and men, namely:

1. Respect, protection and realization of women's human rights as basic human rights, naturally an in-depth implementation is necessary. Here are several laws that regulate human right:
 - a) Pancasila as the foundation and ideology of the Republic of Indonesia;
 - b) Decree of the People's Consultative Assembly of the Republic of Indonesia Number XVII/MPR/1998 on Human Rights which was stipulated on November 13, 1998
 - c) The 1945 Constitution of the Republic of Indonesia, which contain 14 (fourteen) Set of Rights, and is described into 40 (forty) Constitutional Rights of every Indonesian citizen;
 - d) Law of the Republic of Indonesia Number 7 of 1984 on The Ratification of the Convention on the Elimination of All Discrimination Against Women;
 - e) Law of the Republic of Indonesia Number 39 of 1999 on Human Rights;
 - f) Law of the Republic of Indonesia Number 11 of 2005 on The Ratification of the Convention on Economic, Social and Cultural Rights;
 - g) Law of the Republic of Indonesia Number 12 of 2005 on The Ratification of the International Convention on Civil and Political Rights;
 - h) Law of the Republic of Indonesia Number 19 of 2011 on the Ratification of the Convention on The Rights of Persons with Disabilities;
 - i) Presidential Decree Number 36 of 1990 on the Ratification of the Convention on The Rights of the Child;

- j) Results of the Fourth World Conference on Women (Declaration and Beijing Platform for Action, 1995);
 - k) Millennium Development Goals/MDG's 2000.
2. Integrating a gender perspective through an equal and equitable approach to Access, Participation, Control and Benefits using gender analysis:
- a) the rationale contained in the principles of The Convention on the Elimination of All Forms of Discrimination against Women, namely, the principle of non-discrimination, the principle of substantive equality (fair equality), and the principle of state obligations;
 - b) considering and considering the socio-cultural aspects, in particular the deep-rooted patriarchal culture, which has been the most inhibiting factor, especially for women, in the realization of fair rights in family, social, national and state life.

Gender equality parameter dictate that four indicators of gender equality have to be implemented in each stage of the formation of laws and regulations, namely: [9]

1. *Access*

- It is crucial to consider how women and men can have equal opportunities for every resource that will be regulated in laws and regulations so that the formulated legal norms able to reflect gender justice and equality, for example access to health facilities, decision making at the time of childbirth, access to information, education, and economic resources. Here are several cases where complete access is required: (a) *Information*: namely the availability of information to provide knowledge and understanding of the intended targets and/or problems at hand; and in retrospect this information have to be available and can be accessed easily, can be understood and used by those concerned. (b) *Resources* include affordable costs, proper yet affordable facilities and infrastructure, proximity, and ease of reaching the necessary facilities and infrastructure, the availability of human resources who can provide assistance and/or help provide solutions to overcome the problems at hand. (c) *Socio-cultural factors*, namely the empowerment both for women and men or community in general help to provide solutions to overcome the problems at hand; in various places traditions/habits that can harm women are still adhered to. For example, you must wait for your husband and/or in-laws to decide to take your wife/daughter-in-law to the hospital to give birth. To overcome this, it is necessary to empower both woman and man or community in general in order to gain the best decision-making ability for example in cases of women who are going to give birth, therefore whether or not she would immediately be taken to the hospital is based on urgency especially if she is having difficulty giving birth.
- 2. *Participation*, it is important to consider whether laws and regulations provide equal opportunities both for women and men to exercise their rights and obligations in every development policy and program. Participation in question includes equal empowerment between women and men to participate in determining the process of solving problems at hand. Equal empowerment between women and men to participate in decision making, in term of number and quality. Institutional empowerment and community participation to overcome problems at hand, especially problems faced by women.
 - 3. *Control*, it is necessary to analyze whether the legal norms that will be formulated in laws and regulations contain provisions that give equality both for men and women to exercise their rights and obligations. This relates to: equal empowerment both for women and men in using their rights efficiently and effectively. Institutional empowerment and community participation to achieve fair equality both for women and men. The existence of laws and regulations that guarantee the realization of fair equality between women and men, especially for rural women and women as the heads of the families. For example: laws/regional regulation and national and regional policies that guarantee the realization of equality.
 - 4. *Benefits*, it is necessary to analyze whether legal norms in laws and regulations can guarantee that a policy and program will produce equal benefits for men and women. The goal of publishing Gender Equality Parameters in the Formation of Legislation or are how to: Ensuring gender justice in various policies both contained in Legislation, development programs, and in other

technical policies; Reducing the opportunity gap between women and men to access development programs; Reducing violence against women and children.

The objectives of preparing Gender Equality Parameters in the formation of laws and regulations, namely:

- 1) As a reference for analysis through a gender perspective, to be able to see how access, participation, control, and benefits of development programs can be carried out, enjoyed and owned by women and men;
- 2) Integrating a gender perspective in the legislative process, starting from planning/compiling academic papers, drafting and discussing laws and regulations and/or technical operational policies;
- 3) As a reference for conducting studies, monitoring and evaluation of planning and implementation, as well as reporting on the implementation of a law.

Access, Participation, Control, and Benefits are essentially interrelated with one another, cannot be separated, are equally important and substantial, are not hierarchical, and must be studied holistically. However, what is meant by gender-responsive laws and regulations in this manual is not only applying the indicators but also integrating the principles contained in The Convention on the Elimination of All Forms of Discrimination Against Women when carrying out the legislation making process stage.

The goals of publishing a manual on parameters for gender equality in the formation of laws and regulations are:

- a. To establish laws and regulations that are gender responsive.
- b. To integrate gender equality perspective in the process of forming laws and regulations
- c. To Guarantee the recognition of gender equality in the provisions of laws and regulations and/or technical operational policies.

Adhering to the parameters of gender equality in the formation of laws and regulations in the context of realizing the formation of gender-responsive laws and regulations, especially for regional regulations in each district/city is not an easy feat. Numerous problems still exist in drafting gender-responsive regional regulations. This can be seen from the fact that many regional regulations are not yet gender responsive. In Purbalingga District, there are only a few genders responsive regional regulations, namely Regional Regulations on Child-Friendly Districts, Regional Regulations on the Implementation of Protection for Victims of Violence Based on Gender and Children, Regional Regulations on Child Protection, Regional Regulations on HIV/AIDS Control.

The problems of forming of gender-responsive local regulations in Purbalingga district are:

1. In drafting statutory regulations or regional regulations, in the context of authority still predicate the transfer of administrative authority from the central government to regional governments with Article 236 of Law Number 23 of 2014 on Regional Government, namely implementing regional autonomy and co-administration, the Regions form Regional Regulations. Regional Regulations are formed by the Regional People's Representative Assembly with the joint approval of the regional head. Regional Regulations contain material covering the implementation of regional autonomy and co-administration and local content materials in accordance with the provisions of statutory regulations. In addition, the process of preparing regional regulations, still refers to Article 5 and Article 6 of Law Number 12 of 2011 on the Formation of Legislation regarding the principles of the formation of laws and regulations and the material principles of the content of laws and regulations that do not clearly or specifically regulate the formation of gender responsive laws and regulations in the context of realizing the principle of justice and the principle of equality.
2. In drafting regional regulations process, have yet to follow the guidelines on gender equality parameters in the formation of gender-responsive laws and regulations. This is because so far these guidelines are only just a guidebook so that it is not used as a reference for the formation of regional regulations in Purbalingga district.
3. There are still limited human resources who have the knowledge and capable to formulate gender-responsive laws and regulations, among policy makers, legislators, drafters, and Regional People's Representative Assembly. This is because the central government and local

- governments have not had any socialization or training related to the formation of gender-responsive laws and regulations. In terms of human resources, there are no legislative drafters who have participated in training on the formation of gender-responsive laws and regulations.
4. From the budgetary aspect, there is still insufficient budget for the formation of gender responsive laws. In the context of drafting, not all regional regulations drafts are supported by an adequate budget. Some regional regulation drafts even do not have any budget in their preparation so that there is no academic paper used as reference for the formation of gender-responsive laws and regulations.
 5. The parameters of gender equality in the formation of laws and regulations have not been used as a reference in synchronizing and facilitating the Central Java provincial government to enable regional regulations so that the Regional Government of Purbalingga Regency does not integrate gender equality parameters in the formation of laws and regulations.

4 Conclusion

1. Conclusion

In the formation of gender-responsive regional regulations in Purbalingga district, there are numerous obstacles. In drafting regional laws/regulations that still predicate the transfer of administrative authority from the central government to regional governments, namely, to carry out regional autonomy and co-administration, Regional Government form Regional Regulations. Regional Regulations are formed by the Regional People's Representative Assembly with the joint approval of the regional head. Regional Regulations contain material covering the implementation of regional autonomy and co-administration and local content materials in accordance with the provisions of laws and regulations as stipulated in Article 236 of Law Number 23 of 2014 on Regional Government. the process of preparing regional regulations, still refers to Article 5 and Article 6 of Law Number 12 of 2011 on the Formation of Legislation that contain both the principles for the formation of laws and regulations and the material principles for the content of laws and regulations that do not clearly or specifically regulate the preparation gender responsive laws and regulations. In the formation of regional regulations, they have not yet referred to the guidelines on the parameters for the formation of gender-responsive laws and regulations. This is because so far these guidelines are only just a guidebook so that it is not used as a reference for the formation of regional regulations in Purbalingga district. In the formation of regional regulations in Purbalingga district, there are still limited human resources who have the knowledge and capable to formulate gender-responsive laws and regulations, among policy makers, legislators, drafters, and Regional People's Representative Assembly. This is because both central and regional governments themselves have not had any socialization or training related to the formation of gender-responsive laws also there are no legislative drafters who have participated in training on the formation of gender-responsive laws and regulations. From the budgetary aspect, there is still insufficient budget for the formation of gender responsive laws. In the context of drafting, not all regional regulations drafts are supported by an adequate budget. Some regional regulation drafts even do not have any budget in their preparation so that there is no academic paper used as reference for the formation of gender-responsive laws and regulations.

2. Suggestion

Legislative drafters, researchers and/or experts have a very strategic role in the preparation of Bill or Regional Regulation Drafts, therefore starting the process of drafting an Academic Paper, preparing a Bill or Regional Regulation Drafts, as well as during the discussion at the executive level or even at the legislative level. To integrate the four indicators of gender equality and the establishment of gender-responsive laws and regulations, it is necessary to conduct socialization and training in central government level to regional level. The consistent use of Gender Equality Parameters as an analysis tool will ensure that each article and/or paragraph formulation in each Bill and/or Regional Regulation Drafts remains gender responsive. It is hoped that in the future this Gender Equality Parameters in substance (material content) can be used as an instrument of

legislation so that its existence becomes "mandatory" to be used by any legislators and drafters of regulations.

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