

GENDER MAINSTREAMING IN GLASSES OF PUBLIC ADMINISTRATION AT BANTEN PROVINCE

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ABSTRACT - Spirit Gender Mainstreaming (PUG) in Banten province began with the Banten Provincial Regulation No. 10 of 2005 on Gender Mainstreaming in Regional Development. Gender mainstreaming is a strategy that is done rationally and systematically to achieve gender equality in a number of aspects of human life through policies and programs that pay attention to the experience, aspirations, needs and problems of women and men into the planning, implementation, monitoring and evaluation of all policies and programs in various fields of life and development. PUG is carried out in accordance with Presidential Instruction No. 9 of 2000 on Gender Mainstreaming in National Development and Regulation of the Minister of Home Affairs Number 67 Year 2011 as the changes of Regulation No. 15 Year 2008 on Guidelines for Gender Mainstreaming in the Region. Unavailability of data disaggregated by sex in all sectors and accurate data on gender issues is an obstacle (for sectors and regions) to conduct a gender analysis is accurate. The impact was found obstacles in identifying gender issues in terms of aspects, roles, controls and benefits.

keywords: Gender Mainstreaming (PUG), Public Administration

1. INTRODUCTION

1.1 BACKGROUND

Development should basically provide justice and prosperity to all the people, both men and women, the rich and the poor. But we realize that the involvement of women in the development process in part still not up, for example, of the 30 ministers who lead the ministry in 2009-2014, as many as 26 people were male and only 4 women. Then, out of every 100 person village head, as much as 96 men and only 4 women (Podes Statistics, 2008). In fact, from as many as 230.87 million people in Indonesia in 2009, approximately 50 percent are women or sex ratio is 98.15 (Projected results SP 2000).

Gender discourse in public administration Indonesia can be traced from the concept of 'Ibuisism State' which was introduced by Julia Suryakusumah (1991). According to Julia, the concept of State Ibuisism is a concept that includes elements of economic, political, and cultural. A concept which illustrates that public policy in Indonesia to make Indonesian women become "women" when he became a "mother". Thus stereotipikasi run not only culturally, but also formal. This idea later evolved with the rise of critics of the policies of gender bias, followed by exposure of the composition of women's participation in the public

world to ratify the position of "domestic" women who simultaneously deny the role of the "public" of women, including roles directly involved in public administration, and the process of public participation in policy formulation existence as citizens. (Nugroho, 2003: 228).

Based on the 2001 Human Development Report issued by UNDP shows that Indonesia is not only the lowest score of human development (Human Development Index) among all ASEAN countries, but also in her development (GDI, Gender Related Development Index). Therefore a gender mainstreaming in development, there are at least two authors that runs parallel to introduce a development which recommended the transformation of the development bias and equitable development. The first is Amartya Sen in his book Development As Freedom (2000), which mandates that development is essentially and ultimately was freed individuals equally to develop qualities of self and group. Second, Margaret Snyder in his book Transforming Development: Women, Poverty and Politics (1995), which among other things that alleviate issues or political purposes is to alleviate human development of poverty, and human beings are human beings male and female humans. (Nugroho, 2003: 233).

Table 1: Comparison Table HDI, GDI, GEM

No.	Negara	Ranking (HDI)	Ranking (GDI)
1	Singapura	26	26
2	Brunei	32	30
3	Malaysia	56	55
4	Thailand	66	48
5	Vietnam	101	89
6	Indonesia	102	92

Source : Human Development Report 2001, UNDP.

From Table 1.2 above, an indication that the development in Indonesia is still not fully gender equality. Likewise occurred in the composition of the population in the province of Banten, as described in Table 2 below:

Table 2: Total Population by Gender Regency / City at Banten Province in 2013

Kabupaten/Kota	Perempuan	Laki-laki	Jumlah
Kab. Pandeglang	578.403	604.603	1.183.006
Kab. Lebak	607.904	640.002	1.247.906
Kab. Tangerang	1.540.690	1.617.090	3.157.780
Kab. Serang	714.597	736.297	1.450.894
Kota Tangerang	954.998	997.398	1.952.396
Kota Cilegon	194.802	203.502	398.304
Kota Serang	301.301	317.501	618.802
Kota Tangsel	715.601	727.802	1.443.403
Provinsi Banten	5.608.296	5.844.195	11.452.491

Source : BPS:Banten in figures (2014)

Based on Table . The above known female population of less than the male population. Based on observations also found the persistence of the division of roles between men and women. Differentiation of roles, responsibilities and status of the division of labor between men and women like this often creates injustice, such as the average salary of women workers in the processing industry sector with education graduate of the University only 2.56 million dollars, much lower than men , 3.99 million dollars (BPS, Sakernas 2009). So this may indicate there is gender inequality.

In order to increase the role of women Banten Provincial Government issued a Local Regulation No.10 / 2005 in order to realize gender equality. Where the local government has a duty Banten formulate policies, strategies, guidelines, implementation of Gender Mainstreaming. One of the factors driving the increased participation of women namely the Banten Provincial Regulation No. 10 of 2005 on Gender Mainstreaming (PUG), and even the Governor of Banten Governor has also issued Instruction No. 2 of 2005 on Gender Mainstreaming Regions.

In accordance with Indonesian state goals listed in the fourth paragraph of the preamble of the Constitution of the Republic of Indonesia in 1945, namely to protect the entire Indonesian nation and the entire country of Indonesia, promote the general welfare, the intellectual life of the nation and participate in implementing world order based on freedom, lasting peace and social justice, it is a must that the development in Indonesia is one of them directed at the development of gender berspektif.

Why should berspektif gender? This question certainly needs to be answered. As we know that gender mainstreaming became a central issue of development at this time. None other than the need to have a change of mind set of the people who tend to gender bias in mensikapi the role of women in development.

1.2 CONCEPTIONS ABOUT GENDER

In general, the study of women in any, tend to see women separately with other aspects, not terintegratif and partial. Study of women should also be looked at systems and structures of society which allows

dichotomous worldview between jobs of men and women. This analysis, known as gender relations analysis, examine the issue of socio-cultural relations between men and women. What exactly is meant by gender? From observation, there remains ambiguity, misunderstanding of what is meant by the concept of gender and its relation to women's emancipation efforts. At least there are some opinions occurrence of such ambiguities. Gender in the Indonesian words borrowed from English. When viewed more deeply, not clearly differentiated sense of the word sex and gender.

By grammatical gender in some sense be interpreted as follows: (1) classification roughly corresponding to the two Sexes and sexlessness; (2) class of noun According to this classification. (Oxford Learner's Pocket Dictionary, 2004). While conceptually, gender is understood as a socio-cultural construction that distinguish masculine and feminine characteristics based on the identification of gender. A detailed understanding of the fundamental differences between the sexes (Sexes) and gender that we can see from the quote the following explanation:

"The word gender describes the state of being male, female, or neither. Some languages have a system of grammatical gender (also known as noun classes); while a noun may be described as "masculine" or "feminine" by convention, this has no necessary connection to the natural gender of the thing described. Likewise, a wide variety of phenomena may have gendered characteristics ascribed to them, either by analogy to male and female bodies, such as with the gender of connectors and fasteners, or due to social norms, such as interpreting the color pink as feminine and blue as masculine. In social sciences, the word "gender" is sometimes used in contrast to biological sex, to emphasise a social, cultural or psychological dimension. The discipline of gender studies investigates the nature of sex and gender in a social context. (Microsoft Encarta Encyclopedia, 2004).

Meanwhile, there has been no explanation that can explain briefly and clearly the concept of gender and why the concept is due to the lack of explanation

about the link between the concept of gender with other injustice.

To understand the concept of gender with the word sex (gender). Understanding gender is pensifatan or division of the two sexes is biologically determined human being attached to a specific gender. Such tools are biologically inherent in man kind women and men forever. Biological significance of these tools are not interchangeable between biological tools inherent in human males and females. Permanently unchanged and is the biological conditions or often said to be the provision of God or nature.

While other woods concept is the concept of gender, which is an inherent nature of men and women who are socially and culturally constructed. For example, it is known that women are gentle, beautiful, emotional, or motherhood. While men are considered: a strong, rational, manly, powerful. The hallmark of the nature itself is the properties that can be exchanged. This means that there is an emotional man, gentle, motherly, while there is also a strong woman, rational, mighty. Alteration of properties that may occur from time to time and from place to place. For example, in ancient times a certain tribe women are stronger than men, but at other times and in other places different men stronger. Changes can also occur from grade to grade different societies. At a certain rate, lower class women in rural areas are stronger than men. All things that can be exchanged between the nature of women and men, which may change from time to time and differ from place to place, or different from one class to another class, which is known as the concept of gender.

Based on some understanding of the above, it can be concluded that gender is the different roles, functions and responsibilities between women and men is the result of socio-cultural construction and can be changed according to the times. While sex is the difference between the sexes of women and men who are biologically, nature, the gift of God Almighty that can not be exchanged, ie: Menstruation, Pregnancy, Childbirth and Breastfeeding. Understanding of gender issues needs to be known, because the gender difference has given rise to differences in social rights, responsibilities, roles and functions of the activity space even men and women in the community who gave birth to injustice and gender inequality. It is the latter which is currently a mainstream (mainstream) being championed by women in Indonesia and in the world at large to achieve justice and gender equality in all fields of life of society, nation and state. Justice and gender equality is understood as an equal and balanced between men and women in the opportunity, opportunity, participation, benefits, and control in implementing and enjoy the fruits of development, both within and outside the household.

2 MATERIALS AND METHOD

The object of this research is Gender Mainstreaming in the eyes of public administration in Banten province, while the design in this study using a qualitative descriptive approach in the form of case

studies that focus on a particular unit of the various phenomena that aims to describe, summarize a variety of conditions, situations or various phenomena of social reality. The use of a qualitative approach is also intended as a research procedure that produces descriptive data, of speech, writing, or behavior that can be observed from an individual, group, community and / or organization in a specific setting anyway. All of them are examined from the standpoint of the whole, comprehensive and holistic (Bogdan and Taylor or Fatchan quoted Basrowi Sukidin, 2002: 3). Creswell (2002: 136) and then summed up the views of various experts that the qualitative approach is more emphasis on the process and meaning of descriptive obtained through words or images as well as inductive where researchers build abstractions, concepts, hypotheses and theories of the details. Where the researcher is the principal instrument that physically connect with people, background, location or institutions to observe or record the behavior in a natural setting. Moreover, I also use secondary data sources, like government regulations, earlier research results, and the numerical datas from the Central Bureau of Statistics in Banten in Figures.

3 RESULT AND DISCUSSION

3.1 Overview of Gender Mainstreaming (PUG) in Development in Indonesi

PUG in Indonesia policy development is a long process that commitment in its implementation, starting from Pelita III were later the focus on the PDP (Women and Development, WID) and GDP (Gender and Development, GAD), and then PP (Empowerment), and finally to PUG. Furthermore, through GAP (Gender Analysis Pathway) as an analytical tool to identify problems, issues, and the possibility of a program for women based on gender equality issues and put it into development programs. The process of policy development and women's empowerment or PUG are as follows:

- 1) In 1978-1993, Indonesia implement the program "Women in Development (PDP)".
- 2) In 1993, for the first time, the guidelines incorporate the role of father, as a parent, the previous guidelines only call my mother, who is responsible for the education of children.
- 3) In 1996-1998, gender indicators structured to ensure that macro policy objectives of all sectors of development are gender responsive.
- 4) In 1998, the Gender Analysis Pathway (GAP) is prepared as a tool to assist policy makers in responding to the gender gap in a systematic way.
- 5) 1999-till now, GAP has been tested in five construction sector resulted in five policy (Policy Outlook) and Action Plan (Plan of Action, POP).
- 6) In 1999, for the first time, the guidelines of 1999 underscores the special chapter on "Women Empowerment" and guidelines for gender equality as a national policy.
- 7) 1999-till now, the Guidelines 1999 Repelita terminology translate into Propenas (National Development Planning Program). Under the

Bureau of Population, Social Welfare and Women's Empowerment. Bappenas, has emphasized mainstreaming as a strategy of national policy. PUG has been formulated in 20 cross-sectoral development programs.

- 8) 2000: Establishment of a Working Group (WG) to PUG across sectors.

(S. Hubeis, 2010: 136) Furthermore, gender issues are covered in Proenas Year 2001-2005 are: (1) education, (2) Health, Nutrition, Family Planning and Social Welfare, (3) Economic, (4) Politics, (5) Policy Development, (6) Institutional Strengthening and Capacity Building, (7) Resources Management and Environmental Development, and (8) Justice and Human Rights.

A brief description of each sector are included in Proenas as follows:

- 1) Gender issues in education, namely high ret illiteracy among women, the low proportion of female students at all levels of education than men, the gender bias in school books, and the low position of women in decision-making levels.
- 2) Gender issues in health, nutrition, family planning and social, ie lack of involvement and responsibility of men in family health, high maternal mortality rate, the high prevalence of iron-deficiency anemia and chronic energy deficiency of vitamin A, low participation of men in family planning, women's lack of control in their reproductive health, including family planning (Family Planning).
- 3) Gender issues in the economy, namely the lack of employment opportunities for women, poor women's access to economic resources, women working assumption in addition to the family, the low labor force participation of women, the high participation of women in marginal employment, discrimination against female workers in the selection process and promotion, lack of protection for women workers.
- 4) Gender issues in politics, namely, the small number of women as members and decision makers in the parliament, government agencies, and justice and peace as well as in the (military).
- 5) The issue of gender in development policies, which many development policies, programs and activities that are still gender bias.
- 6) The issue of gender in institutional strengthening and empowerment, which is the low awareness (awareness) people, especially officials about gender equality, the limited data and information on gender, low quality of institutions, and the lack of inter-institutional relations.
- 7) Gender issues in resource management and environmental development, namely the low participation of women in the planning, implementation, monitoring and evaluation of natural resources and environmental management, lack of awareness and knowledge of women in natural resource and environmental management, the amount of material that is discriminatory law, legal structure not conducive, high atrocities

against women, and the limited number of laws governing cruelty to women and sex workers.

- 8) Gender Issues in Law and Human Rights. (S. Hubeis, 2010: 8)

3.2 Gender Mainstreaming in Glasses Public Administration Glasses at Banten Province

Gender mainstreaming (PUG) in Glasses Public Administration glasses at Banten Province is a manifestation of New Public Management (NPM), which focuses on human development.

Human development as the development concept adopted by Indonesia in the implementation of development towards improving the welfare of the people must be supported by four pillars, namely productivity, equity, sustainability and empowerment. Banten as a relatively new province is a province that is growing much contact with gender issues, where almost 50% of the population female Banten Province which is the potential, in which the active role of women in many ways can be developed.

Based on Law No. 20 of 2000 on the establishment of Banten province, an area of Banten Province is 8651.20 km², which consists of 4 district (Pandeglang, Lebak, Serang, Tangerang) and 2 City (City Tangerang and Cilegon City). However, in line with the demands of development and progress, between the years of 2007-2008 has been the creation of the region, with the formation of Serang as a division of the district of Serang and Tangerang City South as a division of Tangerang regency. Therefore, Banten province currently has four districts and 4 cities.

Viewed from the regional aspect, Banten province bordering the Java Sea in the north, the east with Jakarta and West Java Province, Indonesia Ocean in the south and in the west of the Sunda Strait.

The issue of women's empowerment and gender mainstreaming is a problem that is so complex and covers a variety of aspects: health, education, social, cultural, role and position of women in public office, politics, quality of life, the protection of women and children.

In order to realize development by and for the people (men and women) to be equal and fair, Banten Provincial Government has been a pioneer in the delivery of the Regional Regulation No. 10 Year 2005 on Gender Mainstreaming in Regional Development. Bylaw was then translated into measures such as the publication of several more operations Decree of the Governor of the acceleration of the implementation of the gender mainstreaming strategy for development in various sectors in the Banten Provincial Government and the Regency / City in the province of Banten. Additionally in 2006 has been published Banten Governor Regulation No. 39 Year 2006 on Guidelines for the Regional Action Plan for Gender Mainstreaming Banten Province. Followed by the Regional Action Plan for the Acceleration of MDG Banten Year 2011-2015 in Banten Governor Regulation No. 38 Th 2011.

Banten Province is a pioneer as the first province gave birth to the law No. 10 of 2005 on Gender

Mainstreaming in development as well as the gubernatorial regulation No. 39 Year 2006 on Guidelines for the Regional Action Plan on Gender Mainstreaming Banten Province. With legislation intended expected area should be a pioneer in the implementation of the strategy of gender mainstreaming and women's empowerment, child welfare and the Protection where programs will be run will be targeted if the parties were able to be sharp in analyzing problems, identifying, locating methods and is able to provide solutions precisely as a way out of the problems that will ultimately contribute to policy holders in determining the direction of gender responsive development.

One of the key sentences from Banten Province Development Vision 2012 - 2017 is Unite People Achieve Prosperity Banten based on faith and piety which is a reflection of the reduction in poor communities, increase the purchasing power of people met the basic needs of health, education and economy. Medium Term Development, 2012 to 2017, Banten province aims to empower existing resources to improve the welfare of society. Society both men and women are as actors and beneficiaries of development. The essence of development is to make all people more prosperous regardless of race, religion, place of residence and gender. All residents acquire the same rights and obligations in all aspects of life, which allows residents have many choices.

Total population balanced between males, should the role and participation in development as well as the perceived benefits of the results can be felt in a balanced development between men and women. However, in reality, in the development process seems to be still there is the assumption that women are second-class citizens or women earn less than fair treatment. This assumption, at least not supported by empirical evidence reflected in the various indicators that explain that women still lag behind men in many aspects.

In general, human development in Banten Province has increased. This is evident from the Human Development Index Banten moving from 66.6 in 2002, became 69.29 in 2007. On average over the three years of HDI rose by 0.7 points per year. Increased HDI figures can not be separated from the improvement of government performance to improve the welfare of the community. In the same document indicates the persistence of the disadvantaged groups, namely women.

Banten women's access to development resources is relatively smaller compared to the male group. In the field of education, level of education attained by women are lower as compared to men. The maternal mortality rate is quite high. Children who are born more helped by a non-physician personnel and paramedics are still quite a lot. On the other hand the low level of women's education, and lack of skills for the labor force women to encourage them falls on the type of informal work, look for work overseas as maids and most of them were forced to idle, whereas the protection and rights of workers in the informal

sector was minimal. Socio-economic conditions that are less favorable that causes many women workers / migrant workers suffered unfair treatment and arbitrary management company / employer who recently made headlines in the mass media.

Gender mainstreaming is one of the strategies of development that leads to efforts to achieve equality and justice for all perpetrators and beneficiaries of the development of both men and women. Way taken is to integrate the aspirations, needs and experiences of women and men in the preparation of the policy, planning, implementation and monitoring of development programs. Identification of the needs, aspirations and experiences of the two groups of men and women was conducted by conducting a gender analysis that is supported by the availability of a complete gender data includes quantitative data and qualitative data, disaggregated by sex and of data as well as women-specific information such as data violence, mortality data maternal etc.

Banten Provincial Government has taken various policies and programs of community empowerment, especially of women. In the medium term perencanaan document Banten province, as contained in the annex to the Regional Regulation No. 3 of 2007 on the Medium Term Development Plan (RPJMD) 2007-2012 followed RPJMD Banten Banten province Years 2012-2017 gender issues widely discussed and programs for towards equality and justice formulated in detail along with the target to be achieved by the end of 2012. The Commission followed up with NMTDP 2010-2014 (Presidential Decree 5/2010) and the Commission RPJPD 2005-2025 (Regulation 1/2010). RPJMD performance indicators and targets include the five aspects in its mission: "Infrastructure", "investment", "human resources", "United", "government" with the translation of its mission as follows:

- 1) Supports Regional Infrastructure Development Improvement Area Development / Environmental Zone,
- 2) Conducive Investment Climate Stabilization
- 3) Improving the Quality of Human Resources healthy, intelligent, religious and strengthening the competitiveness within the framework of NKRI
- 4) Strengthening the spirit of togetherness Inter-Development Actors and synergy of government, provincial and district / city that is in harmony and balance
- 5) Quality Improvement and Local Government Performance Dignified Towards Good Governance, Clean and Efficient
Then also contained in the Regional Action Plan for the Acceleration of MDG Banten Year 2011-2015

(Banten Governor Regulation No. 38 Th 2011), namely: 1) Eradicate Extreme Poverty and Hunger; 2) Achieve Basic Education For All; 3) Promote Gender Equality and Women's Empowerment; 4) Reduce Child Mortality; 5) Improve Maternal Health; 6) Combat HIV / AIDS, Malaria and other Infectious

Diseases; 7) Ensure environmental sustainability; and 8) Develop a Global Partnership for Development.

To determine the success of a program needs to be a periodic activity and continuous monitoring and evaluation of the implementation of the program by looking at the various issues that intersect with gender mainstreaming in Banten Province.

3.2.1 Low Quality of Life of Women Compared to Men Who Caused Patriarchy Culture

This is demonstrated by the strong cultural and structural insulation which take refuge in the interpretation of religious values and culture that tends to subjectively within the confines of a patriarchal culture that indicates the majority of models of men's work more from recognized. Besides, the presence of stereotypes (labeling) which distinguish the role of women's bags and the domestic public sphere which often impede progress, especially in improving the quality of life and lack of utilization of the local wisdom that exists in the community to gather information and data collection relating to the use of the values of wisdom Local constructive or permissif for the advancement of women. Based on the results of interviews with one of the staff writers BAPPEDA Banten (11/26/2014):

"People Banten Province is still the patriarchal culture, as shown by prioritizing male compared to female for sekolahkan. It is strongly felt unfair to women, but some people prefer the rural education by sending her first due to economic factors. They think that if men have school to work later, while the women are not required to get an education because it is not required to work but take care of the household. "

This was confirmed also by the statement of an informer a man (38 years old, 11/28/2014) in Cikande Serang:

"What I see people Banten always put men than women, because men are destined as a leader in both the head of the household as well as a leader of the State, and in terms of employment preferred a man because the man power stronger and more needed than women."

From the interview above, the authors assume that people Banten still reinforced by the patriarchal culture where men are preferred as compared to women in all areas of education, economic, political, social, cultural and so on. It can be seen and strengthened also by the data of Human Development Index (HDI) in Banten province in 2009/2010, namely: Data Human Development Index in Banten Province showed in 2009 amounted to 70.06 with HDI rankings to 23, while in the year 2010 has an increase of 42 points which is 70.48 with the same HDI rank, namely to 23. Then, the HDI in 2011 amounted to 70.95%, in 2012 amounted to 71.49% and in 2013 amounted to 71.90% (Bantam in Figures 2014: 551). So it can be said IPM in Banten Province is still very low and there is no gender equality between men and women.

3.2.2 Development Achievement Gap Between Women and Men in Political, Economic, Social and Cultural

Development achievement gap between women and men in the political, economic and social culture in which participation and beneficiaries against women is not optimal, participation here indicate that participation and opportunities of women remains low in politics, economics, and decision-making, especially education, while beneficiaries here means between men and women benefit equally and fairly in the process of development. As for the problem of low participation of women in various fields, as follows:

Problems in the political field, there are still leaders of political parties who have not been responsive to gender, so they tend to put women in a position that has not elected as a member of a legislative guarantee and the limited position and role of women sitting at the end of the assessment team for the positions of Echelon I and Echelon II as policy makers.

Problems in the economy, lack of education of women and the limited formal employment for women in addition to the persistence of the common assumption that the role of women in society is in the domestic sphere and women's income is considered as family income, so it gets a piece of work that are marginal, not permanent and fickle.

Social and cultural problems in the field, the absence of a commitment to utilize social norms, cultural values and local wisdom that support gender equality and the persistence of patterns of thought and action pattern of society, especially women against existing cultural construction and the lack of participation and the participation of women so as not can have access, benefits and control in gender responsive development.

3.2.3 Lack of Institutional and Gender Mainstreaming Network, including the availability Disaggregated and Public Participation

Weak institutional and gender mainstreaming networks, including the availability of data and community participation shown by the limited development of data disaggregated by sex so hard to find the problems existing gender. In addition, public participation is not maximized in improving the quality of life of women.

One of the four obstacles in the implementation of gender mainstreaming in Banten Province is the involvement of women in decision-making processes in the government of Banten province is still little, so that dominates all forms of organization of the construction process and in decision making both the household and the community more men.

Representation of women in government, parliament and public office is still low, despite the determination of the quota of women in politics is 30%. In all the process of forming local regulations that exist in Serang city carried out by the Regional

Representatives Council (DPRD) which is an element of local governance institutions have the same responsibilities to local government for the welfare of the people. However, the gender perspective of membership of women who served in the government agency such as the Regional Representatives Council (DPRD) Banten Province is still small.

Regarding the composition of the members of the

DPRD is known that members of the DPRD Male amounted to 397 people (86.3%) and legislators Women Banten Province numbered 63 people (13.7%) of the total 460 seats available. More details will be described in Tables 3.1 List of Members of Parliament According to the type of Gender and by Percentage Provincial and Regency / City in Banten province, the following:

Table 3: List of Members of Parliament by Sex and Percentage Based Province and Regency/City in Banten at 2011

No.	Grade	Male	%	Female	%	Numbers of Seats
1.	Banten Province	70	82,4	15	17,7	85
2.	Serang Regency	47	94	3	8	50
3.	Serang City	37	82,2	8	17,8	45
4.	Cilegon City	28	80	7	20	35
5.	Tangerang Regency	46	92	4	8	50
6.	Tangerang City	44	88	6	12	50
7.	Lebak Regency	42	84	8	16	50
8.	Pandeglang Regency	45	90	5	10	50
9.	South Tangerang City	38	84,4	7	15,6	45
	Total	397	86,3	63	13,7	460

Source : Bappeda, Banten Province (2011)

Then the number of Members of Parliament Regency / City by Gender in Banten, 2013 can be seen in Table 3.2 below:

Table 4: Number of Members of Regency / City by Gender at Banten Province in 2013

No.	Regency/City	Male	Female	Total
	(1)	(2)	(3)	(4)
1.	Pandeglang Regency	45	5	50
2.	Lebak Regency	44	6	50
3.	Tangerang Regency	46	4	50
4.	Serang Regency	47	3	50
5.	Tangerang City	42	8	50
6.	Cilegon City	29	6	35
7.	Serang City	37	8	45
8.	South Tangerang City	37	8	45
	Banten Province	327	48	375

Source: Banten In Figures (2014:52)

From Table 3.1 and Table 3.2 above, can the author analyzes that indeed women's representation in Parliament Level I Banten not yet reached 30%, so there is still the need for efforts to increase the quantity of women's representation in parliament until a minimum of 30%, if need be exceeded 30% in order to avoid gaps role of women in parliament.

Furthermore, the data Gender Development Index (GDI) in Banten province has not developed enough because in 2009 only amounted to 61.89 with IPG ranked 25th and in 2010 amounted to 62.88 with rank 24. This shows that the gender development index in the province Banten not yet developed enough and only increased 1 point or 1 percent from the previous year, which previously was ranked 25 be ranked at 24. It can be seen that the construction of gender in Banten province is still not running optimally. While the IPG in 2010, can be seen female life expectancy (66.88 years) is higher than males (63.04 years). For the literacy rate, the percentage of men is larger, ie 98.99% compared to 94.81% of women only. The average length of school for men and women is 8.9 years 7.85 years. This shows that there is still a gap in access to education between men and women.

Gender Empowerment Index data in Banten Province showed in 2009 amounted to 58.90 with 125 ranks and in 2010 amounted to 59.94 with the rank 124. It can be argued that the Banten province is still very low in gender empowerment. The involvement of women in parliament at 18.82%. This figure is quite high with the election of 16 members of the legislature (MPs) of women in the provincial parliament 2009-2014. Women who become professionals (such as managers, technicians and administration) amounted to 39.69 percent. (Puskapol, 2013: 43).

Then linked the availability of disaggregated data on the institutional and PUG are still weak network, based on the results of research conducted Study Center Institute for Research and Community Services University of Sultan Agung Tirtayasa (2011) note that:

The availability of disaggregated data (disaggregated data: data that presents a comparison of the number of men and women such as education, health, economic, political, and legal) and weak institutional network in PUG is a bottleneck in the implementation of gender mainstreaming in the province of Banten. As presented by PUG BPPMD Kasubid Banten (2011):

"The government is very concerned Banten province in the construction of gender, especially Banten own legislation on Gender Mainstreaming, so the development of women should continue to be optimized. To that end, the problem is not all SKPD (= SKPD) in Banten province has disaggregated data as soon as possible and the need to build institutional Focal Point PUG in Banten Province. It should be encouraged so that the implementation of gender mainstreaming continues to run with the availability of data and cross-sectoral institutional strengthening". (Spoken in Gender Analysis Tool training event, in Room Teleconference C Building, University of Sultan Agung Tirtayasa, Wednesday, December 7, 2011).

From the quote above, can the author analyzes that disaggregated data needs and institutional strengthening PUG is a must in optimizing the implementation of gender mainstreaming in the province of Banten.

Further delivered by the Governor of Banten Hj. Ratu Atut Chosiyah:

"One of the Banten Provincial Government's attention to the future of women is the capital strengthening micro-enterprises for women in an effort to help the family economy in order to improve the welfare of the family. In addition we will also improve the protection of mothers and children, through policies and pro-women programs. The position of women in the future will increasingly strategic in order to achieve the ideals of Banten Prosperous based on faith and piety". (Source: Radar Banten, Friday, December 23, 2011).

Based on the above statement Banten Governor, authors can analyze that women have a strategic position in the acceleration of development in Banten, given the empowerment of women in Banten became one of the main agenda in 2012, that all women in Banten be doers, not the object of development. In addition it is expected to improve the economy of the family, the empowerment of women in the economic sector such as SMEs (Small and Medium Enterprises), are also able to boost regional development.

The last obstacle in the implementation of gender mainstreaming in Banten Province is still a lack of community participation Banten province, began the planning, implementation, until the final stages of monitoring and evaluation.

Based on the interview with the author of one of the officials in the BPMPKB (Agency for Community Empowerment, Women and Family Planning, May 2015) Kota Serang, the following:

"..... If in Kota Serang involvement of women in parliament is still small, has not reached 30%. However, women cadres who deal with issues of gender responsive lot. Among the PKK is active, can also mothers female dharma whose members are wives of officials. The province also BKOW (= Women's Organization Coordinating Board), if at Regency / City there GOW (= Joint Organization for

Women). There are many more, officials in BPMPKB and BPPMD some of them are women".

Based on the interview above, it can be seen that the participation during this walk through interaction with various women's organizations are formal and informal organizations are also working with several agencies.

4. CONCLUSION

Gender mainstreaming (PUG) in development needs to be done so that the Banten province can provide justice and prosperity to the people, both men and women and to improve the position, role, and the quality of women in efforts to achieve gender equality and equity in development. So that the whole of society, especially women can participate in the governance process, development, and social.

Furthermore, the application of the concept of good governance and reinventing government as a manifestation of new public management in gender mainstreaming in Banten province needs a clear direction and a strong political will from the government and community support. In addition, the most important is the change in mindset and a new mentality in the government bureaucracy itself as good as any concept offered, if the spirit and mentality of the government administration still uses the old paradigm, the concept will only be an empty slogan without bringing any change, as well as in the management of local government berspektif gender.

Based on the above conclusion, the authors give advice in the form of recommendations following:

- 1) It should continue to be disseminated Local Regulation No.10 of 2005 on Gender Mainstreaming in regional development in the province of Banten.
- 2) Need for training on analysis and development and maximum realization of gender responsive budgeting to all sectors in the province of Banten.
- 3) Promote the fulfillment of the quota of women representation in the parliament of at least 30%, placing the women who have credibility with emphasis on quality, not quantity of her affirmative policies quote.
- 4) In the disaggregated data for per SKPD, which categorizes data for women and men to facilitate the preparation of the Gender Development Index (GDI) and Gender Empowerment Indicators (IDG).
- 5) Need to do research and advocacy efforts related to the implementation of the increased participation of women in the development process in the region.
- 6) Encourage immediate implementation of gender responsive budgeting planning (PPRG) in 42 Unit rating (SKPD) Banten Province by building partnerships with the facilitator PPRG of Universities in Banten.

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