

Implementation of Gender Mainstreaming in Women's Protection Policy in Siak District

Emilda Firdaus, Sukamarriko Andrikasmi*, Dodi Haryono, Mexsasai Indra, Dessy Artina, & Gusliana HB

Faculty of Law, Universitas Riau, Pekanbaru, Indonesia

* sukamarriko@lecturer.unri.ac.id

Article Info	Abstract
Received : 2023-10-18 Accepted : 2023-12-22 Published : 2024-01-16	Women are a group or group that is vulnerable to violence that occurs in society. Violence against women can take the form of domestic violence, sexual harassment, workplace violence, human trafficking, and other forms of violence. To overcome various problems of violence that occur against women, special support and attention is needed from all groups, both community groups and government circles consisting of the central government and regional governments. This certainly has an impact on the existence of women's groups in the social order amidst demands for achieving the Sustainable Development Goals (SDG's). If we refer to the concept of "mainstreaming" itself, it can be interpreted as a process carried out to bring aspects that were previously considered unimportant or marginal into decision making and management of the main activities of institutions and work programs to achieve inclusiveness, justice and sustainability. . This series of strategies was prepared based on insight, critical awareness and data obtained from gender analysis. Therefore, this study is considered important to look at gender representation in the Green Siak policy.
Key words: women; mainstreaming; siak hijau policies	

INTRODUCTION

Village women are more vulnerable to violence because village women are women who live in a context of thinking that assumes that men are superior. Including threats to commit acts of coercion, or legal deprivation of liberty within the household (Emilda Firdaus, 2008). Village women also think that culture is a guide to life which women must submit and obey and are obliged to maintain. In principle, it is good to see village women who prioritize their culture, but there are times when men take advantage of the power of their patriarchal culture. So village women often remain silent and accept the situation that this is the culture they must follow. The fault is not in the culture, but lies in the individual who takes advantage of the power of that cultural doctrine, resulting in gender inequality.

Women, who are weaker than men, sometimes always become victims of violence in their households. The submissive personality is always used as an object for men who do not consider that women are actually a gift that must be protected (Emilda Firdaus, 2021). Women's culture" refers to the overall system of values, norms, beliefs, practices, and behavioral patterns adhered to by groups of women in a society. Women's culture can vary significantly between different ethnic, social, economic, and geographic groups. Some key elements in culture women involves the roles, identities and experiences of women in the context of everyday life.

Human life is not free from problems. To overcome this, a regulation is needed that can prevent and provide sanctions against people who commit acts that are not in accordance with applicable norms or ethics (Khairani Miftahul Jannah, 2021), including providing protection for women by mainstreaming gender . Gender inequality is still an important issue in Indonesia's development, so efforts to overcome gender inequality in Indonesia require collaboration between the government, civil society, the private sector and international organizations. Implementing policies that support gender mainstreaming, increasing public awareness, and

empowering women economically and socially are key steps to achieving gender equality in development

Based on the Global Gender Gap Report 2022 released by the World Economic Forum in July 2022, the gender inequality index score in Indonesia is in the range of 0.697 (on a scale of 0 to 1), and is ranked 92nd out of 146 countries, more lower than Singapore, Brunei, Malaysia and Thailand (UNDP, 2022). This score is categorized as moderate human development. At the local level, women's role is lower, especially in the decision-making process. Gender inequality is also found in access to education, health services, utility development, and public infrastructure development (Prasica & Sutikno, 2015). This certainly has an impact on the existence of women's groups in the social order amidst demands for achieving Sustainable Development Goals (SDG's). Indonesia has not experienced significant progress. In line with the implementation of the Sustainable Development Goals (SDG), the UNDP (United Nation Development Program) created a new measure to measure progress in developing gender equality. High inequality in Indonesia, especially due to the weak commitment of the Government and Regional Governments in implementing Gender Mainstreaming (PUG). Even though Indonesia already has a policy for Gender Mainstreaming, in Siak, the Green Siak policy is actually expected to be the starting point for bringing gender issues to the surface. The Siak Hijau policy, which was then followed by the Ecology-Based Regency Budget Transfer (TAKE) policy, has not shown significant support for women's groups, even though the Gender Responsive Budgeting Planning (PPRG) states that gender issues that must be considered include maternal and child mortality, maternal immunization, pregnant women and toddlers, health facilities starting from community health centers, village health centers and posyandu as well as providing medicines, then BPJS services, especially for underprivileged/poor communities and facilitating groups of people with disabilities. If we refer to the concept of "mainstreaming" itself, it can be interpreted as a process that is carried out to bring aspects that were previously considered unimportant or marginal into the decision-making and management of main institutional activities and work programs (Tigayanti et al., 2014). Gender mainstreaming is a series of strategies for integrating gender perspectives in the development of institutions, policies and work programs, including policy design and implementation, monitoring and evaluation as well as collaboration with external parties and/or external parties (Schlozman et al., 1995) to reduce and eradicate Cases of gender-based violence in Indonesia, especially in Siak Sri Indrapura Regency, Riau Province, are a joint responsibility of the government and society. Because this crime has its own characteristics, one of which is that the victims are women, who in the cultural framework are always placed in a weak position, so special regulations are needed that are responsive to gender and community participation.

The movement and socialization of human rights continues to be carried out even reaching the borders of a country. Once human rights and human rights are urgent, if a country is identified as violating human rights, so do nation-states in this hemisphere respond, especially to some countries that are nicknamed 'superpowers', criticizing, even accusing harsh criticism such as an embargo etc (Emilda Firdaus,2021).

The aim of this research is to identify how gender mainstreaming is implemented in women's protection policies by analyzing the implementation of gender mainstreaming in regional policies for women's protection and explaining the context of policies that are friendly to women's groups. Therefore, there needs to be real action to implement gender mainstreaming in women's protection policies in Siak Regency.

LITERATURE REVIEW

According to John Rawls, who is seen as a "liberal-egalitarian perspective of social justice", he believes that justice is the main virtue of the presence of social institutions. However, benevolence for the whole society cannot override or challenge the sense of justice of every person who has acquired a sense of justice. Especially weak communities seeking justice (Mohamad Faiz: 2009).

Human rights are contained in Law Number 39 of 1999 concerning Human Rights. According to this Law, human rights are a set of rights that are inherent in the nature and existence of humans as creatures of God Almighty and are His gifts which must be respected, upheld and protected by the state, law, government and every person for the sake of honor and protection of human dignity. Human rights consist of civil and political rights, economic, social and cultural rights and the right to development.

As a legal state, Indonesia provides a forum for the protection of human rights, namely in order to protect human dignity from government arbitrariness. Implementation of the concept of the rule of law allows for differentiation in principles, institutions and implementation. This right is closely related to the cultural journey of every Indonesian nation who is an eastern person who upholds the norms that apply in eastern society.

Furthermore, in the author's previous research in 2013, the researcher started the research with the theme of Protection of Women Victims of Domestic Violence from a human rights perspective in Indonesia. The conclusion from this research was that the legislation regarding the protection of the human rights of Women Victims of Domestic Violence in Indonesia was largely in accordance with the principles human rights and aligned with the values of Pancasila.

In 2014, the research carried out by researchers was about Legal Protection for Women Victims of Domestic Violence Based on CEDAW in Indonesia. This research analyzes the legal product, namely Law Number 23 of 2004 concerning the Elimination of Domestic Violence, whether it is in accordance with the principles of CEDAW, which is an international convention issued by the UN and which most comprehensively regulates the protection of women's rights. This convention has been ratified by the Indonesian Government in the form of a law. The results of this research are that Law Number 23 of 2004 concerning the Elimination of Domestic Violence is not complete enough to protect women's rights. victims of domestic violence because they have not yet regulated special gender-responsive courts and their criminal procedural laws.

In 2015, the research theme raised by researchers was the role of the Riau Malay Traditional Institution (LAM Riau) in protecting women victims of domestic violence in Riau Province. The results of the research show that the Riau Malay Traditional Institute as an institution formed by the Riau Provincial Government based on Regional Regulation Number 1 of 2012 still has a less than optimal role, because there are no codified rules/policies regarding guidelines for harmonious married life in accordance with Malay cultural values. along with procedures for solving it based on Malay cultural values.

Research in 2016 raised the theme of Women's Empowerment to Prevent Domestic Violence Based on the Law of the Kingdom of Siak Sri Indra Pura. This theme was raised to see what the appropriate formulation is in accordance with the local wisdom of the Siak Sri Indra Pura Kingdom, in empowering women as a strategy to prevent domestic violence. This research was motivated by the fact that Siak Regency was once one of the regencies in Riau Province with the highest level of domestic violence.

Then in 2017 with the theme Implementation of women's empowerment policies in overcoming domestic violence in Kampar Regency, as an area with abundant natural potential, Kampar can provide guidance and empowerment for women and form a child-friendly area, especially as the Kampar Regency area directly borders Sumatra Province. The West therefore has a very strategic zone.

Furthermore, in 2018, research on how traditional marriage procedures in Kampar Regency are carried out can illustrate how women's rights are maintained according to their nature as believed and adhered to by the people of Kampar Regency in the customs and customs of their community, and in 2019 the title will be about how implementation model of corporate social responsibility (CSR) based on women's empowerment in Pelalawan Regency, many companies that produce in Pelalawan do not guarantee that they can provide fresh air for women's empowerment in the economic sector in overcoming domestic violence, in this research the existing CSR management program should be also provides open space for women's empowerment with the Puan Berdaya CSR model.

Based on the results of previous research described above, researchers feel it is very important to conduct research on the development of a women's empowerment model to prevent gender-based violence in Siak Sri Indrapura Regency, Riau Province, taking a location in Paluh Village, Siak Regency, Riau Province. This research is a deepening of previous research, namely looking at the factors driving gender-based violence and the forms that are more dominant in the Malay community in Riau Province.

Then in 2020, researchers looked for the causes of gender-based violence and regulations related to empowerment in Paluh Village, Mempura District, Siak Regency, then in the second year they prepared a regulatory plan or women's empowerment policy to prevent gender-based violence in the new order of life in Paluh Village, Mempura District, Siak Regency. and in the third year a draft village regulation was drafted regarding the Empowerment of Paluh Village Women in the New Order of Life. And in 2021, researchers will focus on how the policy of empowering cassava business actors in Riau can be implemented so as to improve the economy of the people of Riau.

METHODS

Field research was conducted in Siak Regency, Riau Province. Secondary data was collected at the Riau University Faculty of Law library, Pekanbaru city regional library, Soeman HS Regional Library, with a research time of 8 (eight) months. The sampling method was purposive sampling, that is, the collection was adjusted to the research objectives, the sample size was not in question, the sample Only those that are in accordance with the research objectives are taken (Muhammad, 2004:47). To achieve the aims and objectives of this research, the population and sample in this research are:

Table 1. Respondent Data, Population and Research Sample

No.	Responden	Populasi	Sampel	Persentase
1	Department of Women's Empowerment, Child Protection, Population Control and Family Planning	2	2	100%
2	Siak Regency Regional People's Representative Council	1	1	100%
3	Riau Malay Traditional Institution, Siak Regency	1	1	100%
4	Public	5	5	100%

a. This type of research is sociological juridical (Soekanto, 2006: 76) with an emphasis on field research. A sociological juridical approach is taken because the problem studied revolves around how the law is applied in society. Judging from its nature, this research is descriptive, because it aims to describe the reality being studied clearly and systematically.

b. Data source

The data that will be used in this research are:

- 1) primary Data is data obtained directly from respondents using data collection tools in the form of interviews;
- 2) secondary data is data obtained from laws and regulations relating to gender mainstreaming;
- 3) Tertiary data is data obtained through dictionaries, encyclopedias and the like to support primary and secondary data.

Data Collection Techniques

In accordance with the research stage, data was obtained using the following technique:

- a. Study documents in the form of seminar results, research results and literature that are relevant to the research object.
- b. Interviews with parties who are considered competent and authorized in answering the problem of implementing gender mainstreaming in women's protection policies in Siak Regency.

Data Analysis Techniques or Hypothesis Testing Design

The data obtained through this research was analyzed using qualitative juridical methods, looking for living and unwritten laws. One regulation must not conflict with another, paying attention to the hierarchy of statutory regulations and legal certainty.

RESULTS and DISCUSSION

Implementing Gender Mainstreaming in Women's Protection Policy in Siak District

Based on Minister of Home Affairs Regulation Number 67 of 2011 concerning Amendments to Minister of Home Affairs Regulation Number 15 of 2008 concerning General Guidelines for Implementing Gender Mainstreaming in Regions, article 4 paragraph 1 states that the Regional Government is obliged to formulate policies, programs and development activities with a gender perspective as outlined in the RPJMD, SKPD Strategic Plan, and Renja SKPD. The implementation of gender equality in Siak Regency can be seen with the issuance of Siak Regent Regulation No. 18 of 2016 concerning the Establishment of a Gender Mainstreaming Working Group, so that existing regional organizations can certainly work together to create gender equality both in organizational policies and even as individuals in the family. This starts by instilling the values of equality in every family activity and relationship between family members as well as understanding and addressing the differences and needs of each member and providing equal opportunities without discrimination based on gender.

The implementation of gender equality can start by instilling the values of equality in every family activity and the relationships between family members. This includes understanding and addressing the differences and needs of each member and providing equal opportunities without discrimination based on gender. In Instruction No. 9 of 2000 on Gender Mainstreaming in National Development by the President of the Republic of Indonesia, it is stated that gender mainstreaming should be integrated into the national development process, starting from the central and regional governments. Gender equality means equal conditions for men and women to access opportunities and their human rights, enabling them to participate in political, economic, socio-cultural, defense, national security, and enjoy the benefits of national development equally.

The need for joint commitment in implementing gender mainstreaming is very urgent considering the complexity of the challenges faced in achieving gender equality. The steps that can be taken to increase awareness and commitment involve several aspects that need to be expanded. Gender mainstreaming is achieved through gender analysis, which includes: namely:

- a. The importance of clearly identifying the gap between men and women in obtaining benefits from development policies and programs in various sectors of life. This step requires an in-depth analysis of specific aspects where gender inequality still exists, so that appropriate solutions can be designed.
- b. Efforts need to be made to identify and understand the causes of gender inequality and injustice, as well as collecting data regarding the causal factors. With a deep understanding of the root of the problem, mitigation efforts can be more effective and targeted.
- c. Active efforts are needed to develop concrete steps necessary to achieve gender equality and justice. This includes designing policies, programs and strategic initiatives that can bring positive change in strengthening the role and position of women in society.
- d. Establishing clear and relevant gender indicators is an essential step in measuring the achievements of efforts to realize gender equality and justice. This indicator will provide a more

accurate picture of the progress that has been achieved and help in assessing the effectiveness of each policy or program that has been implemented.

Thus, a joint commitment to implementing these steps can form a strong basis for a more effective and sustainable implementation of gender mainstreaming.

The term "gender" is used to describe the inherent differences in the roles of women and men as creations of God. Gender differentiates roles, positions, responsibilities, and the division of labor between men and women, as defined by societal norms, customs, beliefs, or cultural practices. Gender is not the same as nature. Nature is something determined by the Almighty God, and it cannot be changed or rejected by humans. Injustice based on gender is a result of social systems and structures, making both men and women victims of such systems. Gender is a social construct, while nature is universal, such as women giving birth, menstruating, and breastfeeding, or men producing sperm. Gender justice can be achieved when a condition is created in which the social roles and cycles of women and men are equal, harmonious, balanced, and in harmony. The Beijing Conference has declared that governments have an obligation to promote equality, development, and peace for all women, everywhere, for the benefit of humanity. Gender mainstreaming is one of the efforts to fulfill this commitment.

In Siak Regency, gender mainstreaming commitment is outlined in the President's Instruction No. 9 of 2000 on Gender Mainstreaming (PUG). PUG is a strategy to integrate women's and men's issues and experiences into the integral dimensions of planning, implementation, monitoring, and evaluation of policies and programs in every development area, ensuring equal benefits for both women and men. This strategy necessitates gender-responsive budgeting, aligning with the cross-sectoral nature of government programs aimed at achieving the economic and social changes required to meet Sustainable Development Goals (SDGs) and green or climate-friendly economic growth.

In the Siak district regional regulation Number 9 of 2019 concerning the empowerment and protection of women, it is explained that women's rights are as follows: rights in the field of politics and government, rights in the field of citizenship, rights in the field of education and teaching, rights in the field of employment, rights in the field of health, the right to carry out legal actions and rights in the marriage/dissolution of marriage. Article 2 states that women's empowerment and protection is carried out based on the principles of justice and gender equality with funding supported by the Siak Regency revenue and expenditure budget as explained in article 17 paragraph 1. Community participation is also given so that anyone can work together in the implementation and protection women, either individually or in organizations, take an active role in policy formulation, cooperation and reporting/complaints.

In creating gender equality, especially for children, Siak Regency also has Siak Regency Regional Regulation (PERDA) Number 1 of 2022 concerning the Implementation of a Child Friendly Regency. The principles for implementing a child-friendly district as in Article 2 are explained, namely: a. good governance, namely transparency, accountability, participation, openness of information and supremacy of law, b. non-discrimination, namely not distinguishing between ethnicity, race, religion, gender, language, political understanding, national origin, economic status, physical condition or the child's psychology, or other factors, c. best interests of children, namely making what is best for children the main consideration in every policy, program and activity, d. the right to life, survival and development of children, namely guaranteeing the right to life, survival and development of children as fully as possible, e. and respect for children's views, namely recognizing and ensuring that every child who has the ability to express his opinion, is given the opportunity to express his views freely on all matters that affect him.

At the central government level in Jakarta, gender mainstreaming is evident through the establishment of the National Commission on Violence Against Women (Komnas Perempuan), the Ministry of Women's Empowerment and Child Protection, and the obligation of 30% women's representation in the legislative. At the local government level in Siak Regency, it can promote gender mainstreaming by allocating resources and creating local regulations on gender mainstreaming. This can include identifying the gaps between men and women in benefiting from development policies and programs, understanding the causes of gender inequality and

injustice, taking necessary steps to achieve gender equality and justice, and establishing gender indicators to measure the progress.

Gender mainstreaming is not only an important principle in protecting women, but also a fundamental basis in creating a just and equal society. It needs to be acknowledged that the perception of women as being less knowledgeable and easily persuaded by irresponsible men creates social dynamics that are vulnerable to inequality and unfair treatment.

Insufficient understanding of the importance of gender mainstreaming can create conditions where women become more vulnerable to temptation and detrimental treatment from irresponsible parties. Therefore, policies that do not integrate gender mainstreaming principles can increase the possibility of acts of violence against women.

In this context, the need for greater emphasis on gender equality and the protection of women's rights is imperative. This is not only limited to aspects of physical protection, but also includes the recognition and empowerment of women in all sectors of life, from education to participation in decision making. Thus, gender mainstreaming is not only a moral responsibility, but also a strategic step to achieve an inclusive and just society.

Factors Inhibiting the Implementation of Gender Mainstreaming in Women Protection Policies in Siak Regency

The implementation of gender mainstreaming is essential at every stage of development, particularly in the planning and policy formulation process, to ensure that both men and women's interests are considered, allowing both genders to enjoy the benefits of development in an equitable manner. However, there are several factors inhibiting the effective implementation of gender mainstreaming in women protection policies in Siak Regency.

1. Husband's permission is one of the main obstacles for women in finding work. The view that women are weaker or a sense of threat to their wives' economic independence makes many husbands reluctant to give them permission to work. This reflects the power dynamics in marriage, where the husband feels he has the right to control decisions regarding his wife's work. This condition creates gender inequality and limits women's potential to develop in the world of work.

2. "Gender stereotypes have a significant influence on society's perception of the role and abilities of women in the work environment. A husband's consent, for example, may be influenced by gender stereotypes that identify women only in traditional roles as housewives and caregivers. Deconstructing and challenging these stereotypes is essential in efforts to advance gender equality in the workplace. Society needs to better understand that women have extraordinary potential in various fields, and providing space for women to work without their husband's permission is an important step towards a more inclusive and equal society.

3. "Family permission can be a significant obstacle faced by women in pursuing a career outside the home. Family members, especially those with traditional views, may believe that women should only focus on household duties and caring for family members. This belief can limit women in pursuing career opportunities, because it is believed that their main role should be limited to the domestic sphere. Therefore, overcoming family permission that can prevent women from working is a key step in realizing gender equality and providing equal space for women in the professional world."

4. Low educational achievement among women can be a serious obstacle in achieving maximum participation in the world of work. Women's limited access to education can be caused by a number of social and economic factors, including limited funds or social norms that inhibit women's education. This lack of educational opportunities not only prevents women from achieving better jobs, but also impacts overall social development and progress. "Therefore, creating equal and inclusive educational opportunities for women is essential in ensuring equal access and increasing their participation in the world of work."

5. The Gender Mainstreaming Regulations are still in the ongoing discussion stage, proposed by the relevant departments, and to date have only undergone two discussion stages. This process reflects the government's serious efforts to improve gender equality in regulations and policies. Even though it is still in the early stages, the hope is that this regulation will soon

go through the ratification process and become a strong foundation in supporting gender mainstreaming in various sectors. The sustainability and success of the implementation of this regulation will later become a benchmark for the effectiveness of the government's efforts in achieving the desired gender equality.

6. Firm cultural norms and values can be a significant barrier to achieving gender equality. This condition may reflect a serious challenge in implementing inclusive policies to protect women's rights, especially in a culture that still deeply embeds gender inequality. Apart from that, traditions and customs also play a role in hindering women's development. Practices such as child marriage, female genital mutilation, or restrictions on women's mobility are concrete examples that harm women and pose significant obstacles to their protection efforts. "Therefore, there is a need for cultural transformation and broader understanding regarding women's rights to achieve the desired equality."

7. Conservative religious interpretations can be a significant inhibiting factor in realizing gender equality. Some religious views may tend to be conservative in detailing women's roles and rights, which can complicate gender mainstreaming efforts that conflict with strong religious beliefs. In addition, religious norms and traditions also play a role in limiting women to more traditional roles and responsibilities. For example, in some religions, women may face different treatment regarding inheritance, marriage, or adoption.

Many efforts have been made to eliminate violence so far. However, there are still many obstacles, such as law enforcement that has not deterred the perpetrators, and the recovery of victims has not been maximized, so the rights of victims are not well fulfilled. Other obstacles include the less friendly patriarchal culture in addressing violence against women and children. Female victims must gather all their courage to disclose their cases to the public.

National development aims to improve the quality of human resources and achieve the welfare of the people. The improvement in the quality of human resources, as one of the keys to the success of development, is adjusted to the diversity of aspirations and obstacles to the progress of both male and female community groups. This process requires a strategy that places the people in an active role as development actors. Empowering the people as actors means empowering both women and men. This philosophy is then applied in development programs through a gender mainstreaming strategy in development.

Conclusion

Gender mainstreaming is carried out through a gender analysis that includes: a. Identifying the disparities between men and women in benefiting from policies and development programs in various aspects of life. b. Identifying and understanding the causes of gender inequality and injustice, and gathering the contributing factors. c. Developing the necessary steps to achieve gender equality and justice. d. Establishing gender indicators to measure the achievements of efforts in realizing gender equality and justice. The policy scheme of Women-Friendly Village Development is expected to strengthen collaboration between local governments and villages to create a village that prioritizes women, thus minimizing violence against women. The Siak local government has established task forces on Domestic Violence in each village, consisting of Community Leaders, the Health Department (Community Health Center), Community Policing, and Religious Leaders. The Factors Hindering the Implementation of Gender Mainstreaming in Women's Protection Policies in Siak Regency include: Husbands who do not allow their wives to work and be productive. Women's lack of self-confidence influenced by personal experiences, culture, and society. Low levels of education among women. Regulations regarding Gender Mainstreaming that are still in the discussion phase. Cultural norms and values that do not support gender equality. More conservative religious interpretations of the roles and rights of women. Barriers in efforts to eliminate violence, such as the lack of deterrent effect and an unfriendly patriarchal culture.

Suggestion

Gender mainstreaming in its implementation will be more effective if there are specific policies and regulations specifically governing it, so that all parties feel a shared responsibility and obligation to implement it, and can minimize the obstacles faced in making it happen. the mindset regarding gender equality and patriarchy in everyday life and family life places women in a weak position. The mindset that views women as beings who must obey must now be changed because this mindset is the beginning of a patriarchal attitude, so that women have more courage or courage in creating strong and independent women so that they can support the family economy.

REFERENCES

- Firdaus, E. (n.d.). (2008). Bentuk Kekerasan terhadap Perempuan dalam Perspektif Hak Asasi Manusia. *Jurnal Konstitusi*, 1(01).
- Firdaus, E. (2021). The Implementation of Women Empowerment Policy on Prevention of Violence in Household in Kampar. *Proceedings of the 1st International Conference on Science and Technology in Administration and Management Information, ICSTIAMI 2019, 17-18 July 2019, Jakarta, Indonesia*.
- Miftahul Jannah, K (2021). Legal Protection of Witnesses and Reporters in Revealing Narcotics Case by Pekanbaru City Police Resort, *Jurnal in I Indonesian Journal of Economics, Social, and Humanities*,3(1) 21-25.
- Muhammad, 2004. Teknik Penghitungan Bagi Hasil dan Profit Margin Pada Bank Syariah. Yogyakarta: UII Press.
- Mohamad Faiz, Pan, (2009). Teori Keadilan John Rawls, *Jurnal Konstitusi*, Volume 6 (01) April.
- Permatasari, A. D., & Harsasto, P. (2019). Upaya Pemenuhan Hak Politik Penyandang Disabilitas Di Kota Semarang Pada Pilgub 2018. *Journal of Politic and Government Studies*, 8 (04), 71-80.
<https://ejournal3.undip.ac.id/index.php/jpgs/article/viewFile/25021/22276>
- Prasica, Y., & Sutikno, F. R. (2015). Gender equality and social capital as rural development indicators in Indonesia (case: Malang regency, Indonesia). *Procedia-Social and Behavioral Sciences*, 211, 370–374.
- Schlozman, K. L., Burns, N., Verba, S., & Donahue, J. (1995). Gender and citizen participation: Is there a different voice. *Journal of Political Science*.
<https://www.jstor.org/stable/2111613>
- Tigayanti, E., Soeaidy, M. S., & (2014). Implementasi Kebijakan Pengarusutamaan Gender (PUG) Bidang Pendidikan di Kota Malang (Studi Kasus SMA 8 Malang). *Journal of Social and*
<https://wacana.ub.ac.id/index.php/wacana/article/view/338>