



Breaking Barriers: Gender Mainstreaming for Good Governance and Sustainable Development

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Abstract. This article discusses gender mainstreaming and its part in gender equality. To end gender discrimination, gender mainstreaming incorporates gender views into all decision-making. Gender Responsive Development as an Effort to Realize Good Governance is examined using descriptive qualitative study. This study analyzes policies and laws to eliminate discrimination and promote gender equality in political, economic, educational, socio-cultural, defense, and security activities. The results show that government, private sector, and community cooperation is essential for gender-responsive development and good governance. Gender mainstreaming must be institutionalized to promote gender equity and justice in family, community, nation, and state life, the paper concludes. This study suggests that gender perspectives in decision-making can promote equal opportunities and rights for men and women, promoting good governance and sustainable development.

Keywords: gender mainstreaming · gender equality · decision-making · good governance · sustainable development

1 Introduction

To achieve sustainable development and promote human rights, gender equality is of utmost importance and is recognized globally as a necessity. In local governance, ensuring gender equality is critical as both genders face different challenges in terms of participation, representation, and employment opportunities. Providing equal access to resources and basic services is essential for inclusive and gender-responsive governance. Women's empowerment to participate in governance depends on democratic and gender-sensitive governance [1].

Governments begin working towards gender equality by implementing national plans, policies, institutions, and budgets. Unfortunately, these often fail to include measures to ensure public services are designed to meet the specific needs and priorities of women. To address this, a gender equality lens must be applied to governance, which involves analyzing these aspects to identify gender gaps and taking actions to address

them. Adequate funding and systematic monitoring are necessary to support the changes required to achieve gender equality and reduce gender discrimination [2].

Gender discrimination leads to women being confined to low-paying and unstable jobs, while also struggling to obtain access to economic assets like land and loans. Women play a vital role in the economy, whether as business owners, farmers, entrepreneurs, employees, or caretakers. Despite their significant contributions, they continue to experience disproportionate levels of poverty, discrimination, and exploitation. Women are underrepresented in senior positions and have limited involvement in shaping economic and social policies due to gender discrimination. Additionally, the majority of household work is performed by women, leaving them with little time to pursue economic opportunities [3].

The Sustainable Development Goals Report 2022 summarizes progress on the 2030 Agenda for Sustainable Development using the newest data and estimates. It analyzes goal-specific indicators to track global and regional success toward the 17 Goals. The study warns that cascading and interlinked crises threaten the 2030 Agenda for Sustainable Development and humanity's survival. The study shows how big our problems are. The study details the reversal of years of success in eradicating poverty, hunger, improving health and education, providing basic services, and more. It also highlights urgent actions needed to save the SDGs and make real progress for people and the planet by 2030 [4].

The application of learning models encourages gender equality and positive classes from various aspects show a high application rate, of the 20 existing classes it can be seen that all teachers (100%) always encourage students to express ideas and (90%) teachers encourage students to explain their answers, this is inseparable from the learning activities prepared by the teacher (95%) attract the involvement of all students (See Fig. 1) [5].

An overview of the application of gender equality in learning can be seen that; 19 (95%) teachers encourage the creation of a positive classroom environment and all students (100%) show a positive response as a result of gender sensitive or responsive learning practices (100%) Teacher u encourage students to engage with both boys and girls during learning the principles of gender equality and non-discrimination. 85% (17) teachers encourage students not to discriminate between the positions and rights of male and female students and work together/collaborate in solving problems or during the learning process. Teachers in several schools still need to be encouraged to maximize their thoughts and tasks related to gender equality because there are still 4 schools (20%) that do not appear to have (see Fig. 2) [5].

Good governance is a terminology that replaces the term government, showing the use of political, economic and administrative authority in managing state affairs. In particular, it describes the change in the role of government from service provider to facilitator, and the change in ownership from state property to the people's. The main focus is on improving performance and quality. Governance can be used in several contexts such as corporate governance, international governance, national governance, and local governance.

The meaning of good in good governance contains the following understanding:

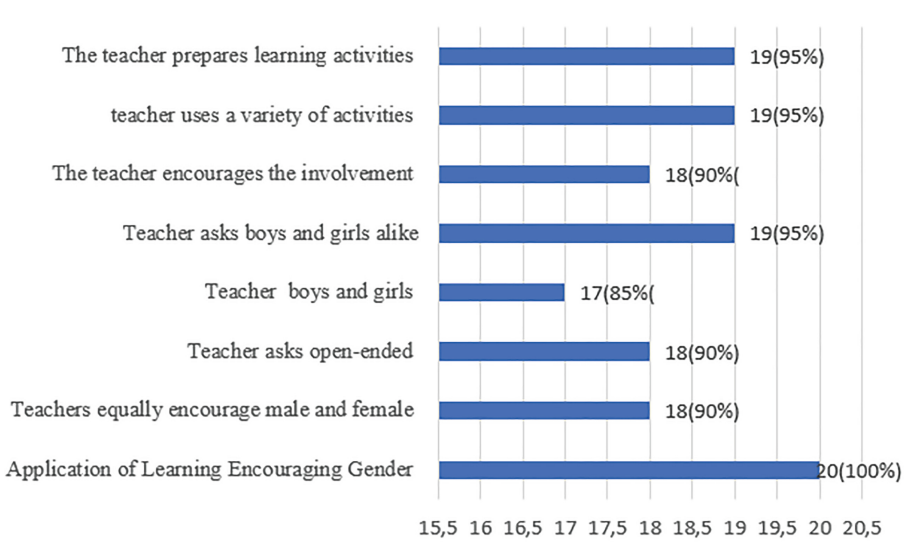


Fig. 1. Application of positive class gender equality learning.

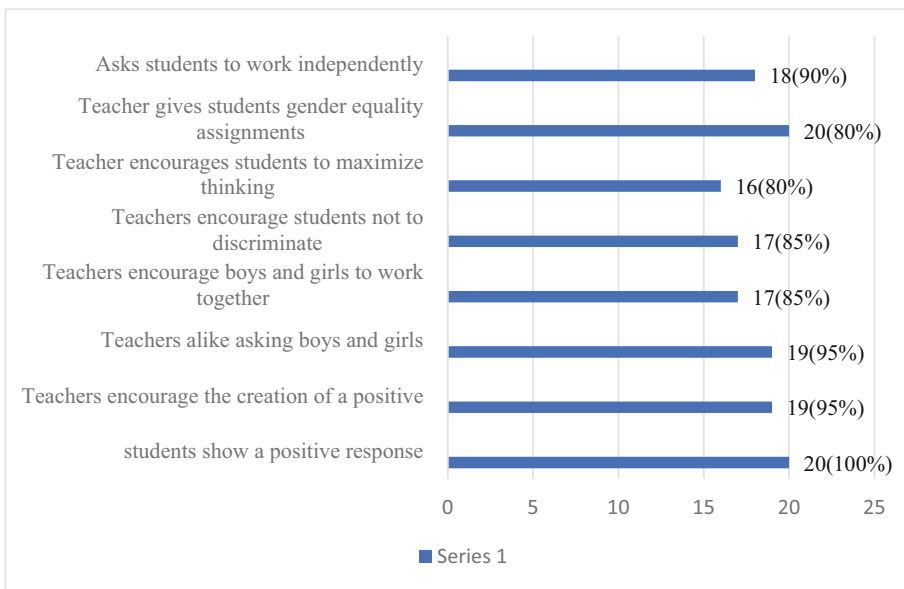


Fig. 2. Implementation of equality in learning.

- a. Values that uphold the will of the people. And values that can increase people’s ability to achieve goals, self-reliance, sustainable development, and social justice.
- b. Functional aspects of effective government, efficient in carrying out tasks to achieve goals. Good governance depends on two things:

- 1) The ideal orientation of the state is directed at achieving state goals
- 2) The government functions ideally: effectively, efficiently making efforts to achieve the goals of the state [6].

Human development The United Nations Development Program (UNDP) states that the dimension of human development consists of two aspects: first, increasing human capabilities, which consists of increasing longer and healthier life spans, increasing knowledge, and increasing decent living standards. The second is the creation of conditions that allow for human development. Several elements related to this are participation in politics and community, environmental conditions in the long term, rights and a sense of security for each individual, and the creation of equality and social justice. Gender responsive, namely a policy, program, activity and budgeting that takes into account the differences, needs, experiences and aspirations of men and women [7].

The form of good governance is the administration of government that is solid, responsible, effective and efficient by maintaining the synergy of constructive gender interactions by encouraging increased human resource capabilities, especially women in realizing human development.

2 Literature Review

Related to the impact of Covid-19 on gender and the achievement of sustainable development goals in Indonesia, it can be seen that there is still a large portion of women than men in doing domestic or household work. Of the 12 types of domestic work performed, only three had a larger portion of male work, namely; caring for pets, administrative support, and caring for adults. United Nations Women also released SDGs data related to Gender Equality that Covid-19 has increased household work and unpaid care and care work: 19% of women have experienced an increase in the intensity of unpaid household work, compared to 11% of men. Regarding wages in Indonesia, it is also evident that there is a gap, the gender-based wage gap is the gap between the average wages paid for women and men [8].

Women have 23% lower income than men with an amount of Rp. 3,184,084 for men and Rp. 2,454,023 received by women. Education levels also appear to be unable to close the gender pay gap. At all levels of education, it can be seen that female workers still receive a monthly wage below that of male workers. High-paying jobs are also still dominated by men, with women occupying only a quarter of high-paying managerial and supervisory jobs. Even for these jobs, women are paid less than men [9, 10].

3 Methodology

This research uses a descriptive qualitative method related to Gender Responsive Development as an Effort to Realize Good Governance, which is a method of understanding and processing data resulting from analysis of interviews with informants [11]. The descriptive method is to explain and analyze the available data according to the problems, conditions or disclosure of field facts [12]. Data collection was carried out using interviews, observation and literature review that were relevant to the problem. The

determination of informants was carried out by purposive sampling method. Data analysis refers to the theory of Miles and Huberman which includes five distinct methods of analysis: exploring, describing, ordering, explaining, and predicting [13].

4 Results and Discussion

The role of women in development, especially in the economic field, is very large and has a very broad impact. Increasing the role of women in development, especially economic development, can be done in various ways, including: education, providing access to finance to open businesses, economic literacy, payment of wages regardless of gender and access to technology. In the formal and informal economic sectors, the role of women is also very influential. It is known that formally, work effectiveness is 9% superior to men, sales profits are 84% more, and equity profits are 46% greater. Meanwhile, the informal sector has 7% superior managerial skills, company turnover increased 8% and was able to open 24% more new jobs.

The impact of income-earning women on development in the village results; welfare increased by 94%, 81% of families were able to pay for their children's schooling, 59.9% family income increased, ownership of access to clean water increased by 81% and women got new networks by 65.9% [14].

In many countries, women continue to be marginalized and underrepresented in social, economic, and political aspects of life. This is due to various challenges faced by governance in addressing gender issues, including a lack of understanding of gender-related concepts, limited awareness of gender-related issues among data producers and users, a lack of gender mainstreaming in statistical processes and programs, inadequate advocacy for gender-sensitive data, insufficient technical skills, and inadequate statistical infrastructure such as sampling frames, classification, definitions, and methods. All these factors contribute to the paucity of gender responsive governance. Therefore, there is an urgent need to address these issues, which impact on sound decision making and policy formulation [15].

Strategies for achieving gender-responsive governance include ensuring both women and men are included in all stages of policymaking, creating an institutional framework with professional staff members who have gender knowledge and expertise, engaging citizens in assessing and monitoring service delivery, breaking down data by sex to identify specific needs, developing local gender action plans validated by consultation with women and men citizens, and protecting women's rights by combating issues like gender-based violence. Gender analysis is essential in determining the different needs and priorities of women and men, and women need to be actively engaged in community initiatives. It is crucial to respect, protect, and fulfill women's rights at home and in the community to successfully introduce gender-responsive governance [16].

Effective engendered governance: Resource allocation, public goods and services information, and decision-making power structures are open. Public officials and programs are responsible. Resources are used effectively. Communities shape public goods and services. Rich and poor share resources equally. The community decides.

Effective Engendered Governance: Men and women can see resource sharing, public goods and services, and decision-making power structures. Officials and programs

answer to men and women. When women handle public resources, they spend efficiently and waste less. Public programs are centered on women. All genders receive equal resources. Women decide. Gender-sensitive local authority. Men must give women room and work with them to get gendered. Men's training and orientation help rule.

Gender Responsive Governance (GRG): GRG is defined as a process that embodies measures, attitudes, and practices of different stakeholders, both men and women, at different levels of governance with a clear purpose to impact issues that foster women's empowerment and promote gender equity and social justice. It empowers women to fully participate in governance and development, ask critical questions about inequity and collectivize without fear and pressure, and benefit from services. Gender responsive governance involves addressing various governance issues, including [17].

5 Conclusion

The results of the study indicate that gender responsive development efforts as an embodiment of good governance should pay attention to the following indicators; there is organizing and developing the capacity of women, strengthening democratic governance as a space for integrating a gender perspective, and strengthening cooperation to expand the space for women's empowerment. The principle of good governance includes the involvement of several parties in efforts to realize gender development which cannot be separated from the role of government, society, media and groups or organizations, especially women's organizations. Meanwhile, the principle of gender development upholds anti-discrimination behavior, upholds democracy in strategic decision-making, direct community involvement, no violence against women and respect for the diversity of women's identities.

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