

## Implementation of Gender Mainstreaming Policy at the Women's Empowerment Agency in East Kutai Regency

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### Abstract

*The results of the research indicate that (1) the implementation of gender mainstreaming policy seen from the abolishment of Medium-Term Development Plan of East Kutai Regency prioritizes the improvement of women's capacity and role in development, especially the participation of women in the government, private sector, labor force and improvement of gender development index. While the gender mainstreaming policy contained in Women's and Family Empowerment Agency strategic plan shows that the enactment of strategies such as increasing participation of women in private institutions and government. There is a description of the activities that run optimally such as the Exhibition of Women's Works in the Field of Development in addition there are also activities that have not run optimally such as Building a Women Awakening Activity in Politics, this activity needs to be maximized again by Women's and Family Empowerment Agency. (2) The factors influencing the implementation of policies such as environmental conditions indicate that the community is still less concerned with women's participation in public decisions and public policy. Then in the inter-organizational relationship factor, the action plan of gender mainstreaming in each Unit of Regional Work Unit is implemented in harmony so that requires cooperation between the regional device work unit and cross-sectoral involvement. Furthermore, the Resource factor shows that the quantity of women in Women's and Family Empowerment Agency has more number than men. In addition, support in the form of equipment and equipment is sufficient and the characteristic factor of the implementing agency capability shows the commitment of Women's and Family Empowerment Agency employees in socializing gender responsive development.*

### Keywords

Implementation; policy; gender mainstreaming.



## I. Introduction

Gender perspectives are rife in current government development programs as the opening of democratic space boils down to social justice. Gender perspective was initially applied to the development strategy in the field of women empowerment through Presidential Instruction Number 9 of 2000 on Gender Mainstreaming in National Development. Through these rules it is known that the purpose of gender mainstreaming is the implementation of planning, preparation, implementation, monitoring, and evaluation of national development policies and programs that are gender perspective. This strategy is taken to realize gender equality and justice in the life of society and state.

Gender perspectives lead to a view or understanding of the role of naturally distinguished women, and socio-culturally defined gender roles. Gender differences will be a problem if they result in inequality of treatment in society as well as injustice in rights and opportunities for both men and women. Social change, which has been androcentric, can be seen as structural inequality in the gender perspective (Susanti, 2000). The term gender refers

to social, cultural, and biological meanings. Gender roles can change because they are influenced by ideology, economy, customs, religion, and socio-culture, ethnicity, time, place, and progress of science and technology (Putraningsih, 2006). The concept of structured gender roles in Indonesia is associated with the term "gender mainstreaming" itself is an adaptation of gender mainstreaming English, and there are misunderstandings and conflicts when explaining the issue of gender bias or gender role stereotypes. Gender inequality and the traditional role of each gender have been completely entrenched in Indonesian society's thinking, and culture and religion are the biggest obstacles (Hermina, 2015).

The implementation of this gender training includes both the fulfillment of gender practical needs and the fulfillment of gender strategic needs. Where the practical needs of gender are short-term needs related to improving the condition of women and men to carry out their respective social roles, such as improving the standard of living, improving health services, providing employment and other services. While the strategic needs of gender refer to the needs of women and men related to changes in gender relations patterns and improvements in the position of women and men, such as changes in the pattern of division of roles and responsibilities in government. The fulfillment of this strategic needs is long-term, such as changes in legal rights, elimination of violence and decriminalization in various government administrations and buildings in Indonesia.

Development is a systematic and continuous effort made to realize something that is aspired. Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired. In addition, development is also very dependent on the availability of natural resource wealth. The availability of natural resources is one of the keys to economic growth in an area. (Shah, M. et al. 2020)

Normative development programs are often declared as an attempt to make changes to achieve a certain level of well-being for the public. Development, understood neutrally, in the sense of impartiality or providing equal opportunities to a particular group to benefit. This view is not very precise because development has a different impact, according to the level of a person or group who accesses the results of development. In this sense, development is not neutral or represents a dominant interest, even a particular ideology. (Muttaqin, 2010)

Therefore, it can be said that development in a gender perspective is also not neutral. Such development programs are designed to accommodate the public interest, it turns out that in practice it has a different impact between men and women. In fact, at some point, development that is already considered ideal to accommodate the public interest and fulfill basic economic, social, and cultural rights even more make women's groups down (Mosse, 2007).

This gap is due to the lack of public understanding of the importance of a similar condition, balance between women and men in obtaining opportunities, opportunities, participation, benefits, and controls in implementing and enjoying the results of development, both inside and outside the household. Through the understanding that responsibilities, roles, functions, opportunities, opportunities in social life are a shared responsibility of both men and women and have a balanced contribution to development in various sectors are expected to be able to minimize the problems faced in various sectors of life (Marince, 2013).

Over time the perspective of gender mainstreaming has progressed in terms of regulation this is characterized by the issuance of The Minister of Home Affairs Regulation of the Republic of Indonesia Number 67 of 2011 concerning Changes to The Regulation of the Minister of Home Affairs No. 15 of 2008 concerning the General Guidelines for the Implementation of Gender Mainstreaming in the Region. Gender is a concept that refers to

the distinction of roles, functions and responsibilities of men and women that occur because of and can be changed by the social and cultural circumstances of society. Gender mainstreaming in the region is a strategy built to integrate gender into men and women. Gender Equality is defined as the equality of conditions for men and women to gain opportunities and rights as human beings, to be able to play and participate in political, economic, socio-cultural, defense and security activities, and equality in enjoying the results of development. The family is a basic family unit consisting of a husband, wife and children. Families in the Islamic view have a value that is not small. Even Islam pays great attention to family life by laying out wise rules to preserve family life from disharmony and destruction. (Batubara, 2019)

The implementation of gender mainstreaming policy is interesting to research because of several obstacles from the implementation of gender mainstreaming policies in various agencies in the Region. Previous research on the implementation of gender mainstreaming can be identified from Susiana research (2015) which saw the success of the implementation of Gender Responsive Planning and Budgeting at the regional level in this era of autonomy is largely determined by development policies in the region, both at the provincial and district / city levels. To follow up on this, this study needs to look at aspects of the development of gender mainstreaming policies implemented in the Region but specifically at the Sangatta District Women's Empowerment and Family Planning Agency.

The Women's Empowerment and Family Planning Agency of East Kutai Regency has an important role and position both in efforts to succeed the vision and mission of the east Kutai Regency regional government as well as the achievement of the main tasks and functions of Women's and Family Empowerment Agency. Previously, through the Bureau of Women Empowerment, various women's empowerment programs have been implemented, but have not been able to answer the main issues of women empowerment, gender mainstreaming as well as the protection of women and children because their main duties and functions are very limited.

## **II. Review of Literature**

Sugiyono (2011) argues that data analysis processes finding, and systematically compiling data obtained from interviews, field records and documentation, by organizing data into categories, describing it into units, synthesizing, compiling into patterns, choosing which ones are important and to be learned, and making conclusions so that they are easily understood by themselves and others.

The data analysis technique in this study uses Miles and Huberman models that suggest that activities in qualitative data analysis are carried out interactively and continuously and until complete, so that the data is saturated. Activities in data analysis, namely data reduction, data display, and conclusion drawing/verification (Sugiyono, 2011).

## **III. Results and Discussion**

Research is an activity that is carried out systematically following the rules of methodology such as observation, interviews that are controlled based on the theoretical framework and concepts in this article and reinforced with the symptoms found. This research aims to find out the Implementation of Gender Mainstreaming Policy and find out the factors of Implementation of Gender Mainstreaming Policy at the Women Empowerment and Family Planning Agency in East Kutai Regency. For a clearer explanation it can be described as follows.

### **3.1 Implementation of Mainstreaming Policy at the Women's Empowerment and Family Planning Agency in East Kutai Regency**

Policy implementation is defined as actions in previous decisions. These actions include attempts to turn decisions into operational actions within a certain period or to continue efforts to achieve the big and small changes set by policy decisions made by public organizations directed at achieving the goals set (Winarno, 2008). Referring to the explanation, this study will look at several actions or decisions that refer to several indicators that can be used to see the implementation of gender mainstreaming policies at the east Kutai regency family potential development agency including the following.

### **3.2 Gender Mainstreaming policy contained in Regency Medium Term Development Plan**

The establishment of the East Kutai Regency Medium Term Development Plan 2016-2021 becomes a reference in the implementation of development in the region and becomes a priority because it concerns Human Resource Development. Similarly, the Women's Empowerment and Family Planning Agency always refers to the Regional Medium Term Development Plan in the implementation of all aspects of its activities. Women's and Family Empowerment Agency of East Kutai Regency has an important role and position both in efforts to succeed the vision and mission of the regional government of East Kutai Regency as well as the achievement of the main tasks and functions of the Women's and Family Empowerment Agency.

Previously gender responsive development has been implemented in various women's empowerment programs but has not been able to answer the main issues of women's empowerment, especially Gender Mainstreaming because the main tasks and functions are very limited. This is in line with the results of the interview submitted by the Head of Program Planning of the Women's Empowerment and Family Planning Agency of East Kutai Regency who said that:

*"The lack of optimal participation of women in this development is due to the limitations of duties and functions carried out by the Women's and Family Empowerment Agency and the lack of public understanding of gender mainstreaming is a priority to optimize gender mainstreaming in East Kutai Regency"*

Based on the results of the above interview, it can be known that the optimization of the role of women in development is limited to the duties and functions of the Women's and Family Empowerment Agency and the lack of public understanding of gender mainstreaming is still minimal so that gender mainstreaming socialization needs to be optimized by the special government of Women's and Family Empowerment Agency in East Kutai regency. Then the results of an interview with the staff. In the field of Empowerment and Quality of Life of Women, The Women Empowerment and Family Planning Agency of East Kutai Regency which stated that:

*"Development directed at improving the quality of women's resources that have a very important role in the development of human life both in family life and for the surrounding environment is necessary for the achievement of capacity building and the role of women in development"*

Based on the results of the above interview can be obtained a picture that the important thing that the East Kutai Regency government wants to achieve related to gender mainstreaming is the increase in capacity and the role of women in development. Therefore, it can be concluded that the mainstreaming gender policy seen from the Regional Medium

Term Development Plan prioritizes increasing the capacity and role of women in the development, especially the participation of women in the government sector, private sector, labor force and increase in gender development index which is expected to increase every year.

### 3.3 Gender mainstreaming policies contained in the Strategic Plan

Policy is an action that leads to a goal proposed by a person, group, or government in a particular environment in connection with certain obstacles while seeking opportunities to achieve the goal or realize the desired goal. Friedrich in Wahab (2008). The policies contained in the strategic plan of the Kutai Regency Women's Empowerment and Family Planning Agency related to Gender Mainstreaming can be observed through the table presented below.

**Table. 1.** Identification of gender mainstreaming Issues of Women Empowerment and Family Planning Agency of Kutai Regency

Achievements/ Current Conditions	Influencing Factors		Service Issues	Aspects of Study
	Internal (Authority)	External (Out of Authority)		
Not optimal for gender and child destruction	Lack of counseling and seminars on gender mainstreaming in every level of society		Lack of public understanding of gender mainstreaming	Lack of counseling and seminars on gender mainstreaming in every level of society
Not optimal role of women in development	Not optimal role of government towards improving understanding of women in the field of development		Lack of awareness of women to play an active role in development	It is still difficult to coordinate with stakeholders and related agencies about increasing Gender Development Index
<b>Strategy</b>				
Strategy Plan carried out related to gender mainstreaming in East Kutai Regency		<ol style="list-style-type: none"> <li>1. Realizing the Government's Commitment to Improving the Quality of Human Resources</li> <li>2. Increasing the Participation of Women in Private institutions and Government</li> <li>3. Increase the number of women represented in politics both in the party and in the legislature</li> <li>4. Increase Women's Participation in Development in various fields</li> <li>5. Increased support of Communities, Organizations, Institutions in understanding Gender Mainstreaming</li> </ol>		

Based on the above data, it can be known that the lack of counseling and seminars on gender mainstreaming in every level of society resulted in the lack of optimal gender mainstreaming in addition to the optimal participation of women in development because it is still difficult to coordinate with stakeholders and relevant agencies about improving the Gender Development Index to optimize gender mainstreaming, strategies such as realizing commitment. government for improving the quality of human resources, increasing the participation of women in Private institutions and government, increasing the number of women's representation in politics both in the party and in the legislature, increasing women's participation in development in various fields, and increasing the support of communities, organizations, institutions in understanding gender mainstreaming.



### 3.4. Gender mainstreaming policies contained in the Women's and Family Empowerment Agency's work program

In this study there are two work programs that help gender mainstreaming policies, namely the Program to Increase Participation and Gender Equality in Development and institutional strengthening programs for gender and child mainstreaming. For a description of the activities of the Participation Improvement and Gender Equality in Development Program can be seen in the following table.

**Table. 3** Programs to Increase Participation and Gender Equality in Development in East Kutai Regency

Description of Activities	Budget		Budget Railing		Ratio between Budget and Realization (%)	
Business Management Guidance for Women in Managing Business	75.000.000		73.641.625,00		98,19	
Exhibition of Women's Work in the Field of Development	150.000.000	15.000.000	149.066.000,00	15.000.000,00	99,38	100,00
Women's Organization Development		1.245.000.000		1.188.836.900,00		95,49
Building the Rise of Women in Politics		235.000.000		195.715.250,00		83,28
Increased Participation of Women in Private Institutions		50.000.000		45.152.000,00		90,30
Increased Participation of Women in Government Agencies		50.000.000		49.994.000,00		99,99
Socialization of Gender Mainstreaming in Regency		50.000.000		49.438.000,00		98,88

Based on the table above, it can be known that a number of programs can be obtained that the activities of the program increase the role and gender equality in development, namely business management guidance for women in managing businesses, exhibition of women's work in the field of development, fostering women's organizations, building the rise of women in politics, increasing women's participation in private institutions, increasing women's participation in government institutions, and socialization of gender mainstreaming in the district.

Activities that are realized 100% are exhibitions of women's work in the field of development while the lowest realization activities are activities to build the rise of women in the political field can be said to have not been realized optimally with a percentage of 83.28%. Furthermore, the Institutional Strengthening Program for Gender and Child Mainstreaming can be seen in the following table:

**Table 4.** Institutional Strengthening Program for Gender and Child Mainstreaming

Description of Activities	Budget		Budget Railing		Ratio between Budget and Realization (%)	
Material Development and Implementation of KIE on Gender Equality and Justice	100.000.000		97.242.580,00		97,24	
Children's Day	100.000.000	75.000.000	95.868.500,00	73.544.830,00	95,87	98,06
Mother's Day Commemoration Activities	150.000.000	40.000.000	149.141.360,00	40.000.000,00	99,43	100,00
Efforts to Reduce the Number of Victims of Domestic Violence		45.000.000		44.896.000,00		99,77
Empowerment of Children's Forum	100.000.000	75.000.000	94.757.375,00	73.826.320,00	94,76	98,44
Improvement of Human Resources and Services of the P2TP2A Secretariat	74.500.000	75.000.000	70.261.006,00	70.487.000,00	94,31	93,98
Selection of Young Shoots of Indonesian Leaders		20.000.000		19.549.600,00		97,75
Construction of North Sangatta and South Sangatta Districts Towards Child Worthy Subdistricts		87.360.000		85.397.600,00		97,75
Sapras P2TP2A Procurement		40.000.000		37.611.500,00		94,03
Handling cases of victims of violence		55.000.000		47.746.923,00		86,81
KDRT Companion Training	100.000.000		93.940.000,00		93,94	
FDG Accelerates the Achievement of Minimum Service Standards in the Field of Integrated Services for Women and Children Victims of Violence	100.000.000		95.651.920,00		95,65	
Development and Evaluation of KLA Development and Operational KLA Task Force and Provincial	100.000.000		98.870.600,00		98,87	

KLA Task Force Operations						
Socialization of P2TP2A and KLA, through Billboard, Media Masa and Others	100.000.000		92.066.000,00		92,07	
Advocacy/Facilities and Development/Evaluation of The Regency/City Trafficking Task Force and Provincial Task Force Operations	100.000.000		88.649.925,00		88,65	
Establishment of Children's Playground and Child-Friendly Elementary School	276.000.000		237.563.530		86,07	
KLA Technical Working Meeting and Preparation of Children's Decent District RAD	250.000.000		209.102.450,00		83,64	

Based on the data presented above, it can be explained that there are activities that meet gender education including Material Development and Implementation of KIE on Gender Equality and Justice which is realized by 97.24%, Efforts to Reduce the Number of Victims of Domestic Violence with a percentage of 99.77. Furthermore, The Improvement of Human Resources and Services of the Secretariat of the Integrated Service Center for Women Empowerment and Child with a percentage of 93.98%.

From the explanation of the two programs related to gender mainstreaming that has been presented shows that the program that became an activity in East Kutai Regency specifically Women's and Family Empowerment Agency was held quite well although a number of activities have not been optimal but percentage ally showed relatively high numbers including Material Development and Implementation of KIE on Gender Equality and Justice, Improvement of Human Resources and Services Secretariat of Integrated Service Center for Women and Children Empowerment, Efforts to Reduce The Number of Victims of Domestic Violence, Services Secretariat of Integrated Service Center for Women and Children Empowerment. While the activities that need to be maximized are Building the Rise of Women in the Political Field which is still relatively low while the Exhibition of Women's Work in the Field of Development has been realized optimally.

Overall, the implementation of gender mainstreaming policies seen from the Regency Medium Term Development Plan prioritizes increasing the capacity and role of women in the development, especially women's participation in the government sector, private sector, labor force and increase in gender development index which is expected to increase every year. While the gender mainstreaming policies contained in the Women's and Family Empowerment Agency's strategic plan show that the enactment of strategies such as realizing the government's commitment to improving the quality of human resources, increasing the participation of women in private and government institutions, increasing the number of women's representation in politics both in the party and in the legislature, increases women's participation in the government development in various fields, and increased support of Communities, Organizations, Institutions in understanding Gender Mainstreaming.



Then the mainstreaming gender policy contained in the women's and family empowerment agency program shows the conduct of several programs, namely programs to increase participation and gender equality in development and institutional strengthening programs for gender and child mainstreaming. There is also a description of activities that run optimally such as exhibitions of women's work in the field of development in addition there are also activities that have not run optimally such as activities to build the rise of women in the political field, this activity needs to be maximized again by women's and family empowerment agency of east Kutai regency.

### **3.5. Factors of Implementation of Gender Mainstreaming Policy at the Women's Empowerment and Family Planning Agency in East Kutai Regency**

To find out several factors of Implementation of Gender Mainstreaming Policy at the Women's Empowerment and Family Planning Agency in East Kutai Regency, this study refers to several indicators, namely environmental conditions, relationships between organizations, organizational resources, and characteristics of the ability of implementing agents. For more details, it can be described as follows.

#### **3.6. Environmental conditions**

Environmental conditions, which are meant by this environment include socio-cultural environment as well as the involvement of program recipients in the Women Empowerment and Family Planning Agency of east Kutai Regency. To trace the indicators of environmental conditions, several interviews were conducted with IS community informants, who were involved in the Exhibition of Women's Works in the Field of Development which stated that:

*"We think it is necessary to mainstream gender to reduce the gap between women and men, in accessing and obtaining development benefits in addition, women's participation also needs to be considered at this time women's participation in the district is still lacking"*

Furthermore, another community informant, GA, expressed his view that said that:  
*"Women need attention and encouragement through training that motivates them to participate in development because women today are taking less part in decisions and men's public policies are still too dominant."*

Another community informant, the AAF, expressed his view that:  
*"Women participating in development is natural at this time but we have not seen women's voices stand out in every government organization."*

Furthermore, another community informant, HS, expressed his view that said that:  
*"The need for motivation for women to be involved in various government activities is certainly the government's responsibility to embrace public awareness of participation in development"*

Based on the series of interviews above can be obtained an understanding that the environmental conditions of society still pay less attention to women's participation in public decisions and public policy. It needs to be stimulus through a series of activities that can motivate women to participate in development to create a gender-responsive environment.

### **3.7. Inter-Organizational Relations**

The implementation of a program needs support and coordination with other agencies. For this reason, coordination and cooperation between agencies is needed for the success of a program. As discussed earlier that there are several BPPKB programs that meet PUG, one of which is the Participation Improvement program and Gender Equality in Development. To trace the relationship between organizations in the context of this PUG, an interview was conducted with an informant of the Women's Sub-Field of Quality of Life, Women Empowerment and Family Planning Agency of East Kutai Regency who stated that:

*"The regional action plan of Gender Mainstreaming (PUG) in each Regional Device Work Unit so that one thing is important in the success of PUG in the region, namely the existence of Gender Responsive Planning and Budgeting in line with local government policies and programs, this needs coordination in order to be in harmony in terms of policy"*

In addition, it was also added by the informant of the Sub-Field of Socio-Cultural Economic Political Empowerment of Women's and Family Empowerment Agency East Kutai Regency to state that:

*"In the implementation of gender mainstreaming cannot work and move alone but the government needs to partner with cross-sector both government across SKPD, private, college, community organizations, and also the business world"*

Based on the results of the above interview, it can be understood that the relationship between the organizations in question is the gender mainstreaming action plan in each regional device work unit that is implemented in harmony so that it requires unidirectional cooperation in achieving pug's goal of gender responsive development in addition to cross-sector involvement such as universities, businesses, private, and community organizations participate in the success of policy gender mainstreaming

### **3.8. Characteristics of Implementing Agent Capabilities**

In this indicator, the characteristics of the ability of the implementing agent in question include employment relations in the implementation of gender mainstreaming policies at the Women Empowerment and Family Planning Agency of east Kutai Regency. To trace the working relationships of Women's and Family Empowerment Agency employees in the implementation of this gender mainstreaming policy, an interview was conducted with the head of the Women's and Family Empowerment Agency Program Planning Sub-Section who stated that:

*"What we see is the ability and skills of extension workers in sub-districts and remote areas that need to be improved so that this policy is on target"*

Then the results of an interview with an informant of the Sub-Field of Socio-Cultural Economic Political Empowerment of Women's and Family Empowerment Agency East Kutai stated that:

*"Socialization of Gender Mainstreaming in the District can be carried out with employee commitment in order to Increase Women's Participation in Government Institutions, politics and the business world"*

Further added by another informant, the Head of Empowerment and Quality of Life of Women, Women Empowerment and Family Planning Agency of East Kutai Regency who stated that:

*"Employees can educate the public in order to improve the quality of life of women and gender mainstreaming this is what women's and family empowerment agency employees understand so that gender responsive development can be carried out in addition to cooperation with various parties is a contributing factor to the success of gender mainstreaming"*

Based on the results of the above interview, it can be known that the characteristics of employees arising from the working relationship carried out are the commitment of Women's and Family Empowerment Agency employees in socializing gender responsive development to the community to build a good quality of life for women in East Kutai Regency in addition to the ability to coordinate and cooperate with various parties to be a supporting factor in the success of policy. Gender mainstreaming. The thing that needs to be improved is the ability of extensionists in remote areas need to be equipped again with training to be more skilled in providing socialization to the community.

From the overall indicators described related to factors that affect policy implementation, namely environmental conditions, relationships between organizations, organizational resources, and the characteristics of the ability of implementing agents, it can be concluded that the environmental conditions of society still pay less attention to women's participation in public decisions and public policy. It needs to be stimulus through a series of activities that can motivate women to participate in development to create a gender-responsive environment.

Then the relationship factor between organizations shows the gender mainstreaming action plan in each Regional Device Work Unit that is implemented in harmony so that it requires unidirectional cooperation in achieving gender mainstreaming goals, namely gender-responsive development in addition to cross-sector involvement such as universities, businesses, private, and social organizations. Tan contributed to the success of gender mainstreaming policies.

The resource factor shows that the quantity of women in BPPKB has a greater number than men, which is 13 people and men only amount to 4 people when viewed from the echelons owned. In addition, support in the form of equipment and equipment is sufficient with many items of equipment and equipment prepared to support the performance of employees of women's and family empowerment agency of east Kutai Regency.

On the characteristic factors of the ability of the implementing agency shows the commitment of Women's and Family Empowerment Agency employees in socializing gender responsive development to the community to build a good quality of life for women in East Kutai Regency in addition to the ability to coordinate and cooperate with various parties to be a contributing factor in the succeeding of gender mainstreaming policies this. The thing that needs to be improved is the ability of extensionists in remote areas need to be equipped again with various training.

## IV. Conclusion

Based on the results of research conducted under the title of Implementation of Gender Mainstreaming Policy at the Women Empowerment and Family Planning Agency of East Kutai *Regency*, the authors concluded:

1. The implementation of gender mainstreaming policies seen from the regency medium term development plan prioritizes the increase in capacity and role of women in the development, especially women's participation in the government sector, private sector, labor force and increase gender development index while gender mainstreaming policies are contained in the strategic plan of women's and family empowerment agencies. This shows that strategies such as increasing the participation of women in private institutions and governments are implemented. Then the mainstreaming gender policy contained in the women's and family empowerment agency program shows the conduct of several programs, namely programs to increase participation and gender equality in development and institutional strengthening programs for gender and child mainstreaming. There is a description of activities that run optimally such as exhibition of women's work in the field of development in addition there are also activities that have not run optimally such as activities to build the rise of women in the field of politics, this activity needs to be maximized again by women's and family empowerment agency of East Kutai regency.
2. Factors that influence the implementation of policies such as environmental conditions show that society still pays less attention to women's participation in public decisions and public policy. It needs to be stimulus through a series of activities that can motivate women to participate in development to create a gender-responsive environment. Then the relationship factor between organizations shows the action plan of gender mainstreaming in each regional device work unit that is carried out in harmony so that it requires cooperation between Local Government Work Unit and cross-sectoral involvement. Furthermore, the Resource factor shows that the quantity of women in the women's and family empowerment agencies has a greater number than men. In addition, support in the form of equipment and equipment is sufficient with many items of equipment and equipment prepared to support the performance of women's and family empowerment agency employees of east Kutai regency and characteristic factors of the ability of the implementing agency indicate the commitment of women's and family empowerment agency employees. In socializing gender responsive development, it was found that the ability to coordinate and cooperate with various parties became a contributing factor in the development of this mainstreaming gender policy.

### Suggestion

Based on the findings of the study, discussion and conclusion of the study, the author provides some suggestions, namely:

1. What needs to be improved is that the ability of extension workers in remote areas needs to be equipped with various trainings that support their competence in motivating women to participate in development even in remote areas.
2. Implementation of gender mainstreaming policy in the form of work programs needs to involve all components of society, especially the younger generation to gain an early understanding of the concept of gender mainstreaming that can motivate them to improve the quality of life, especially in women in East Kutai Regency.

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