REGULATION OF THE MUNICIPALITY OF MALANG
NUMBER 4 OF 2025
ON
GENDER MAINSTREAMING

BY THE GRACE OF ALMIGHTY GOD

THE MAYOR OF MALANG,

Having considered :

a. that every human being, both men and women, is born free and endowed with equal dignity, worth, and status as a creature of God Almighty, in accordance with the mandate of Pancasila and the 1945 Constitution of the Republic of Indonesia;
b. that gender inequality still exists in various fields of development; therefore, in order to enhance the status, role, and quality of women, as well as to achieve gender equality and justice in family life, society life, and national life, it is deemed necessary to implement a Gender Mainstreaming strategy throughout all development processes;
c. that under Regulation of the Minister of Home Affairs Number 15 of 2008 on General Guidelines for Implementation of Gender Mainstreaming in the Regions, as amended by Regulation of the Minister of Home Affairs Number 67 of 2011 on the Amendment to Regulation of the Minister of Home Affairs Number 15 of 2008 on General Guidelines for Implementation of Gender Mainstreaming in the Regions, it is necessary to provide a legal basis for the implementation of gender mainstreaming, as regulated in a Regional Regulation;
d. that based on the considerations as referred to in paragraphs a, b, and c, it is necessary to enact a Regional Regulation on Gender Mainstreaming;

Having regard to :

1. Article 18 paragraph (6) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 16 of 1950 on Establishment of Large Cities within the Provinces of East Java, Central Java, West Java, and the Special Region of Yogyakarta (State Gazette of the Republic of Indonesia Year 1950 Number 45), as amended by Law Number 13 of 1954 on the Amendments to Laws Number 16 and 17 of 1950 (Former Republic of Indonesia) on

Establishment of Large Cities and Small Cities in Java (State Gazette of the Republic of Indonesia Year 1954 Number 40, Supplement to the State Gazette of the Republic of Indonesia Number 551);

3. Law Number 39 of 1999 on Human Rights (State Gazette of the Republic of Indonesia Year 1999 Number 165, Supplement to the State Gazette Number 3886);
4. Law Number 23 of 2014 on Local Administration (State Gazette of the Republic of Indonesia Year 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587), as repeatedly amended and most recently amended by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Law (State Gazette of the Republic of Indonesia Year 2022 Number 238, Supplement to the State Gazette of the Republic of Indonesia Number 6941);
5. Regulation of the Minister of Home Affairs Number 15 of 2008 on General Guidelines for Gender Mainstreaming in the Regions, as amended by Regulation of the Minister of Home Affairs Number 67 of 2011 on the Amendment to Regulation of the Minister of Home Affairs Number 15 of 2008 on General Guidelines for Gender Mainstreaming in the Regions (State Gazette of the Republic of Indonesia Year 2011 Number 927);
6. Regulation of the Minister of Women's Empowerment and Child Protection Number 4 of 2023 on Satu Data Gender dan Anak (One Data on Gender and Children) (Official Gazette of the Republic of Indonesia Year 2023 Number 281);
7. Regulation of the Minister of Women's Empowerment and Child Protection Number 3 of 2023 on Implementation of Concurrent Government Affairs in the Field of Women's Empowerment and Child Protection (Official Gazette of the Republic of Indonesia Year 2023 Number 175);
8. Regulation of the Province of East Java Number 9 of 2019 on Gender Mainstreaming (Regional Gazette of the Province of East Java Year 2019 Number 7 Series D, Supplement to the Regional Gazette of the Province of East Java Number 96);

With the Joint Approval of
THE REGIONAL HOUSE OF REPRESENTATIVES
OF THE MUNICIPALITY OF MALANG
and
THE MAYOR OF MALANG

DECIDES:

To enact : REGIONAL REGULATION ON GENDER MAINSTREAMING.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this Regional Regulation:

1. Region means the Municipality of Malang.
2. Local Government means the Mayor and Regional Apparatus as elements administering Local Government Administration.
3. Mayor means the Mayor of Malang.
4. Regional Apparatus means auxiliary elements of the Mayor and the Regional House of Representatives in the administration of government affairs under the authority of the Local Government.
5. Local Budget (*Anggaran Pendapatan dan Belanja Daerah*), hereinafter abbreviated to the APBD, means the annual financial plan of the Local Government stipulated by a Regional Regulation.
6. Subdistrict means a territorial subdivision of a Region led by a Head of Subdistrict.
7. Urban Village means a territorial subdivision of a Subdistrict, serving as an administrative unit of the Subdistrict.
8. Gender Mainstreaming (*Pengarusutamaan Gender*), hereinafter abbreviated to the PUG, means a strategy developed to integrate gender as an integral dimension of the planning, formulation, implementation, monitoring, and evaluation of development policies, programs, and activities in the Region.
9. Gender means a concept that refers to the differentiation of the roles, functions, and responsibilities of men and women that arises from, and may change due to, the social and cultural conditions of society.
10. Gender Equality means the equal conditions for men and women to obtain opportunities and rights as human beings, enabling them to play roles and participate in political, economic, socio-cultural, defense, and security activities, as well as equality in enjoying the outcomes of development.
11. Gender Justice means a process of achieving justice for both men and women.
12. Gender Analysis means a systematic process of analyzing Gender Data on the conditions of men and women, particularly in relation to levels of access, participation, control, and benefits derived in the development process, in order to reveal the root causes of disparities in status, functions, roles, and responsibilities between men and women.
13. Gender Analysis Pathway, hereinafter abbreviated to the GAP, means a gender analysis tool designed to assist policy, program, and development activity planners in identifying Gender disparities and Gender-related issues, as well as in formulating policy, program, and development activity plans aimed at reducing or eliminating Gender disparities.

14. Gender Budget Statement, hereinafter abbreviated to the GBS, means a document that indicates that an activity output is Gender-responsive to existing Gender issues and/or that budget allocations have been made for activity outputs to address the Gender disparities.
15. PUG Driving Team means a Regional Apparatus that have the authority to provide guidance, accelerate, monitor, and evaluate the implementation of PUG in the region.
16. PUG Working Group (*Kelompok Kerja PUG*), hereinafter referred to as the Pokja PUG, means a consultative forum for implementers and coordinators of PUG from various agencies and institutions within the Region.
17. PUG Focal Point means an official of a Regional Apparatus who has the capacity to implement the PUG within their respective work unit.
18. Regional Medium-Term Development Plan *(Rencana Pembangunan Jangka Menengah Daerah*), hereinafter abbreviated to the RPJMD, means a local development planning document for a period of five (5) years.
19. Local Government Work Plan (Rencana Kerja Pemerintah Daerah), hereinafter abbreviated to the RKPD, means a Local development planning document for a period of one (1) year, also referred to as the annual Regional development plan.
20. Strategic Plan of Regional Apparatus (*Rencana Strategis Perangkat Daerah*), hereinafter referred to as the Renstra PD, means a planning document of a Regional Apparatus for a period of five (5) years.
21. Work Plan of Regional Apparatus (*Rencana Kerja Perangkat Daerah*), hereinafter referred to as the Renja PD, means a planning document of a Regional Apparatus for a period of one (1) year.
22. Work Plan and Budget of Regional Apparatus (*Rencana Kerja dan Anggaran Perangkat Daerah*), hereinafter abbreviated to the RKA PD, means a planning and budgeting document that contains revenue and expenditure plans for the programs and activities of Regional Apparatus, as well as financing plans, which serves as the basis for the preparation of the APBD.
23. Budget Implementation Document (*Dokumen Pelaksanaan Anggaran*), hereinafter abbreviated to the DPA, means a document containing the revenues and expenditures of each Regional Apparatus, used as the basis for implementation by the budget user.
24. Gender Data Management means an effort to manage development data encompassing the collection, processing, analysis, and presentation of data in a systematic, comprehensive, and sustainable manner, disaggregated by sex and age, as well as institutional data related to the prerequisite elements of PUG, for use in the implementation of PUG.
25. Gender Data means data on relational dynamics in status, roles, and conditions between men and women.
26. Local Action Plan for Gender Mainstreaming, (*Rencana Aksi Daerah PUG*) hereinafter abbreviated to the RAD-PUG,

means a guideline and directive for all stakeholders in implementing PUG strategies to achieve gender equality and gender justice in a more focused, efficient, effective, systematic, measurable, and sustainable manner, thereby encouraging the acceleration of the formulation of Gender-responsive development policies, programs, and activities, and enabling the Local Government to optimally support planning, implementation, and monitoring and evaluation of PUG in development efforts toward the realization of Gender equality and gender justice.

27. Institutionalization of PUG means a process of embedding PUG into a sustainable system to achieve equality between women and men at all levels of government administration.

Article 2

The regulation of the PUG is based on the following principles:

a. respect for human rights;
b. justice;
c. participation;
d. equality; and
e. non-discrimination.

Article 3

The regulation of PUG is intended to provide guidelines for the Local Government in the administration of government, development, and public services, thereby creating sustainable Gender equality and social inclusion.

Article 4

The regulation of the PUG aims to:

a. provide guidance for Regional Apparatus in formulating strategies for Gender integration carried out through the planning, implementation, budgeting, monitoring, and evaluation of sustainable development policies, programs, and activities in the Region;
b. realize Gender-responsive Regional development planning through the integration of the experiences, aspirations, needs, potentials, and problem-solving approaches of men and women;
c. achieve Gender equality and justice in national and state life by taking into account religious wisdom and the cultural values of society;
d. ensure Gender-responsive local budget management;
e. enhance equality and justice in the status, roles, and responsibilities of men and women as human beings and as development resources; and
f. enhance the role and independence of institutions responsible for women's empowerment.

Article 5

The scope of the regulation of PUG includes:

a. the responsibilities and authority of the Local Government;
b. planning and implementation;
c. the institutionalization of the PUG;
d. Gender Data;

e. reporting, monitoring, and evaluation;
f. guidance;
g. public participation;
h. assessment;
i. cooperation; and
j. funding.

CHAPTER II
RESPONSIBILITIES AND AUTHORITY OF LOCAL GOVERNMENT

Division One
Responsibilities

Article 6

(1) The Mayor is responsible for the implementation of the PUG.
(2) The responsibility of the Mayor as referred to in paragraph (1) may be delegated to the Vice Mayor under the authority and the provisions of laws and regulations.

Division Two
Authority of the Local Administration

Article 7

The authority of the Local Government in the implementation of PUG includes:
a. establish local policies for the implementation of PUG in the Region;
b. carry out coordination, facilitation, and mediation in the implementation of PUG policies in the Region;
c. conduct monitoring and evaluation of the implementation of PUG;
d. facilitate budget allocations for PUG activities;
e. facilitate the strengthening of institutions and the development of PUG mechanisms in collaboration with government institutions, higher education institutions, and non-educational institutions;
f. coordinate and facilitate the implementation of Gender-responsive policies, programs, and activities;
g. provide technical assistance and facilitation for PUG implementation, Gender analysis, Gender-responsive budgeting planning, and the development of PUG communication, information, and education materials;
h. implement PUG that is related to development sectors, particularly in the areas of women's empowerment, education, health, economy, law, human rights, politics, and employment; and
i. facilitate the availability of sex-disaggregated data.

CHAPTER III
PLANNING AND IMPLEMENTATION

Division One
Planning

Article 8

(1) The Local Government is obligated to formulate gender-responsive development policies, programs, activities, and sub-activities, which is set forth in the RPJPD, the RPJMD, the Renstra PD, the Renja PD, and the RAD-PUG.
(2) The formulation of Gender-responsive development policies, programs, activities, and sub-activities as referred to in paragraph (1) is carried out through Gender analysis.

Article 9

(1) In conducting the Gender analysis as referred to in Article 8 paragraph (2), the sex-disaggregated data is prepared by each Regional Apparatuses.
(2) In conducting the Gender analysis as referred to in paragraph (1), the GAP method or other analytical methods may be used.
(3) The use of the GAP method as referred to in paragraph (2) is carried out under the provisions of laws and regulations.
(4) Gender analysis of the Renja PD and the Budget of Regional Apparatus is conducted by each respective Regional Apparatus.
(5) The implementation of Gender analysis of the RPJMD, the Renstra PD, the Renja PD, and the RKA PD may be carried out in cooperation with higher education institutions or other parties possessing relevant expertise.

Article 10

(1) The results of gender analysis as referred to in Article 9 paragraph (3) are incorporated into the preparation of the GBS.
(2) The results of Gender analysis contained in the GBS serve as the basis for regional apparatus in preparing the terms of reference for activities and constitute an integral and inseparable part of the RKA PD.

Article 11

The Head of the Regional Apparatus responsible for local development planning coordinates the preparation of the RPJPD, the RPJMD, the Renstra PD, the Renja PD, the RKA PD, and the RAD-PUG that are gender-responsive, by involving the PUG institutions.

Division Two
Implementation

Article 12

(1) The PUG in the Region is implemented based on the following prerequisites:
    a. institutional prerequisites for the PUG; and

b. implementation prerequisites for the PUG.

(2) The institutional prerequisites for the PUG as referred to in paragraph (1) subparagraph a include:
a. commitment;
b. policies;
c. institutional arrangements;
d. resources;
e. information systems and sex-disaggregated data;
f. gender analysis tools; and
g. public participation.

(3) The implementation prerequisites for the PUG as referred to in paragraph (1) subparagraph b include:
a. policies, programs, and activities;
b. institutional arrangements and services;
c. budgeting; and
d. public participation and networks.

(4) The implementation of the prerequisites as referred to in paragraph (3) is carried out to ensure accountability for the fulfillment of the PUG prerequisites within Regional Apparatus and to provide the widest possible opportunities for access, participation, control, and benefits in the implementation of the PUG by the community, academia, philanthropic organizations, the mass media, community organizations, the business sector, and other stakeholders.

CHAPTER IV
INSTITUTIONALIZATION OF PUG

Division One
General

Article 13

(1) The institutionalization of PUG is carried out in accordance with the prescribed procedures.

(2) The procedures as referred to in paragraph (1) consist of:
a. coordination and synchronization of the formulation of policies for the implementation of the PUG under the authority of the Region, which include:
1. harmonization and synchronization of laws and regulations, local legal instruments, and operational policies on PUG;
2. the preparation of the RPJPD, the RPJMD, the RKPD, the Renstra PD, the Renja PD, and the RKA PD that are Gender-Responsive;
b. coordination and synchronization of the implementation of PUG under the authority of the Region, which include:
1. the establishment of the Pokja PUG;
2. the preparation of the Pokja PUG work plan;
3. coordination meetings of the Pokja PUG;
4. the integration of sex-disaggregated data into the Gender and Children Data System;
5. policy advocacy and facilitation of the implementation of the PUG, including gender-

responsive budgeting planning under the authority of the Region;
6. technical coordination meetings on the implementation of PUG;
7. technical guidance and facilitation of gender-responsive budgeting planning in the preparation of gender-responsive programs, activities, and budgets; and
8. facilitation in the formulation of Gender-Responsive local policies; and

c. dissemination of policies for the implementation of PUG, including gender-responsive budgeting planning under the authority of the Region, which include:
1. dissemination of policies on the implementation of PUG and gender-responsive budgeting planning to the stakeholders; and
2. strengthening Public Participation in the implementation of PUG.

Article 14

The PUG institutions consist of:
a. the Pokja PUG;
b. the PUG Focal Point; and
c. the PUG Driving Team.

Division Two
Pokja PUG

Article 15

(1) The Pokja PUG as referred to in Article 14 subparagraph a consists of:
a. the Head of the Regional Apparatus responsible for local development planning, serving as the Chairperson of the Pokja PUG;
b. the Head of the Regional Apparatus responsible for women's empowerment, serving as the Secretariat of the Pokja PUG;
c. all Heads/Leaders of Regional Apparatus within the Local Government, serving as Members of the Pokja PUG;
d. the membership of the Pokja PUG as referred to in paragraph (1) may include the representatives from relevant vertical agencies, academia, philanthropy, mass media, the business sector, community organizations, and other stakeholders.

(2) The establishment of the Pokja PUG as referred to in paragraph (1) is stipulated by a Mayor Decree.

Article 16

The duties of the Pokja PUG as referred to in Article 15 paragraph (1) are as follows:
a. promote and facilitate PUG to each Regional Apparatus;
b. carry out dissemination and advocacy of PUG;
c. prepare annual work programs;

d. encourage the realization of gender-responsive planning and budgeting;
e. prepare the annual work plan of the Pokja PUG;
f. be accountable to the Mayor through the Vice Mayor;
g. formulate policy recommendations to the Mayor;
h. prepare the municipal gender profile;
i. conduct monitoring of the implementation of PUG in each institution;
j. prepare the RAD-PUG in the Region; and
k. encourage the selection and designation of PUG Focal Points in each Regional Apparatus.

Article 17

(1) The RAD-PUG in the Region as referred to in Article 16 subparagraph j contains at least the following:
   a. PUG in laws and regulations in the Region;
   b. PUG in the local development cycle in the Region;
   c. strengthening of PUG institutions in the Region; and
   d. strengthening of public participation in the Region.
(2) The RAD-PUG as referred to in paragraph (1) is prepared for a period of five (5) years.
(3) The RAD-PUG as referred to in paragraph (1) is stipulated by a Mayor Regulation.
(4) The RAD-PUG as referred to in paragraph (1) is disseminated to all Regional Apparatus, community organizations, academia, philanthropy, and the mass media.

Division Three
PUG Focal Point

Article 18

(1) The PUG Focal Point in each Regional Apparatus as referred to in Article 14 subparagraph b consists of officials and/or staffs responsible for planning and/or program functions.
(2) The PUG Focal Point as referred to in paragraph (1) is selected and designated by the Head/Leader of the Regional Apparatus.
(3) The PUG Focal Point as referred to in paragraph (2) has the following duties:
   a. implement PUG within the respective work unit;
   b. facilitate the preparation of gender-responsive work plans and budgets of the Regional Apparatus;
   c. conduct training, dissemination, and advocacy of PUG for all officials and staffs within the Regional Apparatus;
   d. report the implementation of PUG to the leadership of the Regional Apparatus;
   e. prepare gender-responsive budget analyses of policies, programs, and activities within the work unit; and
   f. facilitate the preparation of gender-disaggregated data within the respective work unit.

(4) In carrying out the duties as referred to in paragraph (3) subparagraph b, the PUG Focal Point in each Regional Apparatus prepares terms of reference for planning and budgeting that include programs and/or activities based on gender equality and gender social inclusion.

Division Four
PUG Driving Team

Article 19

(1) The PUG Driving Team as referred to in Article 14 subparagraph c consists of:
   a. the Head of the Regional Apparatus in charge of regional development planning;
   b. the Head of the Regional Apparatus in charge of women's empowerment and child protection;
   c. the Head of the Regional Apparatus in charge of regional financial management/the regional general treasurer; and
   d. the Head of the Regional Apparatus in charge of supervision/the Inspectorate.

(2) The PUG Driving Team is tasked with ensuring the quality of the assessment of PUG implementation and encouraging leadership commitment to the implementation of PUG, including aspects of budget planning, budget execution, and the overall implementation of PUG.

(3) The PUG Driving Team as referred to in paragraph (1) is stipulated by a Mayor Decree.

CHAPTER V
GENDER DATA

Article 20

(1) The Local Government is obligated to implement an integrated Gender Data Management System aligned with the National One Data System (Satu Data Indonesia).

(2) Regional Apparatus is obligated to incorporate Gender Data into:
   a. program planning (RPJMD and RKPD):
   b. budgeting (gender-responsive budgeting planning); and
   c. budgeting (gender-responsive budgeting planning).

(3) The Local Government is responsible for providing open access through the Sistem Pemerintahan Satu Data Kota (City One Data Government System) portal, while ensuring the confidentiality of individual data under the provisions of laws and regulations.

(4) The Local Government prepares a Report on Satu Data Gender (One Data on Gender) as an annex to the Local Government Performance Report, which contains at least:
   a. statistics on gender equality and child protection indicators;
   b. constraints and recommendations for improvement; and;

c. proposed updates to the data system.

Article 21

(1) The collection, processing, analysis, and presentation of Gender Data within the Regional data institutional framework as referred to in Article 20 paragraph (1) is carried out in accordance with Gender Data standards, procedures, and criteria.
(2) Further provisions on the Gender Data standards, procedures, and criteria as referred to in paragraph (1) are regulated by a Mayor Regulation.

CHAPTER VI
REPORTING, MONITORING, AND EVALUATION

Article 22

(1) The Mayor submits a report on the implementation of PUG to the Governor periodically every six (6) months.
(2) The report substances as referred to in paragraph (1) include:
    a. the implementation of programs and activities based on PUG indicators;
    b. agencies involved in the implementation of activities;
    c. activity targets;
    d. the use of budgets sourced from the State Budget (Anggaran Pendapatan dan Belanja Negara (APBN)), the APBD, or other sources;
    e. problems encountered; and
    f. efforts that have been undertaken.
(3) The report as referred to in paragraph (2) serves as material for the monitoring and evaluation of PUG implementation.

Article 23

(1) The Mayor, through the PUG Driving Team, determines a guideline for the reporting mechanism at the Urban Village and Subdistrict levels.
(2) The Urban Villages and Subdistricts submit reports on the implementation of PUG to the Mayor through the PUG Driving Team and the supervisory team, periodically every six (6) months.
(3) The report substances as referred to in paragraph (2) include:
    a. the implementation of programs and activities based on the PUG indicators;
    a. agencies involved in the implementation of activities;
    b. activity targets;
    c. the use of budgets sourced from the APBN, the APBD, or other sources;
    d. problems encountered; and
    e. efforts that have been undertaken.
(4) The report as referred to in paragraph (3) serves as material for the monitoring and evaluation of PUG implementation.

Article 24

(1) The Mayor conducts monitoring and evaluation of the PUG implementation.
(2) The monitoring and evaluation as referred to in paragraph (1) is carried out in each Regional Apparatus and in a tiered manner across levels of Government Administration.
(3) The monitoring and evaluation of PUG implementation is conducted prior to the formulation of programs or activities for the following year.
(4) The Supervisory Team conducts macro-level evaluations of PUG implementation based on the RPJMD and the Renja PD.
(5) The implementation of evaluations may involve Higher Education Institutions and community organizations.
(6) The results of the evaluation of PUG implementation serve as input in the formulation of policies, programs, and activities for subsequent years.

CHAPTER VII
GUIDANCE

Article 25

The Mayor provides guidance on the PUG implementation, which includes:
a. the establishment of technical guidelines for the PUG implementation at the Municipal, Subdistrict, and Urban Village levels;
b. strengthening institutional capacity through training, consultation, advocacy, and coordination;
c. enhancing the capacity of the PUG Focal Points and the PUG Working Group; and
d. strategies for performance achievement.

CHAPTER VIII
PUBLIC PARTICIPATION

Division One
General

Article 26

(1) The Local Government involves community participation in various PUG activities in the Region.
(2) The public participation as referred to in paragraph (1) includes:
    a. Community Organizations;
    b. Academia;
    c. Philanthropists;
    d. Business Sector; and
    e. Mass Media.
(3) The public participation as referred to in paragraph (2) may be carried out through:
    a. public consultations;
    b. policy advocacy;
    c. guidance;
    d. supervision;

e. facilitation;
f. services;
g. studies;
h. training;
i. capital support;
j. provision of facilities and infrastructure;
k. expression of aspirations;
l. public hearings;
m. work visits;
n. counseling;
o. dissemination;
p. seminars;
q. workshops;
r. discussions; and/or
s. other forms of participation as provided for under the provisions of laws and regulations.

(4) Further provisions on the implementation of public participation as referred to in paragraph (1) are regulated by a Mayor Regulation.

Division Two
Public Participation

Article 27

(1) The public participates in the decision-making process, implementation, and supervision of PUG activities by coordinating with the Urban Village PUG Working Group.
(2) The public participation as referred to in paragraph (1) may take the form of:
a. establishing PUG communities and/or volunteers;
b. providing proposals, considerations, and/or recommendations to the Local Government in PUG activities in the Region;
c. reporting discrimination, crimes, and violations related to PUG to the competent authorities; and
d. taking an active role in protection and improving quality of life in the implementation of PUG activities in the Region.

Division Three
Participation of Community Organizations

Article 28

The community organizations participate in the implementation of PUG in the Region in the form of:
a. carrying out guidance and empowerment activities in the field of PUG;
b. providing objective information, data, and documentation related to PUG activities to the Local Government;
c. providing input to the Local Government on policies on the implementation of PUG in the Region; and
d. other forms of participation as provided for under the provisions of laws and regulations.

Division Four
Participation of Academia

Article 29

The academia participate in the implementation of PUG in the Region, which includes:

a. developing science and technology in support of PUG;
b. carrying out community service in the form of dissemination and/or advocacy activities on PUG-related issues in the Region;
c. providing input to the Local Government on PUG policies; and
d. other forms of participation as provided for under the provisions of laws and regulations.

Division Five
Participation of Philanthropists

Article 30

The philanthropists participate in the implementation of PUG in the Region, which include:

a. providing support for PUG in local development in the form of activities and/or funding that contribute to the realization of PUG in the Region;
b. providing objective information and data related to activities and/or funding associated with PUG to the Local Government; and
c. other forms of participation under the provisions of laws and regulations.

Division Six
Participation of the Business Sector

Article 31

The business sector participates in the implementation of PUG in the Region, which includes:

a. implementing company policies aligned with PUG;
b. producing products based on PUG principles;
c. contributing to the fulfillment of PUG through corporate social and environmental responsibility programs and/or funding;
d. conducting PUG-based advertising with positive language;
e. providing lactation facilities for breastfeeding female workers;
f. granting maternity leave rights to female workers under the provisions of laws and regulations; and
g. other forms of participation as provided for under the provisions of laws and regulations.

Division Seven
Participation of the Mass Media

Article 32

The mass media participates in the implementation of PUG, which includes:

a. spreading information and educational materials that promote gender responsiveness and are beneficial from social, cultural, educational, religious, and health perspectives;
b. ensuring that Mass Media reporting maintains confidentiality, respects human rights, and upholds non-discrimination in gender-related matters;
c. upholding religious, ethnic, racial, and intergroup values in the broadcasting, presentation, and airing of news related to the PUG; and
d. other forms of participation as provided for under the provisions of laws and regulations.

CHAPTER IX
ASSESSMENT

Article 33

In order to enhance awareness and participation of Regional Apparatus in the implementation of PUG, the Local Government, through the Pokja PUG, conducts periodic monitoring and evaluation of Regional Apparatus that use gender-responsive budgeting.

CHAPTER X
COOPERATION

Article 34

(1) The Local Government may engage in cooperation in the PUG implementation.
(2) The cooperation as referred to in paragraph (1) may be carried out with:
    a. other Local Governments;
    b. academia;
    c. community organizations;
    d. business entities;
    e. philanthropists;
    f. institutions or local governments abroad; and
    g. other third parties.
(3) The cooperation as referred to in paragraph (2) is conducted under the provisions of laws and regulations.

CHAPTER XI
FUNDING

Article 35

Funding for the PUG implementation programs and activities sourced from the APBD is allocated to the relevant Regional Apparatus responsible for the PUG implementation.

CHAPTER XII
CLOSING PROVISIONS

Article 36

All Implementing Regulations of this Regional Regulation are issued no later than six (6) months from the date this Regional Regulation is promulgated.

Article 37

This Regional Regulation comes into force on the date of its promulgation.

In order to make this Regional Regulation known to the public, it is hereby ordered that it be promulgated by its publication in the Regional Gazette of the Municipality of Malang.

Enacted in Malang
on 9 September 2025

MAYOR OF MALANG,

signed

WAHYU HIDAYAT

Promulgated in Malang
on 9 September 2025

REGIONAL SECRETARY
OF THE MUNICIPALITY OF MALANG,

signed

ERIK SETYO SANTOSO

REGIONAL GAZETTE OF THE MUNICIPALITY OF MALANG YEAR 2025 NUMBER 4

Prepared and issued as an official translation

Jakarta, 26 August 2026
DIRECTOR GENERAL OF LEGISLATION
FOR THE MINISTER OF LAW OF THE REPUBLIC OF INDONESIA,

DHAHANA PUTRA

Official Translation Notice:
This English translation is provided for information and reference purposes only. In the event of any discrepancy, inconsistency, or ambiguity between the English version and the Indonesian version, the Indonesian version shall prevail.

ELUCIDATION
OF
REGULATION OF THE MUNICIPALITY OF MALANG
NUMBER 4 OF 2025
ON
GENDER MAINSTREAMING

I. GENERAL

Article 27 paragraph (1) of the 1945 Constitution of the Republic of Indonesia stipulates that “All citizens have equal status before the law and the government and are obliged to uphold the law and the government without exception.” Under this provision, and as a follow-up to Law Number 25 of 2004 on the National Development Planning System, Law Number 23 of 2014 on Local Administration, Presidential Instruction Number 9 of 2000 on Gender Mainstreaming in National Development, and Regulation of the Minister of Home Affairs Number 15 of 2008 on the General Guidelines for Implementation of Gender Mainstreaming in the Regions, efforts to implement gender mainstreaming encompass all sectors of development. The enactment of the Regulation of the Municipality of Malang on Gender Mainstreaming is intended to serve as a guideline and conceptual framework for the Local Government in facilitating the effective and optimal implementation of gender mainstreaming, in order to support the realization of gender mainstreaming at the national level through Local Governments in all development sectors.

II. ARTICLE BY ARTICLE ELUCIDATION

Article 1

Self-explanatory.

Article 2

Subparagraph a

The term “respect for human rights” means respect for fundamental rights inherently attached to every human being, which are universal in nature and enduring.

Subparagraph b

The term “justice” means a process of achieving fairness, characterized by the absence of role standardization, the imposition of multiple burdens, subordination, and marginalization, and applying equally to both women and men.

Subparagraph c

The term “participation” means involvement in the development process, including planning, implementation, monitoring, and evaluation, as well as participation in activities carried out.

Subparagraph d

The term “equality” means the same level and equal status, with no party being higher or lower than another.

Subparagraph e

The term “non-discrimination” applies to all persons, regardless of differences in ethnicity, religion, race, group affiliation, sex, ethnic origin, culture, language, social status, or position.

Article 3

Self-explanatory.

Article 4

Self-explanatory.

Article 5

Self-explanatory.

Article 6

Self-explanatory.

Article 7

Self-explanatory.

Article 8

Self-explanatory.

Article 9

Self-explanatory.

Article 10

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Article 11

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Article 12

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Article 13

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Article 14

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Article 15

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Article 16

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Article 17

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Article 18

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Article 19
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Article 20
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Article 22
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Article 26
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Article 27
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Article 28
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Article 29
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Article 30
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Article 31
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Article 32
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Article 33
Self-explanatory.

Article 34
Self-explanatory.

Article 35
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Article 36
Self-explanatory.

Article 37

Self-explanatory.

SUPPLEMENT TO THE REGIONAL GAZETTE OF THE MUNICIPALITY OF MALANG YEAR 2025 NUMBER 69