



## Gender Responsive Budgeting and Equitable Development in Karawang Regency

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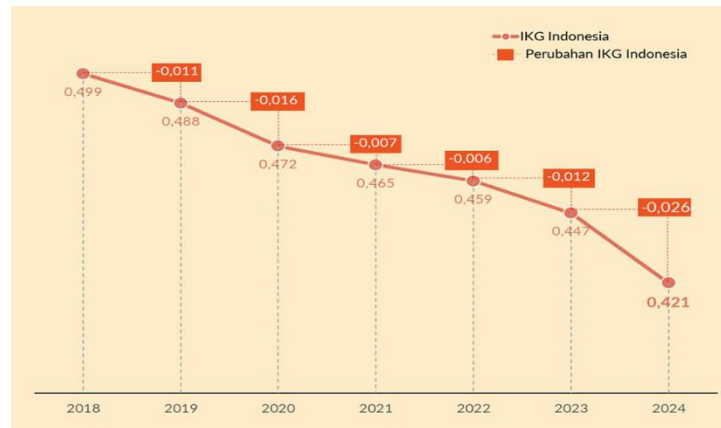
**Abstract.** *This study aims to analyze the implementation of Gender-Responsive Budgeting (GRB), the relationship between economic growth and gender development, and the condition of gender equality within the industrial sector in Karawang Regency. The study employs a descriptive qualitative approach using literature review methods and secondary data analysis derived from regional government documents, Statistics Indonesia (BPS), the Regional Medium-Term Development Plan (RPJMD), and previous scholarly studies. The research focuses on the analysis of public expenditure realization, regional economic growth, gender development, and women's employment opportunities within Karawang's industrial areas. The findings indicate that Karawang has experienced relatively strong economic growth driven by industrialization and increasing regional investment. Regional budget realization also demonstrates high levels of efficiency and effectiveness, including a significant increase in the Gender-Responsive Budgeting (GRB) ratio. Furthermore, the improvement in the Gender Development Index (GDI) reflects progress in gender development, particularly in the areas of education, health, and women's quality of life. However, the study also reveals that the benefits of economic growth have not yet been distributed inclusively. Gender disparities remain evident in labor force participation, wage levels, educational access, and male dominance in strategic positions within the industrial sector. Therefore, stronger gender mainstreaming policies are required through optimizing GRB implementation, strengthening the protection of women workers, expanding access to education and vocational training, and improving development policy monitoring to ensure that economic growth is accompanied by equitable and sustainable development.*

**Keywords:** Gender-Responsive Budgeting; Economic Growth; Gender Development; Industrial Sector; Gender Equality; Karawang Regency.

### 1. INTRODUCTION

Gender-Responsive Budgeting (GRB) in Indonesia is grounded in Presidential Instruction No. 9 of 2000 on Gender Mainstreaming, which provides the legal and institutional framework for ministries/agencies and local governments to systematically integrate a gender perspective into development planning and budgeting processes (Dewi, 2022; Natalis, 2020; Trisnaningtyas & Perbawani, 2023). Over the past two decades of implementation, gender disparity indicators in Indonesia have demonstrated a consistent improvement, as presented in Figure 1. However, this trend does not yet reflect the optimal effectiveness of GRB implementation across all sectors and regions.

Figure 1. Gender Inequality Index (GII), 2018–2024



(Source : (Statistik, 2025))

The data indicate a decline in Indonesia's Gender Inequality Index (GII), suggesting a gradual improvement in gender balance between men and women. However, this trend cannot be considered a definitive indicator of the optimal implementation of gender-responsive budgeting. Empirical evidence reveals that Indonesia is ranked 97th out of 148 countries (World Economic Forum, 2025). According to the 2025 World Economic Forum (WEF) Global Gender Gap Report, Indonesia's position remains a matter of serious concern. The WEF employs several key variables as the primary indicators for assessing national gender performance. As presented in Table 1, these indicators demonstrate that Indonesia's overall gender performance remains relatively low.

Table 1. Percentage Performance of Gender Inequality Indicators

| Indikator                                      | Presentase (2024) |           |
|------------------------------------------------|-------------------|-----------|
|                                                | Laki-laki         | Perempuan |
| Representation in the Legislature              | 77,54%            | 22,46%    |
| Education Level (Senior High School and Above) | 43,78%            | 37,64%    |
| Labor Force Participation Rate                 | 84,66%            | 56,42%    |
| Average Monthly Wages                          | 56,66%            | 43,33%    |

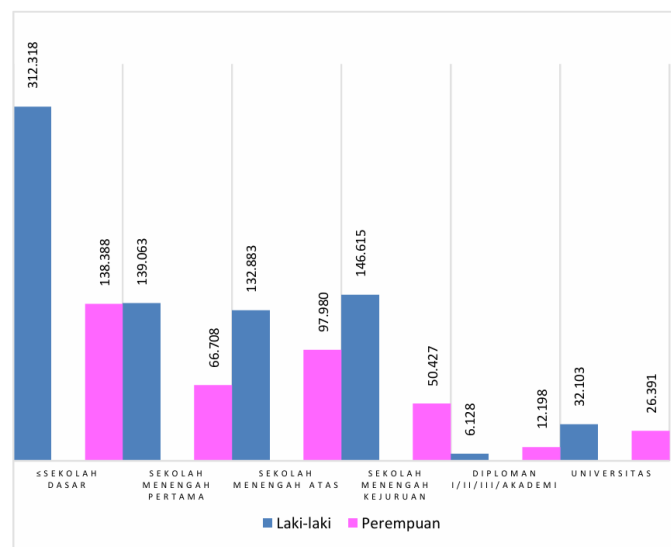
(Source : Compiled from various sources)

Referring to the gender inequality data above, the optimization of gender equality still requires serious attention from the government. This situation calls for comprehensive policy responses and strategic measures to enhance the quality of gender equality and justice in Indonesia (Eko Hartono & Khalwani, 2022). Conversely, if these conditions are not addressed appropriately, the quality of gender development is likely to decline. This may lead to widening disparities among social groups, which could

ultimately have negative implications for national stability and security (Rohadhatul Aisy & Aisy, 2023). Therefore, the promotion of gender equality must become a primary strategy in national development, as fair treatment of both women and men is an essential prerequisite for achieving equitable gender relations and sustainable development (Eko Hartono & Khalwani, 2022). In this context, Gender-Responsive Budgeting (GRB) plays a critical role as a fiscal instrument to ensure that development policies translate into tangible and inclusive gender outcomes.

Karawang Regency is one of the regions that has implemented a Gender Mainstreaming program. This is reflected in the Regional Medium-Term Development Plan (RPJMD) of Karawang Regency for 2016–2026, which includes programs aimed at enhancing community empowerment and promoting gender-equitable development as indicators of the Gender Development Index (GDI) objectives (Pemerintah Daerah Kabupaten Karawang, 2021). However, the focus on gender equality that has been programmed has not yet achieved optimal results. This is evidenced by the increasing number of cases of violence against women and children in Karawang, which rose to 121 cases in 2025 (Khumaini, 2025). Other related issues are also illustrated in Figure 1, particularly concerning the population aged over 15 years and their highest level of educational attainment.

Figure 2. Population Aged 15+ by Highest Level of Education Completed



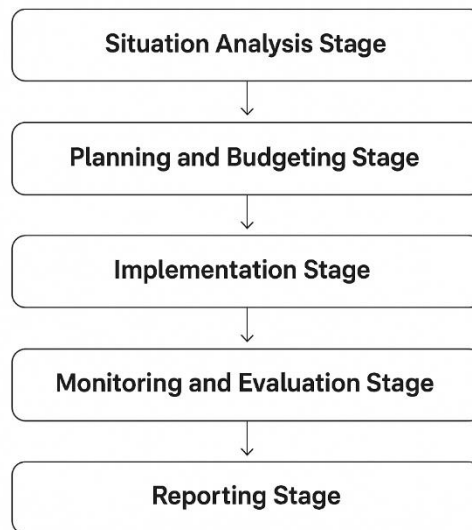
(Source : (DP3A, 2022))

Gender equality between men and women is measured in terms of the equitable distribution of development outcomes across various sectors, including the economy,

education, and politics (Altuzarra et al., 2021). The objectives of gender equality are: (1) to balance the access and roles of men and women in education, employment, economic resources, and public services (Werdiningsih, 2020); (2) to encourage the active participation of women in decision-making processes within the family, community, and state (Burhanuddin et al., 2025); (3) to eliminate discrimination between women and men (Anang Prihanto & Widaningrum, 2024); and (4) to ensure justice in the distribution of roles, inheritance rights, and public responsibilities between women and men (Sujana & Camellia, 2023). Based on these objectives, gender equality is expected to contribute to balanced improvements in societal welfare (Astuti, 2013).

The implementation of Gender Mainstreaming (GM) is optimized through Gender-Responsive Budgeting (GRB) by means of several strategic steps that are integrated into the development planning and budgeting cycle. This cycle is illustrated in Figure 3. The realization of gender equality through Gender-Responsive Budgeting (GRB) is carried out through several stages. First, gender analysis is integrated into all regional planning and budgeting documents, such as the Regional Medium-Term Development Plan (RPJMD), Strategic Plans of Regional Work Units (Renstra SKPD), and the Regional Revenue and Expenditure Budget (APBD), using instruments such as the Gender Analysis Pathway (Natalis, 2020). Second, regulatory and institutional strengthening is pursued through capacity building of human resources and the commitment of local governments to the implementation of GRB (Yuslin, 2021). Third, participation and advocacy are promoted by involving women in legislative, supervisory, and budgeting processes, as well as by expanding advocacy networks within formal forums. Fourth, monitoring, evaluation, and reporting are conducted as benchmarks for measuring the effectiveness of gender equality implementation.

Figure 3. Cycle of Steps for the Realization of Gender Equality through GRB



Source: (Kementerian PPN/Bappenas, 2020)

Gender-Responsive Budgeting (GRB) does not refer to the allocation of a specific amount of funds for men and women, but rather to a budgeting approach that bridges gaps in the status, roles, and responsibilities of men and women (Nasution & Marthalina, 2018). GRB as manifested in the Regional Revenue and Expenditure Budget (APBD) should incorporate instruments that ensure women's participation in: (1) politics and political office, (2) access to education, (3) health services, (4) development-related services, and (5) the improvement of women's quality of life (2). Previous cases in several regions that encountered obstacles in the implementation of GRB serve as a benchmark for this study to be applied in Karawang Regency. Although the formulation of the Karawang Regency Regional Medium-Term Development Plan (RPJMD) has reflected principles of gender equity, empirical conditions indicate that several gaps still persist. Therefore, this study is necessary to be conducted.

## **2. THEORITICAL REVIEW**

### **Concept of Gender-Responsive Budgeting (GRB)**

Gender-Responsive Budgeting (GRB) is a budgeting approach that incorporates a gender perspective throughout all stages of the governmental budgeting process, ensuring that public policies and expenditures are no longer gender-neutral but instead actively contribute to reducing gender inequality (Cleveland et al., 2023; Koirala, 2023; Polzer et al., 2021; Stephenson, 2018). GRB is not a "special budget for women"; rather, it is an analytical framework used to examine how state revenues and expenditures affect women

and men differently, and subsequently adjust budget allocations to achieve greater equity (Bhul, 2022).

The implementation of GRB aims to: (1) translate commitments to gender equality into concrete budgetary commitments, (2) enhance governmental accountability regarding the gender impacts of fiscal policies, and (3) reduce gender disparities in public services, economic opportunities, and rights. Based on these objectives, GRB should be integrated into all stages of the budget cycle, including planning, implementation, monitoring, and evaluation.

At the planning stage, local governments are expected to establish a clear Gender Gap Analysis Pathway (GAP), formulate gender-sensitive indicators, and integrate them into both medium-term and short-term development plans (RPJMN and RPJMD). The second stage involves budgeting, where gender classifications should be comprehensively incorporated into regional budget allocations. The third stage is implementation, which entails the execution of GRB programs across multiple sectors, including education, health, economy, politics, and law. The final stage is monitoring and evaluation, which is conducted through audits assessing the extent to which programs align with and support the realization of gender equality.

#### Gender Equality Indicators

Gender equality is measured through various indicators closely associated with human development, including education, health, economy, and political participation. The Gender Development Index (GDI) is used to assess disparities in achievements between men and women across the three fundamental dimensions of human development. A GDI score approaching 100 indicates a smaller gap between women and men, reflecting a higher level of gender equality.

The indicators used in the GDI are similar to those employed in the Human Development Index (HDI), namely:

- A. Dimension of Longevity and Healthy Life: Measured by life expectancy at birth for both men and women.
- B. Dimension of Knowledge/Education: Measured through two indicators:  
Expected Years of Schooling (EYS).  
Mean Years of Schooling (MYS).

- C. Dimension of Decent Standard of Living (Economic Dimension): Measured through estimated per capita expenditure or income calculated separately for men and women.

### **3. RESEARCH METHOD**

This study employed a qualitative approach using the meta-synthesis method. Meta-synthesis, also referred to as qualitative evidence synthesis, is a systematic method used to review and integrate findings from multiple qualitative studies. This approach seeks to generate a deeper understanding or new explanation of a phenomenon by identifying key themes, concepts, or theories emerging from individual studies. As an analogue to meta-analysis in quantitative research, meta-synthesis enables researchers to systematically review qualitative studies in order to comprehensively address research questions (Gandhi AP, Deshmukh P, 2025). Unlike broad literature summaries, meta-synthesis does not merely summarize available data; rather, it provides a new perspective on a topic through the interpretation of findings from various qualitative studies to produce “third-order” findings that contribute to the advancement of knowledge and theory (Nye E, 2016).

This technique involves collecting, comparing, and synthesizing key findings from related interpretive or qualitative studies, with the aim of conducting systematic cross-case comparisons to draw broader conclusions across studies (J, 2009). The stages of this process included formulating the research questions, identifying relevant data sources from academic journals and conference proceedings, and screening the literature based on rigorous inclusion and exclusion criteria. The research questions were analyzed using Spradley’s domain analysis method. According to (23), the stages of domain analysis adapted to this study are as follows: (1) selecting semantic relationship patterns from the available information obtained through the literature review; (2) preparing the domain analysis framework; (3) identifying similarities across various data analyses; (4) identifying core concepts and symbolic categories and linking them to semantic relationship patterns; (5) formulating analytical questions for further examination; and (6) constructing the overall research domains and data structure. Based on Spradley’s domain relationship patterns, the domain analysis framework was subsequently developed, as presented in Table 2 below.

Table 2: Analysis of Research Domains

| No | Sub-Domain Details                                                                        | Semantic Relationship                                               | Domain                                                                                                              |
|----|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 1  | A. Analysis of public expenditure realization<br>B. Economic growth vs gender development | Budget allocation for gender-specific needs                         | Budget allocation aimed at supporting equitable quality of life improvements for both women and men in development  |
| 2  | A. Gender in the industrial sector<br>B. Women's employment opportunities                 | Indicator of budget allocation for equal employment opportunities   | Government budget allocation directed toward expanding women's access and participation in the industrial workforce |
| 3  | Anggaran Responsive Gender di Karawang                                                    | Policy orientation toward gender equality and inclusive development | Policy orientation toward gender equality and inclusive development                                                 |

#### 4. RESULT AND DISCUSS

##### Analysis of Public Expenditure Realization

Based on the indicators used to assess the achievement of public expenditure realization, namely budget efficiency and budget effectiveness, Karawang Regency faces challenges associated with the growth paradox. Empirical evidence demonstrates that, in terms of budget efficiency, the regency has achieved a relatively high level of budget realization performance. Data indicate that in 2023, approximately 98% of the allocated budget was effectively absorbed, and this figure increased further to 98.75% in 2024. In terms of effectiveness, which is measured through performance achievement indicators, the data also demonstrate very strong results. A particularly significant improvement can be observed in the Gender-Responsive Budgeting (GRB) ratio, which increased dramatically from 36% to 100%. This substantial rise reflects the growing commitment of the local government to integrating gender perspectives into fiscal policies and public expenditure management.

Table 3. Budget Realization Ratios in Karawang Regency

| Ratio Indicator | Year<br>2023 | Year<br>2024 | Trend |
|-----------------|--------------|--------------|-------|
|-----------------|--------------|--------------|-------|

|                                           |       |              |              |                         |
|-------------------------------------------|-------|--------------|--------------|-------------------------|
| Financial<br>(Realization/Budget)         | Ratio | 98.00%       | 98.75%       | Increased<br>(0.75%)    |
| Output Ratio (Performance<br>Achievement) |       | Very<br>Good | Very<br>Good | Stable/Improved         |
| GRB Ratio (Key Indicator)                 |       | 36.90%       | 100.00%      | Significant<br>Increase |

However, behind the high level of achievement in the implementation of Gender-Responsive Budgeting (GRB), there remains a disparity in the Expected Years of Schooling (EYS) indicator, with a gap of 0.5 years between men and women. This figure represents a significant concern, as it is substantially higher than the average gender gap in West Java, which stands at 0.2 years, and contrasts with the current national trend in which women's EYS has begun to surpass that of men in many regions (RPJMD., 2025). This condition indicates that the allocation and effectiveness of public expenditure in Karawang Regency have not yet been fully oriented toward gender-responsive needs, particularly in improving equal access, participation, and educational quality for both women and men (Ramdayani, 2025). Therefore, the realization of public expenditure should be directed through a gender-responsive budgeting approach to ensure that economic growth is accompanied by more equitable social development.

#### Economic Growth vs. Gender Development in Karawang

Karawang Regency has demonstrated significant regional development alongside rapid industrialization and increasing investment across various strategic sectors. The expansion of industrial estates, manufacturing growth, and rising economic activities have positioned Karawang as one of the major economic growth centers in Indonesia. This condition is supported by the findings of Kuswandi & Syamsir (2025), who argued that industrialization plays a substantial role in driving regional economic transformation through increased investment, employment generation, and the strengthening of local fiscal capacity. Furthermore, Hartono et al. (2023) emphasized that Karawang contributes significantly to both regional and national economic growth, as it is recognized as one of the largest industrial regions in Indonesia.

This condition is consistent with the statistical data presented in Table 4 regarding the percentage of economic growth in Karawang Regency. In 2022, Karawang's economic growth reached 6.31%, before experiencing a slowdown to 5.40% in 2023 and 4.20% in 2024 (BPS Karawang, 2025). Despite the decline, these figures still reflect relatively stable regional economic performance and remain comparable to Indonesia's

national economic growth rates, which were recorded at 5.31% in 2022, 5.05% in 2023, and 5.03% in 2024 (BPS Karawang, 2025). These findings indicate that the economic growth dynamics of Karawang continue to move in line with national economic conditions, reflecting relatively strong regional economic resilience amid changes in both global and national economic circumstances.

Table 4. Comparison of Economic Growth between Karawang Regency and Indonesia (2022–2024)

| Year | Karawang Economic Growth | National Economic Growth | Trend Description                                     |
|------|--------------------------|--------------------------|-------------------------------------------------------|
| 2022 | 6.31%                    | 5.31%                    | Karawang growth exceeded the national rate            |
| 2023 | 5.40%                    | 5.05%                    | Growth slowed but remained above the national average |
| 2024 | 4.20%                    | 5.03%                    | Growth declined below the national rate               |

Source: BPS Karawang (2025).

On the other hand, the data indicate that the economic growth experienced by Karawang Regency has also been accompanied by an increase in the Gender Development Index (GDI) during the 2022–2025 period, reaching 92.35% (BPS, 2025a). This improvement reflects progress in gender development, particularly in the areas of education, health, and women's quality of life (Risidiana, 2020). The increase in the GDI suggests that regional development policies have gradually shifted toward reducing gender disparities through improving women's access to public services and economic opportunities (Jubaidah, 2025).

Thus, the findings of this study indicate that there is a positive relationship between economic growth and gender development in Karawang; however, this relationship has not yet become fully inclusive. High economic growth must be accompanied by more gender-responsive development policies to ensure that the benefits of development are distributed equitably between women and men (Hartono et al., 2023). Therefore, the local government of Karawang has incorporated gender-responsive programs into its 2021–2026 strategic development plan (DP3A, 2022).

Gender in the Industrial Sector

Women's participation in the industrial sector continues to face various challenges related to gender inequality (Fardani et al., 2025; Nuraeni & Suryono, 2021). Women tend to occupy positions characterized by lower wages and limited technical skills, while strategic, highly technical, and managerial positions remain predominantly dominated by men (Subagja, 2022). In addition, female workers frequently encounter barriers such as limited opportunities for career advancement, wage inequality, vulnerability to contractual employment systems, and the dual burden of balancing domestic responsibilities with formal employment (Prihatiningtyastuti, 2020). In rural areas surrounding industrial zones, cultural norms and limited access to education also constitute significant factors restricting women from obtaining higher-quality employment opportunities (Chotim, 2020; Kuswandi & Syamsir, 2025).

Research on gender in the Indonesian labor market demonstrates that the industrial sector—including manufacturing, garment, tobacco, mining, and other industries—is strongly influenced by patriarchal norms, occupational segregation, and wage disparities. Although women are highly represented in certain sectors, they remain underrepresented in strategic positions and continue to receive lower wages compared to men. National data indicate that female labor force participation and employment distribution range between 50–53%, while male participation reaches approximately 83–84% (Cameron, 2023; Cameron et al., 2019; Susilo et al., 2024). Similar disparities can also be observed in Karawang Regency, where the Labor Force Participation Rate (LFPR) for women and men was recorded at 43.99% and 86.05%, respectively (BPS, 2025). These figures indicate that male workers continue to dominate nearly half of the industrial labor market. Another striking issue is the wage disparity between male and female workers. National data show that the average wages of female production workers are approximately 25% lower than those of their male counterparts (Pratama et al., 2025).

This condition indicates that the growth of the industrial sector in Karawang Regency has not yet fully resulted in gender-responsive development. Although industrialization has improved regional economic performance, its benefits have not been distributed equitably between women and men (Suhendra, 2014). Therefore, stronger gender mainstreaming policies are required, particularly through expanding women's access to education and vocational training, strengthening the protection of women workers' rights, providing equal career opportunities, and creating a more inclusive

working environment (Fardani et al., 2025). Accordingly, the industrial sector in Karawang should not only function as a driver of economic growth, but also serve as a means of promoting gender equality and sustainable human development.

#### Women's employment opportunities

Karawang Regency, widely recognized as one of the largest industrial corridors in Indonesia, has not only become a major destination for male workers but has also created broader opportunities for women's economic emancipation. According to data from Open Data Jabar (2023), the trend of female labor force participation in industrial centers across West Java, including Karawang Regency, has increased significantly, approaching nearly 50%.

When analyzed through the perspective of the Labor Market Segmentation Theory developed by Doeringer and Piore, employment opportunities for women in Karawang can be understood within two dynamic labor market structures:

##### A. Primary Labor Market

This sector includes formal employment in large-scale factories offering wages aligned with Karawang's relatively high regional minimum wage (UMK), social security protection (BPJS), and stronger legal protections for workers.

##### B. Secondary Labor Market

This sector encompasses informal economic activities, including industrial-supporting micro and small enterprises (MSMEs), employee catering services, boarding-house businesses, and local entrepreneurship largely driven by women seeking to capitalize on the economic opportunities generated by industrial expansion.

This transformation has produced structural changes within family institutions in Karawang. Women are no longer confined solely to domestic roles (inner-sphere functions), but have increasingly transformed into primary breadwinners or key contributors to household financial stability. However, field findings also reveal significant psychosocial challenges in the form of a double burden. Female workers in Karawang are expected to maintain high productivity and professionalism under demanding factory shift systems, while prevailing socio-cultural norms continue to place childcare and domestic responsibilities predominantly on women.

The increasing employment opportunities for women in Karawang are also accompanied by heightened vulnerability in the public sphere, including wage

discrimination, limited fulfillment of biological rights such as menstrual and maternity leave, and the risk of gender-based violence. In response to these concerns, Karawang became one of the national pilot projects for the establishment of the Women Workers Protection Center (Rumah Perlindungan Pekerja Perempuan/RP3) within industrial areas (KemenP3A, 2019). The existence of RP3 is crucial in ensuring that the aggressive investment climate in Karawang does not undermine the fundamental rights of women workers.

Furthermore, the characteristics of the manufacturing industries in Karawang Regency, many of which operate continuously for 24 hours, require women workers to participate in night-shift work systems. This dynamic is strictly regulated through the Regional Regent Regulation (Peraturan Bupati/Perbup) of Karawang Number 64 of 2012 (Kabupaten et al., 2012). The regulation obliges companies employing women between 11:00 PM and 7:00 AM to provide safe transportation services, lactation rooms, and nutritious meals containing at least 1,400 calories. This regulation demonstrates that the expanding employment opportunities available to women in Karawang must be accompanied by strong political commitment from the local government in order to ensure the physical safety and moral protection of female workers.

#### Gender-Responsive Budgeting (GRB) in Karawang Regency

The Government of Karawang Regency has established a relatively strong regulatory commitment to support the implementation of Gender-Responsive Planning and Budgeting (GRPB). Several of the principal legal frameworks include:

- A. Regional Regulation (Perda) of Karawang Regency Number 1 of 2020 on Gender Mainstreaming: This regulation serves as the primary legal foundation requiring all Regional Government Agencies (Perangkat Daerah/PD) in Karawang to integrate gender perspectives into the formulation of development programs.
- B. Regent Regulation (Perbup) of Karawang Number 68 of 2020: This regulation provides the technical guidelines for the preparation and implementation of Gender-Responsive Planning and Budgeting (GRPB) in Karawang Regency.
- C. Regent Regulation (Perbup) of Karawang Number 4 of 2022: This regulation establishes the Regional Action Plan for Gender Mainstreaming (RAD PUG) for the 2022–2026 period, which functions as a medium-term strategic framework guiding gender-responsive budgeting policies in Karawang Regency.

The assessment of Gender-Responsive Budgeting (GRB) implementation at the regional level is generally identified through four main stages: planning, budgeting, implementation, and evaluation. At the planning stage, Karawang Regency has formulated its Regional Medium-Term Development Plan (RPJMD) by incorporating gender equality indicators into the strategic regional development issues projected through 2026 (RPJMD, 2025). In addition, the local government has developed a specific strategic plan aimed at strengthening gender equality and child protection through the Regional Office for Women's Empowerment and Child Protection (DP3A) of Karawang Regency (DP3A, 2022). Although still limited in scope, the most recent data published by DP3A indicate a Gender Development Index (GDI) score of 99.93%. This figure reflects the strong commitment of the Karawang local government to improving regional gender development outcomes.

The next stage concerns budgeting policies that support gender equality. Karawang has allocated approximately 5–6% of its annual budget toward gender equality initiatives. This allocation is consistent with the RPJMD (2025), which emphasizes annual budgeting commitments to strengthen gender mainstreaming programs and policies.

Table 5. Target Percentage of Gender-Responsive Budgeting (GRB) Allocation in the Regional Revenue and Expenditure Budget (APBD) of Karawang Regency (2020–2026)

| Years | Target Percentage of GRB in APBD | Description                                                        |
|-------|----------------------------------|--------------------------------------------------------------------|
| 2020  | 5,6%                             | Initial condition of GRB allocation in direct regional expenditure |
| 2021  | 5,6%                             | Stable during the early stage of implementation                    |
| 2022  | 5,6%                             | Focus on strengthening gender mainstreaming institutions           |
| 2023  | 5,8%                             | Increased integration of gender-responsive programs                |
| 2024  | 5,8%                             | Strengthening of the Gender Budget Statement (GBS)                 |
| 2025  | 6,0%                             | Target for improving the quality of GRB implementation             |
| 2026  | 6,0%                             | Final target of the Karawang RPJMD                                 |

Source: RPJMD (2025)

The third stage is implementation. At this stage, Karawang Regency has realized gender-responsive budget allocations through several strategic sectors, including health, education, and political participation.

#### **Allocation in the Health Sector**

Gender-responsive budget implementation in the health sector has been reflected through several programs, including:

*Family Planning programs aimed at improving reproductive health and family welfare (Khumaini, 2022)*

*Free maternity facilities and maternal healthcare services for pregnant women (KarawangPos, 2026)*

*Free health examination programs supported through public healthcare services and social protection schemes (BPJS, 2025).*

#### **Allocation in the Education Sector**

In the education sector, gender-responsive budgeting has been implemented through:

The Karawang Cerdas program, which aims to support students in completing their education and improving equal access to educational opportunities.

#### **Allocation in the Political Sector**

In the political sector, the implementation of gender-responsive budgeting is reflected through:

*Funding for socialization programs and assistance initiatives to ensure a minimum of 30% women's representation in Village Consultative Bodies (Badan Permusyawaratan Desa/BPD) and to encourage women's active participation in Village Development Planning Forums (Musrenbang) (Mendagri, 2016).*

*Specific budget allocations for the operational activities of the Gender Mainstreaming Working Group (Pokja PUG) at the regency level, aimed at ensuring that regional political policies consistently incorporate gender justice perspectives (Karawang, 2026).*

### **5. CONCLUSION**

This study demonstrates that Karawang Regency has experienced strong economic growth as one of the largest industrial regions in Indonesia, reflected in high regional budget realization, increasing investment, and the expansion of the manufacturing sector. The implementation of Gender-Responsive Budgeting (GRB) has also shown positive

progress, as indicated by the significant increase in the GRB ratio, the strengthening of regional regulatory frameworks, and the allocation of programs in the health, education, and women's political participation sectors. Furthermore, the improvement in the Gender Development Index (GDI) suggests that regional development policies have gradually contributed to reducing gender disparities.

Nevertheless, the findings reveal that economic growth and industrialization in Karawang have not yet fully resulted in inclusive and gender-responsive development. Disparities in labor force participation, wages, educational access, and male dominance in strategic industrial positions remain major challenges. Therefore, stronger gender mainstreaming policies are required through optimizing GRB implementation, strengthening the protection of women workers, expanding access to education and vocational training, and improving policy monitoring mechanisms to ensure that the benefits of economic development are distributed equitably and sustainably between women and men.

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