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Vol. 11 No. 1 (2022): Juni 2022

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## Front Matter

### Front Matter

 DOI : 10.20473/mgk.v11i1.2022.%p


 Abstract : 65

 pdf : 115

 pdf

## Articles

### Relationship of Nutritional Adequacy Figures to Nutritional Status of Students of SMA Negeri 10 Surabaya During The Pandemic

 DOI : 10.20473/mgk.v11i1.2022.1-7

 Aida Verdy Kumala Yuniar , Trias Mahmudiono

 1-7

 Abstract : 550

 pdf : 239XML : 67


 pdf

 XML

### Hubungan Tingkat Konsumsi dan Pengetahuan Gizi dengan kejadian Kurang Energi Kronis pada Calon Pengantin di Kecamatan Camplong

 DOI : 10.20473/mgk.v11i1.2022.8-13

 Siti Safira Anani

 8-13

 Abstract : 571


 pdf : 266XML : 150

 pdf

 XML


### Analisis Sanitasi Lingkungan Kolam Renang X di Banyuwangi

 DOI : 10.20473/mgk.v11i1.2022.14-23

 Rista Novianti Novianti , Septa Indra Puspikawati , Eqia Arum Azzahro , Eqia Arum Azzahro , Ajeng Febrianti Rahayu , Ajeng Febrianti Rahayu , Mirah Mirah Alamiyyah , Mirah Mirah Alamiyyah

 14-23

 Abstract : 540

 pdf : 553XML : 81



pdf



XML

### Identifikasi Terhadap Insiden Ketidak lengkapan Penulisan Resep dengan Menggunakan Pendekatan Failure Mode and Effect Analysis (FMEA) di Rumah Sakit Islam Surabaya Ahmad Yani

DOI : 10.20473/mgk.v11i1.2022.24-33

Rima Putri Permata Sari , Budhi Setianto , Inge Dhamanti

24-33

Abstract : 826

pdf : 821XML : 334



pdf



XML

### The Analysis of Factor that Associated the Antenatal Care (ANC) Visit in Pregnant Woman during the COVID-19 Pandemic at Blooto Health Center, Mojokerto

DOI : 10.20473/mgk.v11i1.2022.34-45

Bella Ayu Nurfitriyani , Novia Indah Puspitasari

34-45

Abstract : 424

pdf : 1405XML : 209



pdf



XML

### The Relationship between Social Support and Vaping Behavior of Senior High Age Adolescents in Surabaya

DOI : 10.20473/mgk.v11i1.2022.46-52

Blasius Hasni Damarjati , Sri Widati

46-52

Abstract : 325

pdf : 318XML : 34



pdf



XML

### Prevention Factors For Toddlers Below The Red Line In Surabaya

DOI : 10.20473/mgk.v11i1.2022.53-61

Fitri Widyanti

53-61

Abstract : 149

pdf : 82XML : 27



pdf



XML


## Correlation Between Knowledge and Attitudes of Mothers with The Fulfillment of Toddler's Health Services During The Covid-19 Pandemic

 DOI : 10.20473/mgk.v11i1.2022.62-71

 Laila Ramadani Putri

 62-71

 Abstract : 241


 pdf : 114XML : 35


 pdf

 XML


## Faktor-Faktor yang Berhubungan Dengan Kelengkapan Imunisasi Dasar di Kabupaten Bojonegoro

 DOI : 10.20473/mgk.v11i1.2022.72-78

 Putri Retno Asih , Nuzulul Kusuma Putri

 72-78

 Abstract : 412

 pdf : 306XML : 138


 pdf

 XML


## Evaluation Of Hand Hygiene Audit In Preventing Healthcare-Associated Infections At Haji Hospital Surabaya In 2020

 DOI : 10.20473/mgk.v11i1.2022.79-87

 Novia Indah Puspitasari , Dwiono Mudjiyanto , Laura Navika Yamani

 79-87

 Abstract : 342

 pdf : 186XML : 26

 pdf

 XML


## Pola Kepemilikan Sumber Air Minum Rumah Tangga di Jawa Timur

 DOI : 10.20473/mgk.v11i1.2022.88-94

 Novi Lestari , Diah Indriani

 88-94

 Abstract : 198

 pdf : 85XML : 50


 pdf

 XML

## Hubungan Asupan Cairan dan Iklim Kerja dengan Status Hidrasi Pekerja Home Industry Keripik Pisang Lumajang

 DOI : 10.20473/mgk.v11i1.2022.95-101

 Amanda Fithri Habibati , Ulfa Lailatus Sa'adah , Lilis Sulistyorini

 95-101

 Abstract : 316

 pdf : 350XML : 50


 pdf

 XML

### Determinan Kepemilikan Jamban Sehat di Banten

 DOI : 10.20473/mgk.v11i1.2022.102-107

 Annastasia Luthfi Kosasih

 102-107

 Abstract : 311


 pdf : 234XML : 78

 pdf

 XML


### Identify the Cause of Inpatient Complaints at Islamic Hospital Surabaya Ahmad Yani Using Root Cause Analysis Method

 DOI : 10.20473/mgk.v11i1.2022.108-115

 Ayu Astiria Maya Asterix , Budhi Setianto , Inge Dhamanti

 108-115

 Abstract : 350

 pdf : 615XML : 159

 pdf

 XML


### Hubungan Paparan Toluena di Udara dengan Fungsi Ginjal Pada Pekerja Bengkel Pengecetan Mobil Surabaya

 DOI : 10.20473/mgk.v11i1.2022.116-120

 Dewi Cindy Putri Anggraini , Ahsan Ahsan , juliana Jalaludin

 116-120

 Abstract : 273

 pdf : 169XML : 56


 pdf

 XML


### Pengetahuan Remaja Kota Surabaya Tentang Seks Pranikah

 DOI : 10.20473/mgk.v11i1.2022.121-129

 ESTI DWI NASTITI

 121-129

 Abstract : 735


 pdf : 596XML : 89

 pdf

 XML


## Hubungan Antara Pemberian Imunisasi Campak Dengan Kejadian Campak di Provinsi Daerah Khusus Ibukota Jakarta

 DOI : 10.20473/mgk.v11i1.2022.130-136

 Laras Arsyi Insani , Ilham Dwi Prakoso

 130-136


 Abstract : 448


 pdf : 620

 pdf

## Spatial Analysis of Liquid Pollutant Potential in Industrial Type UKL-UPL Documents In Jombang Regency

 DOI : 10.20473/mgk.v11i1.2022.137-143

 Naufal Hilmy Amanur Qolby

 137-143

 Abstract : 209

 pdf : 136XML : 41


 pdf

 XML


## Floods Disaster Mitigation In Bojonegoro Regency

 DOI : 10.20473/mgk.v11i1.2022.144-151

 Nika Herawati , Setya Haksama , Mohammad Zainal Fatah

 144-151

 Abstract : 213

 pdf : 308XML : 29


 pdf

 XML


## Gambaran Perilaku Membuang Sampah di Kecamatan Licin Kabupaten Banyuwangi

 DOI : 10.20473/mgk.v11i1.2022.152-158

 Risti ana , Ayik Mirayanti Mandagi

 152-158

 Abstract : 161

 pdf : 44XML : 68


 pdf

 XML


## Pengaruh Pemberian Edukasi Terhadap Pengetahuan Hipertensi Peserta Prolanis Perempuan Di Puskesmas Brambang, Kabupaten Jombang

 DOI : 10.20473/mgk.v11i1.2022.159-165

 Finda Istiqomah , Ali Iqbal Tawakal , Chika Dewi Haliman , Dominikus Raditya Atmaka

 159-165

 Abstract : 586

 pdf : 1220

 pdf


### **Hubungan Pendidikan dan Pekerjaan Ibu Terhadap Pemberian Asi Eksklusif di Desa Pelem, Kecamatan Purwosari, Kabupaten Bojonegoro**

 DOI : 10.20473/mgk.v11i1.2022.166-173

 Farida farida , Ruri Kharisma Fitriani , Maulidiyatun Nafiisah , Rachmah Indawati

 166-173

 Abstract : 340

 pdf : 588

 pdf

### **Are Eating Habits Associated with Overweight/Obesity among Indonesian Women Adults? Based on The Indonesian Family Life Survey (IFLS) 5 in 2014**

 DOI : 10.20473/mgk.v11i1.2022.174-181

 Sabitha Wina octarine , Trias Mahmudiono

 174-181

 Abstract : 414


 pdf : 351

 pdf

### **Hubungan antara Pengetahuan Kesehatan Reproduksi dengan Persiapan Berkeluarga Mahasiswa Kesehatan Masyarakat Universitas Airlangga Tahun 2021**

 DOI : 10.20473/mgk.v11i1.2022.182-190

 Tsalusa Rosma Fahira

 182-190


 Abstract : 179


 pdf : 727

 pdf


### **The 5S Culture Implementation in PT Indonesia Kendaraan Terminal Tbk Office Area**

 DOI : 10.20473/mgk.v11i1.2022.191-199

 Neni Haqnanda Dimi , Noeroel Widajati , Lydia Elsa Sinta , Fitri Yatulaini , Gita Rizki Amaliya , juliana Jalaludin , Ahsan Ahsan

 191-199

 Abstract : 251

 pdf : 293





pdf

### **Penatalaksanaan Proses Asuhan Gizi Terstandar, Pemberian Diet Diabetes Mellitus B1 Pada Pasien Hemoroid, Diabetes Melitus Tipe II, dan Anemia Gravis: Sebuah Laporan Kasus**

DOI : 10.20473/mgk.v11i1.2022.200-209

Alfin Lailatul Fadilah

200-209

Abstract : 2027

pdf : 4377



pdf

### **Association between Food Choice, Consumption Pattern, Nutritional Status, and Stress among The First-Year University Students in Surabaya**

DOI : 10.20473/mgk.v11i1.2022.210-217

Ayu Christien Lucia Radjah , Emyr Reisha Isaura , Siti Rahayu Nadhiroh

210-217

Abstract : 252

pdf : 483



pdf

### **Hubungan antara Durasi Tidur, Tingkat Stres dan Asupan Energi dengan Indeks Massa Tubuh (IMT) pada Mahasiswa Baru 2020/2021 FKM UNAIR**

DOI : 10.20473/mgk.v11i1.2022.218-224

Ketut Herlin Simanoah , Lailatul Muniroh , Mahmud Aditya Rifqi

218-224

Abstract : 449

pdf : 1049



pdf

### **Hubungan Konsentrasi Benzena Dengan Kadar Eritosit Pada Pekerja Produksi AUP Surabaya**

DOI : 10.20473/mgk.v11i1.2022.225-230

Frizki Rana Karisma Putri , Abdul Rohim Tualeka , juliana Jalaludin , Ahsan Ahsan

225-230

Abstract : 255

pdf : 266




pdf

## Kesiapsiagaan Tenaga Kesehatan di Puskesmas Pakem dalam Menghadapi Bencana Letusan Gunung Merapi

 DOI : 10.20473/mgk.v11i1.2022.231-237

 Rifki Oksantika , Setya Haksama

 231-237

 Abstract : 518

 pdf : 324XML : 29


 pdf

 XML

## Penerapan Keselamatan Dan Kesehatan Kerja Dengan Metode Hiradc (Hazard Identification, Risk Assessment And Determning Control) Di Area Plant – Warehouse

 DOI : 10.20473/mgk.v11i1.2022.238-245

 Rika Ameiliawati

 238-245

 Abstract : 819

 pdf : 1203XML : 64


 pdf

 XML


## Hubungan Status Gizi (IMT), Kualitas Tidur dan Aktivitas Fisik dengan Kelelahan Kerja Pada Pekerja Bagian Produksi di PT. Coca Cola Bottling Indonesia (Cikedokan Plant/Ckr-B)

 DOI : 10.20473/mgk.v11i1.2022.246-256

 Rizki Sri Wulandari

 246-256

 Abstract : 521

 pdf : 555XML : 109

 pdf

 XML


## Hubungan Anemia, Asupan Mikronutrient dan Suhu Lingkungan Kerja Dengan Kelelahan Kerja Karyawan Wanita Instalasi Gizi RSUD Dr. Soetomo Surabaya

 DOI : 10.20473/mgk.v11i1.2022.257-274

 septiana ambarwati , Bambang Wirjatmadi

 257-274

 Abstract : 517


 pdf : 227XML : 215


 pdf

 XML

## Early Marriage and Various Factors That Affect

 DOI : 10.20473/mgk.v11i1.2022.275-282

 Sinta Pramitasari , Hario Megatsari

 275-282

 Abstract : 189


 pdf : 493Untitled : 303


 pdf

 Untitled

## Hubungan Antara Karakteristik Individu Dengan Degenerasi DNA Pada Pekerja Bengkel Pengecatan Mobil Surabaya

 DOI : 10.20473/mgk.v11i1.2022.283-290

 Siti Marifatul Ulubiah , Abdul Rohim Tualeka , Ahsan Ahsan , juliana Jalaludin

 283-290

 Abstract : 241

 pdf : 140Untitled : 83

 pdf


 Untitled

## Literature Review

### The Need for Gender-Responsive Policy During The COVID-19 Pandemic: A Literature Review

 DOI : 10.20473/mgk.v11i1.2022.291-297

 Fransiska Pangesti A , Nuzulul Kusuma Putri

 291-297

 Abstract : 234

 pdf : 164XML : 29


 pdf

 XML


### The Potential Effects Of L-Carnitine Supplementation On Body Weight And Body Fat Percentage in Healthy and Overweight/Obese People: A Literature Review

 DOI : 10.20473/mgk.v11i1.2022.298-306

 Nadhifa Aulia Arnesya , Dominikus Raditya Atmaka

 298-306

 Abstract : 795

 pdf : 511XML : 187

 pdf

 XML


### Negative Effects of Social Media Use On Mental Health In Adolescents

 DOI : 10.20473/mgk.v11i1.2022.307-312

 Aldea Karinta

 307-312

 Abstract : 1016

 pdf : 852



### Analisis Implementasi Identifikasi Pasien di Rumah Sakit Untuk Meningkatkan Keselamatan Pasien di Indonesia.

DOI : 10.20473/mgk.v11i1.2022.313-317

Randa Arnika Murtiningtyas , Inge Dhamanti

313-317

Abstract : 891

pdf : 1153XML : 188



### Factors that Cause Overweight and Obesity in School-Age Children and Adult: A Literature Review

DOI : 10.20473/mgk.v11i1.2022.318-326

Rifdah Dinda Qatrunnada

318-326

Abstract : 407

pdf : 1013XML : 42



### Back Matter

#### Back Matter Vol 11 No 1

DOI : 10.20473/mgk.v11i1.2022.%p

Abstract : 48

pdf : 26



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Username \*

Password \*

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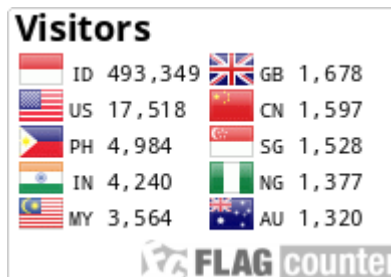
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## *Perlunya Kebijakan Responsif Gender selama Pandemi COVID-19*

### **The Need for Gender-Responsive Policy During The Pandemic COVID-19**

Fransiska Pangestia\*<sup>1</sup>, Nuzulul Kusuma Putri<sup>1</sup>

#### **ABSTRAK**

**Latar Belakang:** COVID-19 telah menginfeksi lebih dari satu juta orang secara global. Pandemi COVID-19 berdampak pada berbagai aspek termasuk gender. Kebijakan di masa pandemi COVID-19 memberikan dampak bagi perempuan, terutama dalam bidang sosial ekonomi yang dapat dilihat dari sisi pekerjaan dan pendapatan. Hal ini membuktikan bahwa pandemi COVID-19 tidak netral gender.

**Tujuan:** Penelitian ini bertujuan untuk mengidentifikasi isu-isu dalam mempromosikan kebijakan responsif gender antara laki-laki dan perempuan di masa pandemi COVID-19

**Metode:** Tinjauan pustaka ini menganalisis artikel asli dari google scholar yang membahas perlunya kebijakan responsif gender selama pandemi COVID-19. Setidaknya 10 artikel asli yang diperoleh dan disintesis dalam tinjauan pustaka ini.

**Hasil:** Pandemi COVID-19 memberikan perubahan besar pada semua aspek kehidupan, seperti sektor pariwisata, pendidikan dan ketenagakerjaan. Dampak dari berbagai sektor memicu terjadinya kesenjangan ekonomi, utamanya dalam hal gender.

**Diskusi:** Pembatasan mobilitas dan aktivitas selama pandemi memberikan dampak pada perempuan dalam bidang sosial dan ekonomi seperti penurunan pendapatan, kehilangan pekerjaan, dan beban peran ganda. Mengintegrasikan pengarusutamaan gender dapat menjadi cara yang responsif untuk menyelesaikan masalah ini. Dalam hal ini, beberapa kemungkinan kebijakan yang perlu dievaluasi secara dominan adalah perlindungan sosial bagi masyarakat yang terdampak COVID-19 serta penyesuaian dan penyesjahteraan karyawan di masa COVID-19 dan pasca COVID-19.

**Kesimpulan:** Situasi pandemi mendorong kesenjangan gender pada perempuan, terutama dalam hal ekonomi. Pembentukan kebijakan yang ramah gender perlu dilakukan, salah satunya dengan melibatkan perempuan dalam setiap aspek perencanaan dan pengambilan keputusan dalam pembentukan suatu kebijakan.

**Kata kunci:** Kebijakan, Pandemi, Pengarusutamaan Gender, Responsif Gender

#### **ABSTRACT**

**Background:** COVID-19 has infected more than a million people globally. The COVID-19 pandemic has had an impact on various aspects including gender. Policies during the COVID-19 pandemic have an impact on women, especially in the socio-economic field which can be seen from the side of work and income. This proves that the COVID-19 pandemic is not gender-neutral.

**Objectives:** This study aims to identify the issues in promoting gender-responsive policy during the COVID-19 pandemic between women and men.

**Methods:** This literature review analyzes an original article from Google Scholar that discusses the need for gender-responsive policies during the COVID-19 pandemic. At least 10 original articles were obtained and synthesized in this literature review.

**Result:** The COVID-19 pandemic has brought major changes to all aspects of life, such as the tourism, education and employment sectors. The impact of various sectors triggers economic disparities, especially in terms of gender.

**Discussion:** Restrictions on mobility and activity during the pandemic have had an impact on women in social and economic fields such as decreased income, job losses, and the burden of multiple roles. Integrating gender mainstreaming can be a responsive way to solve this problem. In this case, several possible policies that need to

*be evaluated predominantly are social protection for people affected by COVID-19 as well as adjustment and welfare of employees during the COVID-19 and post-COVID-19 period.*

**Conclusions:** *The pandemic situation has increased the gender gap in women, especially in terms of the economy. The making of gender-friendly policies needs to be carried out, one of which is by involving women in every aspect of planning and decision-making in a policy.*

**Keywords:** *Policy, Pandemic, Gender Mainstreaming, Gender Responsive*

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## INTRODUCTION

COVID-19 has infected more than millions of people globally to at least 216 countries, which is still growing (WHO, 2020). It causes a long-term global pandemic, which affects people's health and impacts many social and economic. The outbreak impacted global economic growth both at the macro and micro levels. As reported by the Asian Development Bank, the pandemic forecasted to slow down the economic growth of Asian countries from 3 to 3.7 ppts of its growth forecasts before the pandemic (ASEAN Policy Brief, 2020). While, in the micro-level, the COVID-19 responses (lockdowns, community quarantines, stay-at-home orders, temporary business closures, and travel restrictions or prohibitions) are reported decreased family incomes (ILO, 2020a).

In Indonesia, when viewed from the perspective of the workforce, women in the workforce are lower than men (Sitorus, 2016). The percentage of male labor force participation is 82.41%, while for the woman it is 53.13% (Wirawan *et al.*, 2021). Even though women have started to join the world of work, the wage gap between male and female workers still exists. At the same job, female employees still get wages below male employees (Arbiyanti, 2020). In addition, the average wage for women is still lower than the national average wage (Lusiyanti, 2020). The gender gap in the world of work negatively impacts per capita income and the country's economic growth (Sari, 2021).

During the Covid-19 pandemic, gender disparities are felt, especially by women and girls who generally earn lower incomes, save less, have insecure jobs, or live close to poverty (United Nations, 2020). Women are at risk of suffering more than men since they dominantly work in sectors and types of firms that have been particularly hard-hit by the pandemic (WTO, 2020). Moreover, the predominant roles of women as caregivers within families have increased unpaid care work (United Nations, 2020). The work-at-home policy also limits career women to fulfill their work and economic opportunities (Wenham, Smith dan Morgan, 2020). For instance, female academics' productivity dropped by 13.9% relative to male academics (Cui, Ding dan Zhu, 2020). The family's financial hardships and productivity issues due to the COVID-19 crisis have a high possibility of increasing the family's social stress, leading to gender-based violence (Gausman dan Langer, 2020; United Nations, 2020).

Based on some of the explanations above, it proves that the COVID-19 pandemic is not gender-neutral. Policies during the COVID-19 pandemic have an impact on women, especially in the socio-economic field. The formation of policies by considering gender equality needs to be done. This can be one way to realize gender mainstreaming, especially during the COVID-19 pandemic. In this study, researchers will identify issues in promoting gender-responsive policies during the COVID-19 pandemic and highlight some relevant policies during the pandemic. From the results of this study, we hope that this discussion can help policymakers to see the impact of policies in terms of gender equality, so that they can be used as views in improving policies by considering gender equality, especially in a pandemic situation

## METHODE

This literature review analyzed the original articles that discussed the gender perspective of the COVID-19. To obtain articles, the researchers used the Scholar Google platform and used the keywords "gender", "covid-19 pandemic", "social impact" and "COVID-19". The articles analyzed in this study were articles published from May 2020 to June 2021 and can be accessed freely. Researchers did not use systematic article searching but only used articles on the first two pages of the Google Scholar search. This search method is chosen because of the saturation of studies found in the collected articles. In this search, researchers found a total of 30 articles. At least ten original articles were synthesized in this literature review. The 20 other articles are excluded because it does not discuss any policy.

**RESULT**

After reading all the articles collected, the researchers conclude several important themes that were found.

No.	Articles	Study Objective	Method
1	Carnevale, J. B. and Hatak, I. (2020) "Employee Adjustment and Well-being in the Era of COVID-19: Implications for Human Resource Management," <i>Journal of Business Research</i> , 116, pp. 183–187. doi: 10.1016/j.jbusres.2020.05.037.	This article briefly explores the challenges and opportunities that COVID-19 presents to HRM practice as well as the associated avenues for future research.	This study used the qualitative method.
2	Chairani, I. (2020) "Dampak Pandemi COVID-19 Dalam Perspektif Gender di Indonesia," <i>Jurnal Kependudukan Indonesia</i> , 14(2), pp. 39–42. doi: 10.14203/jki.v0i0.571.	Explaining the impact of COVID-19 on women from health, economic, and social aspect in Indonesia.	This study used the qualitative method.
3	Collins, C. <i>et al.</i> (2020) "COVID-19 and the Gender Gap in Work Hours," <i>Gender, Work and Organization</i> . doi: 10.1111/gwao.12506.	This study assesses how dual-earner, a heterosexual married couple with children have adjusted their work time during the pandemic.	This study was conducted with an analysis quantitative method.
4	Cui, R., Ding, H. and Zhu, F. (2020) <i>Gender Inequality in Research Productivity During the COVID-19 Pandemic</i> , <i>SSRN Electronic Journal</i> . doi: 10.2139/ssrn.3623492	This study explains the difference in productivity between men and women during the COVID-19 pandemic.	This study used the quantitative analysis method.
5	Darmayanti, A. and Budarsa, G. (2021) "Peran Ganda Perempuan Bali di Masa Pandemi COVID-19," <i>Journal of Sociology Research and Education</i> , 8(1), pp. 1–12. doi: 10.24036/scs.v8i1.209 Peran.	Explaining the dual role of women, especially the wives of tourism workers, in maintaining the family economy during pandemic COVID-19 and its implication.	This research was conducted with the qualitative method using observation, interview, and document study.
6	Indayani, S. and Hartono, B. (2020) "Analisis Pengangguran dan Pertumbuhan Ekonomi sebagai Akibat Pandemi COVID-19," <i>Jurnal Ekonomi &amp; Manajemen Universitas Bina Sarana Informatika</i> , 18(2), pp. 201–208. doi: 10.31294/jp.v17i2.	To estimate the effect of the unemployment rate during COVID-19 on Indonesia's economic growth.	This research was conducted with qualitative method and library research.
7	Lusiyanti (2020) "Kesenjangan Penghasilan Menurut Gender Di Indonesia," <i>Jurnal Litbang Sukowati</i> , 4(1), p. 16. doi: 10.32630/sukowati.v4i1.214.	This study aims to measure how big the income gap in Indonesia is based on gender.	This study was conducted with descriptive analysis method and inferential analysis.
8	Sari, C. P. (2021) "Gender Inequality: Dampak Terhadap Pendapatan Per Kapita (Studi Kasus 33 Provinsi di Indonesia 2011-2019)," <i>Berdikari: Jurnal Ekonomi dan Statistik Indonesia</i> , 1(1), pp. 47–52. doi: 10.11594/jesi.01.01.06.	This study aims to analyze the impact of gender inequality on per capita income in Indonesia.	This study was conducted with the quantitative method.
9	Sulaeman, K. M. and Salsabila, F. R. (2020) "Dampak COVID-19 Terhadap Kaum Perempuan: Perspektif Feminisme," <i>Jurnal Sentris</i> , 1(2), pp. 159–172. doi: 10.26593/sentris.v1i2.4283.159-172.	Explaining the social impact of the global COVID-19 pandemic on a woman.	This study used qualitative method with data collection techniques websites, journals, online mass

No.	Articles	Study Objective	Method
10	Susilawati, Falefi, R. and Purwoko, A. (2020) "Impact of COVID-19's Pandemic on the Economy of Indonesia," <i>Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences</i> , 3(2), pp. 1147–1156. doi: 10.33258/birci.v3i2.954	The research aims to see the impact of The COVID-19 pandemic on the economy in Indonesia.	media, survey results from some research institutions, and official documents from institutions under the auspices of the United Nation This study used a literature review method with secondary data types.

The spread of the Covid-19 virus has had a major impact on all aspects of life. Since the Covid-19 infection was declared a pandemic by the WHO, this has brought a major change not only in the health sector but in the social-economic sector. The closing of the country's entrance and exit has an impact on the arrival of foreign tourists to visit a country, one of which is Indonesia. The closure of the tourism sector during the pandemic has a real impact on the decline in family income, especially tourism workers. The deteriorating family economy has made women who were previously more responsible for taking care of household matters, now participate in working to meet the needs of their families during the pandemic.

Through the world of education, since the implementation of the social restriction policy, face-to-face teaching and learning activities have begun to be stopped. The students began to undergo a new habit to carry out the process of learning activities from home. For working women, this has a real impact on increasing the burden of multiple roles. The difficult choice to accompany their children in the learning process at home makes more women decide to reduce their working hours. This is mostly done by women who have young children. This decrease in working hours can have an impact on decreasing income for women.

In addition, the limitation of work activities has an impact on workers to lose their jobs. This is because the company during the pandemic period gets income that is not following the production capital, so one option to maintain the company is to reduce the number of workers. This incident further encourages economic inequality in women workers. In addition, in the field of employment, women still experience a wage gap, where female workers get lower wages than male workers in the same job.

Policies made to limit the transmission of the Covid-19 virus has had a major impact on women, one of which is in the social and economic fields. Economic problems in the family during the pandemic have a bad impact on women. During this pandemic, women experience more domestic violence due to economic conditions. Based on some of these explanations, it shows that the Covid-19 pandemic conditions encourage gender inequality for women, especially in social and economic terms.

## DISCUSSION

### *Policy and gender inequity*

The current COVID-19 pandemic has added to the gender gap in the economy. In Indonesia, as many as 19.1 million (9.3%) of the working-age population were affected by COVID-19. Of this total number, 1.11 million people are temporarily out of work due to COVID-19. A total of 15.72 million people experienced a reduction in working hours due to COVID-19 (Badan Pusat Statistik, 2021). In that number, when viewed based on sexes, men are the most affected by pandemic COVID-19 in various fields of work. However, the rate of quitting work due to COVID-19 among women is higher than men. It is recorded that in 2021 the percentage of Non-Labor Force due to COVID-19 in women reached 62.11%, while in men it was 37.89% (Badan Pusat Statistik, 2021).

This is due to the government's policy to conduct social distancing as an effort to prevent the transmission of the COVID-19. The implementation of the policy through Large-Scale Social Restrictions (PSBB) requires people to do daily activities from home. This led to a slowdown in education and government services resulting in termination of employment (PHK) and temporary dismissal of contract/honorar workers (Chairani, 2020). The employment sector was forced to terminate employment because the company was unable to provide wages to employees (Indayani dan Hartono, 2020).

As a result of the increasing number of COVID-19 cases, the government is now increasingly trying to tighten the policy on restrictions on mobility and activities outside the home. This has an impact not only on company employees but also on workers in the informal sector. Workers in the informal sector are more vulnerable to the effects of the pandemic than workers in the formal sector. This is because this type of work does not have job security and does not have a stable income like formal workers (Pitoyo, Aditya dan Amri,

2020). These informal workers, when viewed quantitatively, dominate Indonesia's economy from urban to rural (Faisal, 2021). Moreover, informal workers in Indonesia are more dominated by female workers (Sofiani, 2017). The impact of the pandemic on the informal sector is increasingly driving the wage gap between men and women. In addition, it can also lead to a decrease in household income (Susilawati, Falefi dan Purwoko, 2020).

The policy of restricting activity and mobility also has another impact, namely the closure of the education sector, which results in all students having to study from home. In this case, working women who have a dual role as housewives must have additional responsibilities to accompany their children while studying at home (Sulaeman dan Salsabila, 2020). Assistance in the child's learning process at home is the responsibility of the mother and cannot be replaced by anyone including the father, because the mother is considered to have a more gentle and patient attitude (Darmayanti dan Budarsa, 2021). During a pandemic, a mother who performs dual roles tends to experience a decrease in working hours (Collins *et al.*, 2020). This decrease in working hours will affect the economic conditions of women workers.

### ***Policy Relevance in The Crisis***

Learning from the Zika virus outbreak, Enguita-Fernández *et al.* (2020) underline the importance of documenting and mitigating the impact of confinement measures using a gender lens perspective during the COVID-19 pandemic. This documentation is needed to start the gender analysis that is important in shaping a gender-responsive program. The lack of gender-specific information available in analyzing health problems through the gender lens is a pragmatic barrier in implementing gender mainstreaming (Cavaghan, 2012; Clancy dan Mohlakoana, 2020). For those reasons, there is an urgent need to use gender analysis in COVID-19 (Enguita-Fernández *et al.*, 2020; Wenham, Smith dan Morgan, 2020).

To overcome the problem in gender gap during Covid-19, the integration of gender mainstreaming can be a responsive way of realizing gender equality. In dealing with the social and economic impacts of the COVID-19 period, more gender-responsive policies are needed. Several possible policies that will be evaluated predominantly are social protection for the community who identified as COVID-19 impacted as well as employee adjustment and well-being in the era of COVID-19 and post COVID-19

Social protection for groups affected by COVID-19 needs to be done. Currently, the government has made efforts to provide various kinds of assistance programs to affected communities, such as assisting the poor and novice workers and providing business assistance funds to companies to reduce layoffs for employees. It should be underlined that the provision of donations should be evaluated on updating recipient data so that the benefits provided can be right on target (Olivia, Gibson dan Nasrudin, 2020). In determining social protection policies, it is necessary to involve vulnerable groups, such as women at all levels in consultation, planning, design, and decision-making, so that the social protection provided can be targeted and reach all groups in need (Yaneri dan Deswanti, 2021). In addition, the provision of business assistance funds should be more evenly distributed to the informal sector. This is indeed a challenge for the government because most informal sectors are not registered, so it is difficult to reach them. Therefore, social protection policy interventions should also be adapted to the diversity of characteristics, needs, and circumstances of the workers and economic units concerned (ILO, 2020b).

During this pandemic, women need social protection that is responsive to women's basic needs and rights. Gender mainstreaming needs to be an approach used to make policies that recognize the different needs, conditions, and inequality of access to various resources between women and men (Nasruddin dan Ramadhani, 2021). In the employee adjustment and well-being, for a working mother, it is necessary to establish family-friendly workplace practices such as flexible work arrangements and the existence of allowances that include childcare subsidies (Carnevale dan Hatak, 2020). Policymaking during the COVID-19 period also needs to implement social dialogue. Social dialogue is used to find common solutions taking into account the views of workers (ILO, 2021b). The COVID-19 pandemic has brought changes to work habits. In the future, the world of work will experience a major shift from time-based management to results-based management. In this case, companies need to plan flexible working time policies and the government needs to prepare business owners to be ready to face future challenges including in the event of a crisis (ILO, 2021a).

Learning from Italy, Gender-Responsive Budgeting (GRB) is adopted by local governments that play a leading role in gender issues by designing policies, actions, and services to improve gender equality in their communities. In particular, adopting the GRB makes it possible to assess the effectiveness of economic policy measures on women and men as well as evaluate the consistency between the results and those achieved with predetermined goals (Galizzi, Bassani dan Cattaneo, 2018). During a pandemic, the GRB can be used as a means to track the flow of funds from the government for the different gender (Viswanath dan Mullins, 2021).

### **CONCLUSION**

Problems regarding gender equality have not been fully resolved, one of which is in Indonesia. The COVID-19 pandemic situation has increasingly pushed the gender gap in women, especially in economic terms. The implementation of policies during the pandemic shows that the policies taken still have an impact on gender

equality. The formation of gender-friendly policies needs to be carried out, one of which is by involving women in every aspect of planning and decision-making in forming a policy. Through the results of this literature, we hope to help policymakers to be able to formulate gender-responsive policy programs in overcoming gender inequality during a pandemic or crisis.

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