

REGULATION OF THE MUNICIPALITY OF SEMARANG
NUMBER 7 OF 2023
ON
EMPOWERMENT AND PROTECTION OF WOMEN

BY THE BLESSINGS OF ALMIGHTY GOD

MAYOR OF SEMARANG,

- Considering : a. that women are a national asset who play a significant role in the process of nurturing and creating quality generations should receive guarantees for the fulfillment of their rights to be empowered so that they can optimally realize their potential and receive protection guarantees from violence against women;
- b. that in order to provide a means for women's self-actualization and guarantees of protection in community in the city of semarang, there needs to be a regional regulation governing the empowerment and protection of women;
- c. that based on Law Number 23 of 2014 on Local Governments as amended several times and last by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to become Law, local governments have the authority in administering government affairs in the field of empowerment and protection of women;
- d. that based on the considerations as referred to in point a, point b, and point c, it is necessary to issue a Regional Regulation on Empowerment and Protection of Women;
- Observing : 1. Article 18 section (6) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 16 of 1950 on Establishment of Major Cities In the Provinces of East Java, Central Java, West Java and the Special Region of Jogjakarta (State Gazette of the Republic of Indonesia of 1950 Number 45);
3. Law Number 23 of 2014 Local Governments (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times and last by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to become Law (State Gazette of

4. the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
5. Law Number 11 of 2023 on Central Java Province (State Gazette of the Republic of Indonesia of 2023 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 6867);

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

HAS DECIDED:

To issue : REGIONAL REGULATION ON EMPOWERMENT AND PROTECTION OF WOMEN.

CHAPTER I GENERAL PROVISIONS

Article 1

In this Regional Regulation:

1. Region means the Municipality of Semarang.
2. Local Government means the Mayor as an administering element of the local government who leads the implementation of government affairs that fall under the authority of autonomous regions.
3. Mayor means the Mayor of Semarang.
4. Regional Apparatus means an assisting element of the Mayor and the Regional House of Representatives in the implementation of government affairs that are under the authority of the Region.
5. Human Rights mean a set of rights inherent in the nature and existence of human beings as beings created by the Almighty God, and are a gift that must be respected, upheld, and protected by the state, law, government, and every individual for the honor and protection of human dignity.
6. Women's Empowerment means an effort to gain access and control over resources, economic, political, social, and cultural aspects, so that women can self-manage and enhance their self-confidence to play a role and actively participate in solving problems, thereby building their abilities and self-concept.
7. Women's Protection means all efforts to protect and provide security to women and the fulfillment of their rights through consistent, structured, and systematic attention aimed at achieving gender equality.
8. Violence Against Women means any act based on gender differences that results or may result in physical, sexual, and psychological harm or suffering to women, including threats of certain actions, arbitrary deprivation of liberty, whether it occurs in the private or public sphere.

9. Gender means the value, role, and responsibilities of women and men that are socially and culturally constructed by community.
10. Gender Equality means the condition and equal position between men and women to obtain their rights as human beings, in accessing and controlling resources, participating in all development and decision-making processes, and obtaining benefits from development.

Article 2

Empowerment and Protection of Women are implemented based on the principles of:

- a. respect for human rights;
- b. non-discrimination;
- c. gender equality and gender justice;
- d. justice and legal certainty;
- e. expediency;
- f. participation;
- g. accountability; and
- h. inclusion.

Article 3

Empowerment and Protection of Women aim to:

- a. improve the quality of life of women;
- b. increase women's participation in the development process;
- c. encourage women's leadership and bargaining position in decision-making in various development processes, including planning, implementation and monitoring and evaluation;
- d. improve women's ability to manage the economy, both in meeting household needs and in opening productive and independent work opportunities;
- e. provide protection of women's rights from various forms of violence and other discriminatory treatment;
- f. prevent all forms of Violence Against Women;
- g. provide services and recovery for women victims of violence;
- h. increase community participation in the Protection of Women;
- i. realize a social life that is safe and free from all forms of Violence Against Women; and
- j. increase the strengthening and development of service provider institutions for Women's Empowerment.

Article 4

The scope of this Regional Regulation includes:

- a. the authority and responsibility of the local government;
- b. women's rights;
- c. Women's Empowerment;
- d. Women's Protection;
- e. strategies for the Empowerment and Protection of Women;

- f. mechanism for the implementation of Empowerment and Protection of Women;
- g. institutionalization;
- h. participation;
- i. guidance and supervision; and
- j. funding.

CHAPTER II AUTHORITY AND RESPONSIBILITY OF LOCAL GOVERNMENT

Article 5

- (1) The Local Government has the authority and responsibility for the Empowerment and Protection of Women.
- (2) The authority and responsibility for the Empowerment and Protection of Women as referred to in section (1), include:
 - a. planning;
 - b. organizing;
 - c. implementation;
 - d. coordination;
 - e. budgeting;
 - f. supervision;
 - g. research and development;
 - h. standardization; and
 - i. management of development information in the Region.
- (3) The authority and responsibility for Empowerment and Protection of Women as referred to in section (2) are carried out in accordance with the provisions of legislation.
- (4) The implementation of the authority and responsibility of the Local Government is carried out through coordination with other Regional Apparatus that have authority over the sectors in Empowerment and Protection of Women.
- (5) The coordination mechanism as referred to in section (4) is carried out in accordance with the provisions of legislation.

CHAPTER III WOMEN'S RIGHTS

Article 6

Every Woman has the right to:

- a. live and survive as well as improve their standard of living;
- b. fulfill her basic needs to grow and develop properly, to have a family and to continue her offspring;
- c. develop her personality, to obtain education, and improve her quality of life in order to become a human being of faith, devotion, responsibility, noble character, happiness, and prosperity in accordance with human rights;

- d. obtain justice, security, and freedom of expression without discrimination;
- e. be involved in every stage of the development process;
- f. be free from slavery or servitude and threats;
- g. obtain protection of herself, family, honor, dignity and property;
- h. obtain welfare and a decent life;
- i. participate in politics;
- j. perform legal actions; and
- k. be free to choose a partner in their marriage in accordance with the provisions of legislation.

CHAPTER IV WOMEN'S EMPOWERMENT

Part One General

Article 7

Women's Empowerment is directed to play a role and participates in the sectors of:

- a. health;
- b. education;
- c. economy;
- d. social and cultural;
- e. politics and government;
- f. law;
- g. manpower;
- h. social security; and
- i. environmental preservation.

Part Two Health Sector

Article 8

- (1) Women's Empowerment in the Health Sector is implemented to increase access to health services for women in all aspects of health.
- (2) Women's Empowerment in the Health Sector as referred to in section (1) is implemented through promotive, preventive, curative and rehabilitative approaches.

Part Three Education Sector

Article 9

Women's Empowerment in the Education Sector through:

- a. increasing awareness of the average length of schooling, school participation rate, and education completed.
- b. organizing formal, non-formal, and informal education for women in the Region.

Part Three
Economic Sector

Article 10

Women's Empowerment in the Economic Sector is implemented through:

- a. providing skills and job training;
- b. facilitating establishment, strengthening, and development of productive economic and creative economic business groups;
- c. facilitating capitalization; and
- d. facilitating the development of marketing networks.

Part Four
Social and Cultural Sector

Article 11

Women's Empowerment in the socio-cultural sector is implemented through:

- a. increasing knowledge, attitudes and skills to encourage the fulfillment of education in stages in accordance with the potential to improve social status;
- b. increased awareness of various social problems of the community through communication, information and education services;
- c. increased awareness and knowledge about independent, healthy and prosperous family planning including access to consultation services and marriage registration; and
- d. facilitating and making efforts to preserve customs and develop science, technology, arts and culture for the advancement of women.

Part Five
Politics and Government Sectors

Article 12

Women's Empowerment in the politics and government sectors is implemented through:

- a. the involvement of women in decision-making at various levels;
- b. involving women in development planning at various levels;
- c. encouraging increased involvement of women in organizations and providing opportunities for women to hold public positions;
- d. facilitating women's participation in general elections;
- e. self-development through organizations for association, assembly and expressing an opinion;
- f. facilitating the improvement of human resources to prospective legislative candidates, members of political parties and/or women's community organizations in order to meet women's representation in the legislative body of at least 30% (thirty percent);
- g. facilitating the increase in women's political participation in the legislative body;

- h. facilitating means and infrastructure for women's community organizations or community organizations whose vision and mission are to fight for the fulfillment of women's rights in the Region;
- i. carrying out dissemination in order to increase awareness of women's rights and women's participation in politics; and
- j. encouraging the formation of women's organizations and/or forums.

Part Six
Legal Sector

Article 13

- (1) Women's Empowerment in the legal sector through:
 - a. increasing awareness and knowledge in the legal sectors with communication, information and education services; and
 - b. facilitation of access and legal consultation services and Gender-responsive legal aid.
- (2) Women's Empowerment in the legal sector as referred to in section (1) is implemented in accordance with legislation.

Part Seven
Manpower Sector

Article 14

- Women's Empowerment in the manpower sectors implemented through:
- a. providing access to the labor market;
 - b. freedom for women to become members of labor unions and to lead labor unions; and
 - c. access for women to be involved in policy making related to wages, basic labor rights and other aspects closely related to the manpower.

Part Eight
Social Security Sector

Article 15

- Women's Empowerment in the social security sector is implemented through:
- a. facilitating the guidance of social rehabilitation for women with social welfare problems; and
 - b. encouraging increased involvement of women in overcoming social problems.

Part Nine
Environmental Conservation Sector

Article 16

- Women's Empowerment in the environmental conservation sector is carried out through:
- a. increasing the capacity of women, especially related to increasing environmental knowledge so that they can

- be highly effective for environmentally friendly development;
- b. increasing education on environmental conservation and environmental management in the household;
- c. increasing waste management education in the surrounding environment; and
- d. increasing access for women to participate in environmental development.

Article 17

Further provisions regarding the implementation of Women's Empowerment as referred to in Article 8 to Article 16 are regulated in a Mayor Regulation.

CHAPTER V WOMEN'S PROTECTION

Part One General

Article 18

- (1) Implementation of Women's Protection through:
 - a. prevention of violence against women;
 - b. services for women victims of violence; and
 - c. institutional strengthening of Women's Protection.
- (2) The Implementation of Women's Protection as referred to in Article 18 can be provided to vulnerable women's groups.
- (3) Vulnerable women's groups as referred to in section (2) include:
 - a. poor women;
 - b. women with disabilities;
 - c. women with HIV/AIDS;
 - d. women migrant workers;
 - e. elderly women;
 - f. indigenous women;
 - g. women in disaster and social conflict situations;
 - h. women who are heads of households;
 - i. women informal workers;
 - j. women in situations of intolerance;
 - k. women victims/exposed to DRUGS (narcotics, psychotropic substances, and addictive substances);
 - l. women victims/exposed to terrorism, radicalism and extremism; and/or
 - m. other vulnerable groups of women.

Part Two Prevention of Violence Against Women

Article 19

- (1) Prevention of Violence Against Women as referred to in Article 18 point a can be carried out in the following forms:
 - a. developing communication media, information, education and public campaigns;

- b. developing educational materials and curriculum;
 - c. developing transportation systems and safe public spaces;
 - d. building early detection systems, security and integrated complaint services in industrial areas, companies, residential neighborhoods, educational environments, Islamic boarding schools and other public spaces;
 - e. providing consultation, information, education and counseling services;
 - f. developing policies related to safe and friendly schools/madrasas, boarding schools, Islamic boarding schools, and higher education institutions;
 - g. forming and developing cadres, communities, and groups from among young people, students, *santri*, college students, journalists, social media influencers, educators, and religious figures;
 - h. conducting education and advocacy to owners, managers and/or users of social media;
 - i. developing a special protection and support system for vulnerable groups of women;
 - j. conducting awareness-raising for perpetrators;
 - k. increasing the capacity of local governments, government agencies, institutions, social institutions, the business world, Islamic boarding schools, community organizations, media, religious figures, community figures and communities;
 - l. collaborating with religious institutions, community social institutions, service institutions, higher education institutions, Islamic boarding schools, media, youth organizations, religious figures and community figures; and
 - m. conducting dissemination of legislation.
- (2) The form of prevention of Violence Against Women as referred to in section (1) is carried out in accordance with legislation.

Part Three Services for Women Victims of Violence

Article 20

Women victims of violence have the following rights:

- a. the right to be respected for their dignity as human beings;
- b. the right to recovery;
- c. the right to determine their own decision;
- d. the right to easy access to information;
- e. the right to confidentiality;
- f. the right to social rehabilitation;
- g. the right to have complaints handled quickly, precisely, comfortably and as needed;
- h. rights victims and family to obtain convenience in the judicial process;
- i. the right to assistance; and

- j. the right to security.

Article 21

Services for women victims of violence can be carried out through:

- a. receiving reports and/or outreach to victims of violence;
- b. providing information about the rights of victims of violence;
- c. facilitation of the provision of health services;
- d. facilitation of the provision of psychological strengthening services;
- e. facilitation of the provision of psychosocial services, social rehabilitation, social empowerment, repatriation, and social reintegration;
- f. provision of legal services;
- g. identification of economic empowerment needs;
- h. identification of temporary shelter needs for victims of violence and families of victims of violence that need to be met immediately;
- i. facilitation of the needs of victims of violence with disabilities;
- j. coordination and cooperation on the fulfillment of the rights of victims of violence with other institutions; and
- k. monitoring the fulfillment of the rights of victims of violence by law enforcement officers during the judicial process.

Part Four

Institutional Strengthening of Women's Protection

Article 22

- (1) Institutional strengthening of Women's Protection can be done through capacity building, cooperation and integration with:
 - a. government agencies;
 - b. educational institutions;
 - c. religious institutions;
 - d. health service providing institutions;
 - e. professional institutions;
 - f. the business world;
 - g. service institutions;
 - h. Islamic boarding schools;
 - i. youth organizations;
 - j. legal aid organizations;
 - k. media;
 - l. religious figures;
 - m. community figures;
 - n. communities; and
 - o. family.
- (2) Strengthening and development of Women's Protection service providing institutions are implemented through:
 - a. increasing the capacity of human resources of service providing institutions for the protection of women victims of violence at the Regional level;

- b. provision of specific needs for women in emergency situations and special conditions at the Regional level;
- c. development of communication, information, and education strategies on the protection of women's rights at the Regional level;
- d. strengthening networks between service providing institutions of Women's Protection at the Regional level;
- e. facilitation of efforts to fulfill the standards of service providing institutions of Women's Protection at the Regional level;
- f. development of service providing institutions at the Regional level.

CHAPTER VI STRATEGY ON EMPOWERMENT AND PROTECTION OF WOMEN

Article 23

- i. (1) Empowerment and Protection of Women are implemented by integrating gender mainstreaming and gender disaggregated data based on legislation.
- (3) Empowerment and Protection of Women are implemented with working groups and/or integrated services determined by a Mayor Decision.
- (4) Empowerment and Protection of Women are coordinated by the Regional Apparatus that administers government affairs in the field of Empowerment and Protection of Women.

CHAPTER VII MECHANISM FOR IMPLEMENTING EMPOWERMENT AND PROTECTION OF WOMEN

Part One General

Article 24

- Mechanism for implementing Empowerment and Protection of Women is carried out through stages:
- a. formulation of policy on planning of programs and activities;
 - b. budgeting of programs and activities;
 - c. implementation of programs and activities; and
 - d. monitoring, evaluation and reporting.

Part Two Formulation of Policy on Planning of Programs and Activities

Article 25

- (1) Formulation of policy on planning of programs and activities as referred to in Article 24 point a, is carried out through:

- a. mapping, collecting, processing and presenting data;
 - b. coordination and synchronization of preparation of program and activity planning with the related Regional Apparatus; and
 - c. determination of programs and activities in planning documents.
- (2) The formulation of policy on planning of programs and activities is carried out based on minimum service standards and standard operating procedures.
- (3) The formulation of policy on planning of programs and activities for the implementation of Empowerment and Protection of Women is coordinated by the Regional Apparatus that administers government affairs in the field of planning.

Part Three

Budgeting of Programs and Activities

Article 26

Budgeting of programs and activities as referred to in Article 24 point b, is implemented through a general budget policy as contained in the Local Budget.

Part Four

Implementation of Programs and Activities

Article 27

The implementation of programs and activities as referred to in article 24 point c, is carried out through:

- a. implementation of programs and activities contained in the Regional Apparatus budget document; and
- b. b. coordination and synchronization of implementation of program of activities with related Regional Apparatus.

Part Five

Monitoring, Evaluation and Reporting

Article 28

The implementation of monitoring, evaluation and reporting as referred to in Article 24 point d, is carried out through:

- a. periodic monitoring and evaluation of the implementation of programs and activities that have been implemented;
- b. Reports are submitted at least 1 (one) time in 1 (one) year or at any time if necessary; and
- c. evaluation results as input for the formulation of policies, programs and activities for the following year.

CHAPTER VIII

INSTITUTIONALIZATION

Article 29

- (1) The Regional Apparatus that administers government affairs in the field of Empowerment and Protection of

Women serves as the leading sector in the implementation of Empowerment and Protection of Women.

- (2) Further provisions regarding the implementation of Empowerment and Protection of Women as referred to in section (1) are implemented in accordance with statutory provisions.

CHAPTER IX PARTICIPATION

Article 30

- (1) Community, community groups/community organizations, the business world, academia, and/or other professional groups can participate in the implementation of Empowerment and Protection of Women.
- (2) The participation as referred to in section (1) can take the form of:
 - a. cooperation;
 - b. synergy;
 - c. provision of communication, information and education media on Empowerment and Protection of Women; and
 - d. active role in the fulfillment of women's rights through social responsibility.
- (3) Further provisions regarding the participation as referred to in section (2) are regulated in a Mayor Regulation.

CHAPTER X GUIDANCE AND SUPERVISION

Article 31

- (1) The Mayor through the Regional Apparatus that implements government affairs in the field of Empowerment and Protection of Women provides guidance and supervision of Empowerment and Protection of Women;
- (2) The form of guidance as referred to in section (1) is as follows:
 - a. providing dissemination to the community and the business world regarding policies on the Empowerment and Protection of women;
 - b. providing educational media on the Empowerment and Protection of women, and other related issues and disseminating them to the community;
 - c. facilitating increased capacity of organizing institutions for the Empowerment and Protection of Women;
 - d. facilitating forums for the participation of women and women's organizations;
 - e. coordinating the participation of the business world and other institutions, and international assistance for the Empowerment and Protection of Women; and

- f. giving awards to the community and the business world both individually and institutionally who have made efforts to Empower and Protect Women.
- (3) The form of supervision as referred to in section (1) is in the form of monitoring and evaluation activities on Empowerment and Protection of Women.
- (4) The Regional Apparatus that administers government affairs in the field of Empowerment and Protection of Women reports the results of guidance and supervision as referred to in section (2) and section (3) to the Mayor.

CHAPTER XI FUNDING

Article 32

Funding for the implementation of Empowerment and Protection of Women comes from:

- a. Local Budget; and
- b. other legal and non-binding sources, in accordance with the provisions of legislation.

CHAPTER XII CLOSING PROVISIONS

Article 33

When this Regional Regulation comes into effect, Regulation of the Municipality of Semarang Number 5 of 2016 on Protection of Women and Children from Violence (Regional Gazette of the Municipality of Semarang of 2016 Number 5, Supplement to the Regional Gazette of the Municipality of Semarang Number 106), is repealed and declared ineffective.

Article 34

The implementing regulations of this Regional Regulation are issued at the latest 1 (one) year as of the effective date of this Regional Regulation.

Article 35

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

In order that every person may know hereof, it is ordered to promulgate this Regional Regulation by its placement in the Regional Gazette of the Municipality of Semarang.

Issued in Semarang
On 9 November 2023
MAYOR OF SEMARANG

signed

HEVEARITA GUNARYANTI RAHAYU

Promulgated in Semarang
on 9 November 2023
REGIONAL SECRETARY
OF THE MUNICIPALITY OF SEMARANG,

signed

ISWAR AMINUDDIN

REGIONAL GAZETTE OF THE MUNICIPALITY OF SEMARANG OF 2023
NUMBER 7

Jakarta, 3 September 2025

Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia

DIRECTOR GENERAL OF LEGISLATION,



DHAHAN PUTRA

ELUCIDATION OF
REGIONAL REGULATION OF THE MUNICIPALITY OF SEMARANG
NUMBER 7 OF 2023
ON
EMPOWERMENT AND PROTECTION OF WOMEN

I. GENERAL

The 1945 Constitution of the Republic of Indonesia mandates the authority of Local Governments to regulate and manage their own government affairs which are directed at accelerating the realization of community welfare through improved services, empowerment and community participation. The authority of the local government is to make regional policies to provide services, increase participation, initiative, and community Empowerment aimed at improving people's welfare.

The implementation of regional autonomy must always be oriented towards improving the welfare of the community by always paying attention to the interests and aspirations that grow in community. Therefore, government affairs related to basic services such as basic education, health, fulfillment of minimum living needs, basic environmental infrastructure is required to be fulfilled.

Human rights are basic rights that are inherent in human beings, universal and lasting, so they must be protected, respected, defended, and must not be ignored, reduced, or deprived by anyone. The 1945 Constitution of the Republic of Indonesia, in particular Article 27 section (1), states that "All citizens are equal before the law and in government and duty to respect the law and government with no exceptions". Although the 1945 Constitution of the Republic of Indonesia guarantees the equal position of every citizen, until now women still experience various obstacles to obtaining their rights in almost all fields of life.

This has an impact, women as part of the national development process, namely as actors as well as users of development results, have not been able to obtain optimal benefits in enjoying development results that are equal to men, especially in the process of policy formulation and decision making, as well as in the implementation of development in all fields and at all levels. On the other hand, women have special needs compared to men so that in accordance with their nature, under certain conditions, the Local Government must be able to ensure that their rights are fulfilled in accordance with the needs.

Based on the matters, a regulation is needed to guide all parties, especially the local government, in ensuring the implementation of Empowerment and Protection of Women in Semarang City. This Local Regulation is expected to encourage efforts to improve the physical and mental conditions of women in fulfilling their rights and needs as part of

human rights in various fields of development, increase the commitment and effectiveness of local governments in implementing policies, programs and activities, and encourage the institutional capacity of government and communities that improve the quality of life of women.

II. ARTICLE BY ARTICLE

Article 1

Sufficiently clear

Article 2

Point a

The term "The principle of respect for human rights" implies that the Republic of Indonesia recognizes and upholds human rights and basic human freedoms as rights that are inherent in and inseparable from humans, which must be protected, respected, and upheld for the sake of increasing human dignity, welfare, happiness, and intelligence and justice.

Point b

The term "Non-discrimination principle" means that in providing protection to women and children victims of violence it does not discriminate on the basis of age, gender, race, ethnicity, tribe, religion and inter-group.

Point c

The term "The principle of gender equality and justice" means that gender justice is a process to be fair to men and women. Gender equality is an equal condition for men and women to obtain opportunities and rights as human beings, in order to be able to play a role and participate in political, economic, socio-cultural, governmental activities and equally enjoy the results of development.

Point d

The term "The principle of justice and legal certainty" means that every person is entitled to recognition, guarantees, protection and fair legal treatment as well as legal certainty and equal treatment before the law.

Point e

The term "The principle of expediency" means that women's empowerment policy arrangements must provide maximum benefits for the welfare of the community.

Point f

The term "Participatory principle" means that the entire process of policy formation and implementation must take into account the active participation of all components of community so as to obtain equal benefits in all fields of development and life.

Point g

The term "Accountable principle" means that the implementation of women's empowerment must be accountable and is part of the accountability of government implementation.

Point h

The term "Inclusion principle" means that the implementation of empowerment and protection of women are carried out by inviting and including all persons with various diversity of abilities, backgrounds, characteristics, status, conditions, ethnicity, culture and others and facilitating special needs based on this diversity and eliminating obstacles that can hinder the equality of every woman in obtaining their rights.

Article 3

Sufficiently clear.

Article 4

Sufficiently clear.

Article 5

Sufficiently clear.

Article 6

Point a

Sufficiently clear.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Point d

Sufficiently clear.

Point e

Sufficiently clear.

Point f

Sufficiently clear.

Point g

Sufficiently clear.

Point h

Sufficiently clear.

Point i

Sufficiently clear.

Point j

The term "perform legal actions" means being legally capable of performing legal actions. Legal actions are any act of a legal subject (human or legal entity) whose consequences are regulated by law, because the consequences can be considered as the will of the legal doer. Legal actions consist of:

- a. Unilateral legal action, means a legal action carried out by one party only and gives rise to rights and obligations by one party as well. For example: Making a will, and Granting a grant of an object.
- b. Two-party legal action, mean a legal action carried out by two parties and gives rise to rights and obligations for both parties (reciprocal). For example: sale-purchase agreement, lease agreement and others.

Point k

Sufficiently clear.

Article 7

Sufficiently clear.

Article 8

Section (1)

Sufficiently clear.

Section (2)

The term a promotive approach means an activity and/or a series of health service activities that prioritize health promotion activities.

The term a preventive approach means an activity to prevent a health problem/disease.

The term a curative approach means an activity and/or a series of treatment activities aimed at curing disease, reducing suffering due to disease, controlling disease, or controlling

disability so that the quality of the patient can be maintained as optimally as possible.

The term a rehabilitative approach means an activity and/or a series of activities to return former sufferers to community so that they can function again as useful members of community for themselves and community to the maximum extent possible according to their abilities.

Article 9

Section (1)

Point a

Sufficiently clear.

Point b

The term "formal education" means a structured and tiered education path consisting of basic education, secondary education, and higher education.

The term "non-formal education" means an education path outside formal education that can be implemented in a structured and tiered manner.

The term "informal education" means the family and neighborhood education path.

Section (2)

Sufficiently clear.

Article 10

Sufficiently clear.

Article 11

Sufficiently clear.

Article 12

Point a

Sufficiently clear

Point b

The term "various levels" means development planning from the lowest unit of government, namely the urban village level, and then hierarchically upward, namely the sub-district, municipal, provincial, and national levels.

Point c

Sufficiently clear

Point d

Sufficiently clear

Point e

Sufficiently clear

Point f

Sufficiently clear

Point g

Sufficiently clear

Point h

Sufficiently clear

Point i

Sufficiently clear

Point j

Sufficiently clear

Article 13

Sufficiently clear.

Article 14

Point a

Sufficiently clear.

Point b

The term basic labor rights include:

- a. the basic right to obtain a decent wage.
- b. the right to obtain equal opportunity and treatment from the company without discrimination.
- c. c. the right to get work training to improve and develop work competencies.
- d. d. rights to carry out work according to specified time.
- e. the right to labor placement.
- f. the right to protection of occupational health and safety.
- g. the right to obtain welfare through labor social security.
- h. the right to participate in a trade or labor union.
- i. right to leave: at least 12 workdays after the employee has worked for one year continuously.
- j. right to rest: After working for four hours continuously, workers are entitled to a break of at least a half hour.
- k. right to maternity leave, miscarriage and menstrual leave for female workers:
Female workers/laborers are entitled to rest for 1.5 (one and a half) months before childbirth and 1.5 (one and a half) months after childbirth according to the calculation of an obstetrician or midwife.
Female workers/laborers who experience miscarriage are entitled to 1.5 (one and a half) months of rest or in accordance with the certificate of an obstetrician or midwife.
Female workers/laborers who feel pain during menstruation and notify the employer, are not obliged to work on the first and second day of menstruation.
- l. the right to worship.
- m. the right to go on strike.
- n. the right to receive severance pay in the event of termination of employment or layoff.
- o. the right to a reasonable opportunity to provide breast milk to her child if she has to do so during work time.

Article 15

Point a

The criterion for social problems is having a life that is not worthy of humanity which includes:

- a. poverty;
- b. neglect;
- c. disability;
- d. remoteness;
- e. social disabilities and behavioral deviations;
- f. victims of disaster; and/or
- g. victims of acts of violence.

Article 16

Sufficiently clear.

Article 17

Sufficiently clear.

Article 18

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Point a

The term "Poor women" means women who cannot fulfill their basic needs.

Point b

Sufficiently clear.

Point c

The term HIV/AIDS means as follows: Human Immunodeficiency Virus which hereinafter abbreviated as HIV means virus which causes Acquired Immuno Deficiency Syndrome (AIDS). Acquired Immuno Deficiency Syndrome hereinafter abbreviated as AIDS is a collection of symptoms of reduced self-defense capabilities caused by the entry of the HIV virus in a person's body.

Point d

Sufficiently clear.

Point e

Sufficiently clear.

Point f

The term "indigenous women" means women who have real roles and functions related to the survival of their community based on ancestral origins from generation to generation on customary territories.

Point g

Sufficiently clear.

Point h

Sufficiently clear.

Point i

Sufficiently clear.

Point j

Sufficiently clear.

Point k

Sufficiently clear.

Point l

Sufficiently clear.

Point m

The term "other vulnerable women groups " means women who live in conditions that can lead to acts of violence.

Article 19

Section (1)

Point a

Sufficiently clear.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Point d

Sufficiently clear.

Point e

The term "providing consultation, information, education, and counseling services" means that it is implemented to encourage changes in the behavior of parents and the Community.

Point f

The term "boarding schools" means those in the form of general, vocational and/or religious education or integrated education (general education with religious education, or general education with vocational education or religious education with vocational education) which in the learning process require students to live in dormitories.

Point g

Sufficiently clear.

Point h

Sufficiently clear.

Point i

Sufficiently clear.

Point j

Sufficiently clear.

Point k

Sufficiently clear.

Point l

Sufficiently clear.

Point m

Sufficiently clear.

Section (2)

Sufficiently clear.

Article 20

Sufficiently clear.

Article 21

Point a

Sufficiently clear.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Point d

Sufficiently clear.

Point e

Sufficiently clear.

Point f

Sufficiently clear.

Point g

Sufficiently clear.

Point h

The term "temporary shelter" means a temporary place used as a transit for women victims and/or their families, reporting persons and/or witnesses.

Point i

Sufficiently clear.

Point j

Sufficiently clear.

Point k

Sufficiently clear.

Article 22

Sufficiently clear.

Article 23

Sufficiently clear.

Article 24

Sufficiently clear.

Article 25

Sufficiently clear.

Article 26

Sufficiently clear.

Article 27

Sufficiently clear.

Article 28

Point a

The term "periodically" means the time to conduct monitoring and evaluation at least 1 (one) time in 1 (one) year or at any time if needed.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Article 29

Sufficiently clear.

Article 30

Sufficiently clear.

Article 31

Sufficiently clear.

Article 32

Sufficiently clear.

Article 33

Sufficiently clear.

Article 34

Sufficiently clear.

Article 35

Sufficiently clear.

SUPPLEMENT TO THE REGIONAL GAZETTE OF THE MUNICIPALITY OF
SEMARANG NUMBER 157