

## GENDER EMPOWERMENT STRATEGIES IN EFFORTS FOR GENDER EQUALITY AND INCREASING FAMILY WELFARE

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### Abstract

Gender empowerment can be realized through the level of participation of women's active roles in the economic, political and decision-making fields. Men have the assumption that men are the ones who earn the main income for the family's economic needs or that men are very dominant productive workers, but sometimes in reality this is not the case, many women are the economic bearers of the family. Empowerment of women in the economic field is one indicator of increasing welfare. When women become educated, have property rights, and are free to work outside the home and have an independent income, this is a sign of increased family welfare. Equality between men and women, refers to the equal rights, responsibilities, opportunities, treatment, and assessment for men and women in work and in the relationship between work and life. Gender equality means that all people of all ages and genders should have equal opportunities to succeed in life. Several studies suggest that the involvement of women on a micro scale plays a very important role in improving family welfare, especially avoiding the severe poverty trap. This paper is a literature review related to gender empowerment strategies in an effort to equalize gender and improve family welfare. Through literature, this paper tries to analyze gender, not only the roles and activities between men and women. This paper aims to examine gender empowerment in an effort to increase gender equality efforts, examine gender empowerment in an effort to improve family welfare and examine gender equality efforts in an effort to improve family welfare. The conclusion of this study is participation in the economy, is the work participation of women who take part in the economic sector that can provide income in the family in order to improve family welfare. Empowerment of women in the economic field is one indicator of increasing welfare. Gender equality means that all people of all ages and genders should have equal opportunities to succeed in life. By promoting gender equality in order to empower people both women and men to lift themselves out of poverty and improve living standards and well-being.

**Keywords:** Gender, Gender Empowerment, Gender Equality, Family Welfare

### INTRODUCTION

Gender equality is the equality of conditions for women and men to obtain opportunities and their rights as human beings, to be able to play a role and participate in political, economic, socio-cultural, defense and security activities, and equality in enjoying the results of development. reducing the gap between women and men in accessing and controlling resources, participating in decision-making and development processes, and benefiting from development policies and programs (Kemen PPPA and BPS Pusat, 2019).

The definition of women's empowerment is women's efforts to gain access and control over resources, economy, politics, social, culture, so that women can organize themselves and increase their self-confidence to be able to play a role and participate actively in solving problems, so as to be able to build abilities and self-concept. In order to achieve gender equality, women's empowerment is actually a prerequisite for the development of a just and prosperous society.

Gender equality means a condition in which men and women have the same opportunities and rights as human beings to be able to play a role and participate in political, economic, social, legal, cultural and educational activities, as well as equality in enjoying the results of development carried out. In the equal division of roles between men and women, there is no standardization of roles, double burdens, subordination, marginalization and violence against women and men.

Several studies suggest that the involvement of women on a micro scale plays a very important role in improving family welfare, especially avoiding the severe poverty trap (Kelkar, 2005; Mehra & Rao Gupta, 2006; Sen, 2006). The problem of poverty that exists cannot be separated from the gender inequality that occurs, as stated by Kelkar (2005) that gender inequality can be the cause of poverty. Then what was revealed by Mehra & Rao Gupta (2006) stated that the application of gender mainstreaming can overcome the problem of poverty. Much earlier, Sen (2006) also revealed that women as agents of change have an important role in efforts to reduce poverty and improve welfare.

According to Puspitawati (2014), the concept of welfare can also be linked to the concept of needs, especially regarding its fulfillment. Maslow describes the formulation of hierarchical needs in the form of a triangle, where the needs at the top will be met after the needs at the bottom are met. The lowest level in the hierarchy of needs are physical needs which involve basic needs such as clothing, food and shelter. Then in a row are the need for security, social needs and the need for self-esteem. The relationship between the concept of welfare and the concept of needs is that if these needs are fulfilled, a person can be judged as prosperous. Because the level of need is indirectly in line with welfare indicators.

Based on the background that has been described, it can be formulated research problems (1) How is gender empowerment in an effort to improve gender equality efforts?; (2) How is gender empowerment in an effort to improve family welfare?; and (3) What are the efforts for gender equality in an effort to improve family welfare?

## **LITERATURE REVIEW**

### **Family Concept**

Family is an inseparable part of life. Where the family is the first and foremost place in starting life and interacting among its members. The family is the smallest institution of a society that has its own social structure and system and which is a group of people who live in one house who still have kinship or blood relations due to marriage, birth, adoption and so on (Aziz, 2017).

The family consists of husband, wife and children. A household is one or more groups of people who live in one house and spend resources collectively together. A family is considered a social system, because it has elements of a social system which basically includes beliefs, feelings, goals, rules, positions and roles (Lestari & Pratiwi, 2018).

In the family institution, structural function is seen in the division of roles and functions in the family, where each family member has their own responsibilities. Like the father is responsible for earning a living or working to support his family, the mother is in charge of domestic or household matters such as washing, cooking, and caring for children, and children also have duties and responsibilities, both in their education and in helping their parents. . However, if there are family members who are unable to carry out their duties and responsibilities, this can interfere with other family members and the system in the family will also be disrupted, because the relationship between duties and functions between family members is interrelated.

### **Family Welfare**

Welfare is defined as equality and safety, enjoyment of life, prosperity, and so on. As for welfare, which means prosperity is a condition in which human needs are met fairly, steadily/continuously, concretely it means the availability of goods and services for the necessities of life not only to enable life but also to make it easier for people to live properly as human beings. , develop themselves and achieve physical and spiritual well-being (Dipoyudo, 1995).

Welfare can be seen from two sides, individual welfare and social welfare. Individual well-being is a way of relating well-being to objective choices for personal life. While social welfare is a way of relating welfare to social choices objectively which is obtained by adding up the satisfaction of all individuals in society (Badrudin, 2012).

Family welfare is a condition in which material, mental, spiritual, and social life can be fulfilled in a balanced way for family members in a situation full of happiness and tranquility living together. Family welfare is the level of availability of tools to satisfy family needs such as primary needs in the form of clothing, food and housing, while secondary needs are the need for education, recreation, including the fulfillment of non-essential goods and services and savings. Family welfare implies physical and spiritual well-being which has quality indicators in all aspects of religious life, education, physical and spiritual health and services including the fulfillment of family needs in general (Priyono, 2002).

### **Gender Empowerment**

The term empowerment is increasingly popular in the context of development and poverty alleviation. However, what is important in the empowerment process is awareness raising. A conscious society is a society that understands its political, economic, and cultural matters and responsibilities. Thus it can be concluded that empowerment is an effort made by a group of people to increase the dignity of the community so that they have empowerment in dealing with all existing problems (Soetomo, 2014).

Gender empowerment can be realized through the level of participation of women's active roles in the economic, political and decision-making fields. Men have the assumption that men are the ones who earn the main income for the family's economic needs or that men are very dominant productive workers, but sometimes in reality this is not the case, many women are the economic bearers of the family. Empowerment of women in the economic field is one indicator of increasing welfare. When women become educated, have property rights, and are free to work outside the home and have an independent income, this is a sign of increased family welfare (Dreze and Sen, 1999).

So far, there is an assumption that the world of politics is identical to the world of men. This assumption arises as a result of an inaccurate image of political life; namely that politics is dirty, violent, full of intrigue, and the like, which are identified with male characteristics. As a result, the number of women involved in politics is small, including in countries where the level of democracy and equality of human rights is quite high. This still not optimal gender equality and justice can be read in the reality that women's participation in public positions is still very minimal and so concerning.

After the enactment of Law Number 12 of 2003 concerning General Elections, it can be said that the struggle of women to obtain special rights in the political field

which is temporary (affirmative action) has been achieved. On the one hand, this policy is actually very beneficial for women in Indonesia, because with the amendment to the law, women can increase their political participation, which can be seen in increasing women's representation in parliament by at least 30 percent. This is a step forward in terms of empowering women in politics (Zamroni, 2013).

### **Gender Equality**

Sustainable development outlined in the concept of Sustainable Development Goals (SDGs) has several goals, including ending poverty in all its forms everywhere, supporting prosperity for all at all ages, and even achieving gender equality and empowering all women. The SDGs are a continuation of the Millennium Development Goals (MDGs) which ended in 2015. Gender equality is stated in the 5th goal of the SDGs, namely "Achieving Gender Equality and Empowering Women". Gender is a multidimensional issue. This issue covers the health, education and economic aspects which are also the focus of the SDGs (Kemen PPPA and Central BPS, 2019).

More clearly, the pattern of family relations based on gender equality and justice is illustrated by the term gender partnership in the family. The pattern of harmonious gender relations must be carried out by planning and implementing family resource management, so that family members have a division of roles in various activities (domestic and public) in order to bridge problems and hopes in the future to realize family welfare that is just and gender-equal (Puspitawati, 2010). 2014).

According to Haspels and Suriyasarn (2005), gender equality, or equality between men and women, refers to the equal rights, responsibilities, opportunities, treatment, and assessment for men and women in work and in the relationship between work and life. Gender equality means that all people of all ages and genders should have equal opportunities to succeed in life. This means that all human beings must have equal access and control over resources and benefits, in other words equitably, so that everyone can benefit from and participate in development.

### **RESEARCH METHOD**

This paper is a literature review related to gender empowerment strategies in an effort to equalize gender and improve family welfare. Through literature, this paper tries to analyze gender, not only the roles and activities between men and women. This paper aims to examine gender empowerment in an effort to increase gender equality efforts, examine gender empowerment in an effort to improve family welfare and examine gender equality efforts in an effort to improve family welfare.

### **DISCUSSION**

#### **Gender Empowerment in Efforts to Increase Gender Equality**

Gender empowerment is part of human resource development, and is aimed at improving the status, position, and condition of women so that they can achieve progress on a par with men, and build a quality generation. Women's empowerment is a development priority, including women's quality of life in the fields of health, education, economy and politics, which are still low and vulnerable to discrimination and exploitation.

Non-formal education is an alternative that is able to carry out an empowerment process to achieve equality, through various community education programs that can

bridge women in improving the quality of knowledge and independence (Kindervatter, 1979). The presence of community education as an alternative to formal education to meet the needs of women in order to support lifelong education, where the aim is to develop the potential of students with an emphasis on mastery of knowledge and functional skills as well as the development of professional attitudes and personalities.

Participation in the economy, is the work participation of women who take part in the economic sector that can provide income in the family in order to improve family welfare. Participation in politics is the level of participation of women in a family who are given access to take part in political activities. Participation in decision-making is the involvement of women who are given access to participate in making decisions and making decisions.

The existence of inequality of opportunity between men and women creates injustice that can affect policies and social life. The definition of gender equality refers to an equal situation between men and women in the fulfillment of rights and obligations. Or it can also be interpreted that gender equality refers to equal rights, responsibilities and opportunities between women and men (UN Women, 2015).

Gender equality as one of the global development goals requires real action in an effort to achieve it. Women have had lower achievements than men and have experienced various discriminations as a result of patriarchal culture. The issue of gender equality and justice is expected to be echoed more firmly when women are able to participate and occupy strategic positions in parliament. The involvement of women in executive institutions is expected to bring opportunities for change for women's empowerment in Indonesia (BPS, 2018).

Gender equality will strengthen the ability of countries to develop and reduce poverty. Thus promoting gender equality is a major part of the development strategy in order to empower communities both women and men-to lift themselves out of poverty and improve living standards and welfare.

### **Gender Empowerment in Efforts to Improve Family Welfare**

Gender empowerment can be realized through the level of participation of women's active roles in the economic, political and decision-making fields. Men have the assumption that men are the ones who earn the main income for the family's economic needs or that men are very dominant productive workers, but sometimes in reality this is not the case, many women are the economic bearers of the family. The condition and position of women in Indonesia is still far behind compared to men in various aspects of life, including in the social, political, economic, educational and cultural fields. The phenomenon above shows that women are still a marginalized group so that the issue of women's empowerment has a broad field of cultivation. One of the interesting areas to discuss is economic empowerment for women. Empowerment of women in the economic field is one indicator of increasing welfare. When women become educated, have property rights, and are free to work outside the home and have an independent income, this is a sign of increased family welfare (Dreze and Sen, 1999).

Gender empowerment is closely related to gender development. Gender empowerment occurs when improving the quality of life of women through improving the quality of education and the economy has succeeded in encouraging the realization of empowerment (Cinar, 2018). Ideally, increasing gender development will create a balance of empowerment between men and women. During this time, women tend to be

left behind in various roles such as the labor economy and decision-making due to the entrenched patriarchal culture.

Women's empowerment is an effort to make women able to gain access and control over economic, political, social and cultural resources so that women can self-regulate, increase self-confidence to be able to play a role and actively participate in solving development problems and being able to build themselves.

Empowerment of women in the economic field is one indicator of increasing welfare. When women become educated, have property rights, and are free to work outside the home and have an independent income, this is a sign of increased family welfare (Dreze and Sen, 1999).

Family welfare is a condition in which material, mental, spiritual, and social life can be fulfilled in a balanced way for family members in a situation full of happiness and tranquility living together. According to Soetjipto (1992), family welfare is the creation of a harmonious state and the fulfillment of physical and social needs for family members, without experiencing serious obstacles in the family, and in dealing with family problems it will be easy to overcome together by family members. , so that the standard of family living can be realized. This conception implies that family welfare is a condition that must be created by the family in forming a prosperous family. The prosperous family is a model that results from family welfare efforts.

### **Gender Equalization Efforts in Efforts to Improve Family Welfare**

Gender equality means that all people of all ages and genders should have equal opportunities to succeed in life. This means that all human beings must have equal access and control over resources and benefits, in other words equitably, so that everyone can benefit from and participate in development. Efforts made by various parties to promote gender equality in terms of employment have shown encouraging results.

Various employment indicators show that women are increasingly contributing to the labor market. Although the achievements of some of these indicators have not been able to match that of men, in terms of development, the indicators of female workforce are growing faster than men. This is certainly a positive signal for gender equality in Indonesia. Women's participation in the world of work should make a major contribution to family welfare.

The number of working women in Indonesia and also in other countries will continue to increase, due to several factors such as increased learning opportunities for women, the success of family planning programs, the number of child care centers and technological advances, which allow women to handle both family and work problems. and increasing job participation. This not only affects the constellation of the labor market, it also affects the welfare of women themselves and the welfare of their families. Women who work will increase family income, which is automatically able to improve family welfare (Mudzhar, 2001).

The pattern of family relations based on gender equality and justice is illustrated by the term gender partnership in the family. The pattern of harmonious gender relations must be carried out by planning and implementing family resource management, so that family members have a division of roles in various activities (domestic and public) in order to bridge problems and hopes in the future to realize family welfare that is just and gender-equal (Puspitawati, 2010). 2014).

Gender equality will strengthen a country's ability to develop, reduce poverty,

and govern effectively. Thus promoting gender equality is a major part of the development strategy in order to empower communities both women and men-to lift themselves out of poverty and improve living standards and welfare.

According to Anila et al (2016), equality means equality, equality in the context of gender means conditions that are balanced, equal, equal, one position, and not one-sided in relation to the relationship between women and men in social and cultural formats and constructions. Gender equality is certainly an important part in the realization of human rights for women. The purpose of recognizing gender differences as something that is not fixed, makes it easier to build a picture of the reality of the relationship between men and women that is dynamic, precise, and in accordance with the reality that develops in society. The next gender relationship is a social relationship between men and women that is mutually helpful or vice versa, and has many differences and inequalities.

### **Conclusion**

Based on the discussion that has been described previously, the following conclusions can be drawn.

- 1) Participation in the economy, is the work participation of women who take part in the economic sector that can provide income in the family in order to improve family welfare. Participation in politics is the level of participation of women in a family who are given access to take part in political activities. Participation in decision-making is the involvement of women who are given access to participate in making decisions and making decisions.
- 2) Empowerment of women in the economic field is one indicator of increasing welfare. When women become educated, have property rights, and are free to work outside the home and have an independent income, this is a sign of increased family welfare. The existence of inequality of opportunity between men and women creates injustice that can affect policies and social life. The definition of gender equality refers to an equal situation between men and women in the fulfillment of rights and obligations.
- 3) Gender equality means that all people of all ages and genders should have equal opportunities to succeed in life. By promoting gender equality in order to empower people both women and men to lift themselves out of poverty and improve the standard of living and well-being.

### **Suggestion**

Based on the conclusion of the discussion as described above, the following suggestions can be made.

- 1) To empower women to the fullest in the family, it is necessary to understand all family members to be able to provide access to girls and boys so that they can receive education, both formal and non-formal education as a provision to be able to try to work independently in order to help improve family welfare.
- 2) In carrying out dual roles in the public sector, women should also pay attention to the domestic sector. In this case, it is necessary to support all parties, both family members and the community so that the tasks of women in the public sector run smoothly. It is necessary for all parties to understand that the nature of women that cannot be replaced is only menstruation and pregnancy, so that in carrying out

domestic tasks there needs to be good communication within the family and society so that women's dual roles can run well.

- 3) It is necessary to support the role of the government in terms of regulation, dynamics and facilitation, leadership commitment and protection (access, control, benefits) for women so that women's empowerment can run optimally to support development in all sectors.

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