

GENDER AND ECONOMIC ANALYSIS ISSUE IN INDONESIA

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Abstract

The purpose of this paper is to study gender and economic analysis issue in Indonesia. Gender analysis provides the basis for carrying out social transformation to realize a new, better life order, through new, more just social relations. The results of this study suggest that In order to support women's empowerment in the economic and labor fields, the following programs were developed: 1) Gender mainstreaming in economic development and employment, 2) Empowering women in the development of the people's economy. Besides that the ability of women in the field of entrepreneurship, in order to develop productive economic enterprises, increasing women's access to information on natural resources, capital resources, credit and market information, strengthening business partnerships managed by women with the private sector, BUMN, and cooperatives and renewal and improvement of labor laws and regulations for gender equality and justice.

Key words: Gender, Economics, Women

INTRODUCTION

In its development, women's economic activity increased after World War II. The ILO (International Labor Organization) noted that in 1950 in developed countries 49% of women were registered as workers, while in developing countries 37%. Furthermore, in 1985 there was an increase of 8 (developed countries) and 5% (developing countries) to 57 and 42% (Susan P. Joeques, 1987).

Meanwhile, in Eastern Europe as a socialist country, the labor force participation rate for men and women is the same. In contrast to the Middle East, where women's work participation is low. Cultural traditions play an important role in it, and culture limits women in the public sphere. As a result, in these countries the fertility rate is very high (Susan P. Joeques, 1987). Women are more concentrated in the birth of children than to work in public spaces.

For women who have dual roles, namely working at home as housewives and in the public sector. This causes the limitations of women in the public sector. Women tend to be in the realm of low productivity. They mostly work in small companies or low-scale farms. They are represented as unpaid workers or in the informal sector (Arivia Girl, 2012). They rarely enter into high positions in the job market (The World Bank, 2012). So that it affects the income level of women, with low productivity, income is also low.

The economy in most developing countries and even in some developed countries is a phenomenon of the number and high increase in the population working in the informal sector. This is driven by a high level of urbanization where the labor

market supply is able to respond to the demand for informal sector workers (Ministry of Women's Empowerment and Child Protection RI). The informal sector is a work sector that is not protected by the State. According to data from Sakernas, most of the female workers in Indonesia work in the informal sector. So we can see that the number of women who work without any protection from the State. Below is a table of male and female workers working in the formal and non-formal sectors.

Table 1. Formal and Informal Workers by Gender, 2019-2021

Worker	2019		2020		2021	
	Man	Woman	Man	Woman	Man	Woman
formal	47.19	39.19	42.71	34.65	43.39	36.20
Informal	52.81	60.81	57.29	65.35	56.61	63.80
Total	100.00	100.00	100.00	100.00	100.00	100.00

Source: Sakernas, 2019-2021

The table above shows that the percentage of informal workers for women is greater than that for male informal workers. Although there is a slight decline in 2020. However, female workers are still very large in comparison, which is almost of formal workers. This indicates that of all women in Indonesia work without any protection from the State. Furthermore, what happens to them, when their job suffers a loss or they are removed from their job? Will poverty among women continue to increase? This discussion will be related to the next discussion, namely the vulnerability of women to poverty.

DISCUSSION

WOMEN'S VULNERABILITY TO POVERTY

Poverty is a difficult problem to solve, starting from hundreds of years ago the problem of poverty has emerged in this world. Many definitions of poverty are described by scientists in the field (Parsudi Suparlan, 1993) in his book describes poverty as a low standard of living, namely the existence of a level of material deficiency in a number or group of people compared to the standard of living generally applicable in the society concerned. According to (Daman Huri, et al, 2008) in his book Democracy and Poverty said that to see poverty at least from three perspectives, namely:

1. Poverty as a transcendental phenomenon

A person is poor because God's destiny wills it, that person is destined to be born from a poor family. Meanwhile, to change it, humans are only given one choice, namely to pray to God to change their fate.

2. Poverty as a social phenomenon

In this perspective, poor people are the result of the mentality of the person concerned. People become poor because they are lazy, stupid and do not want to work hard, and do not have a high work ethic.

3. Structural poverty

In this perspective, poverty is caused more because the structure does not provide opportunities for the poor to improve their standard of living. This is

different from the previous two perspectives which see poverty as a result of destiny or laziness to work, but because of the creation of structures.

Poverty Faced with Women

At the Fourth World Conference on Women (Fourth World Conference on Women) in Beijing, China (September 1995), agreed and acknowledged the large number of women living in poverty (Darmawan Triwibowo, 2012). Poverty can be felt by both men and women, but women feel poverty more severely for several reasons (Rasita Ekawati Purba, 2007). First, in general, women experience subordination and marginalization which causes women's position in society to be not strong enough. By (Townsend and Momsen, 1987) said that the phenomenon of women's subordination is shown in the form of a lack of appreciation for women's work and lack of access to decision-making in the socio-economic and political fields, compared to men. Work results both as a productive and reproductive function. The productive function is concerned with generating money or income.

Working women are considered as additional breadwinners to help their husbands. In addition, reproductive functions such as giving birth, raising children, and taking care of the household. This function is often not appreciated, even though this function is very helpful for the family's economy and cannot even be assessed in material terms. If all the housework and childcare is employed by someone else, how much money should be paid to the worker? so that the female reproductive function cannot be taken lightly. According to (Hartini Point, 2012) marginalization or marginalization of women occurs in various aspects, including:

1. Removal from productive work.
2. Concentration of women to the periphery of the labor market.
3. Feminization of productive sectors or various segregation of certain activities on the basis of sex.
4. Widening of economic inequality between women and men. This is assessed from the difference in wages and unequal access to benefits and facilities.

These marginalizations cause women's limitations in making choices to do work in the public sector. This will affect their income. Second, poor women are heavier because of the dual roles they have. The dual role is both to take care of the children and the household and to earn a living to meet their economic needs. So that the time needed to earn a living is also limited, and has an impact on the income earned. Poor women will find it difficult to get out of poverty because of many limitations. Such as limited time, education, and energy.

In addition, according to (Cagaty 1998, in Baden 2003) There are three differences that cause women to be poorer than men, namely:

1. Women have a higher incidence of poverty than men.
2. Poverty is worse for women than men
3. There is a more severe tendency for women, especially women who are heads of households. The evidence for the feminization of poverty is the increasing number of cases of poverty in households where the head of the household is a woman and the assumption that such families are generally less fortunate than men who are the head of the household.

Cause Of Vulnerability Factors

The next discussion, why are women vulnerable to poverty? The following diagram illustrates the causes of women's poverty:

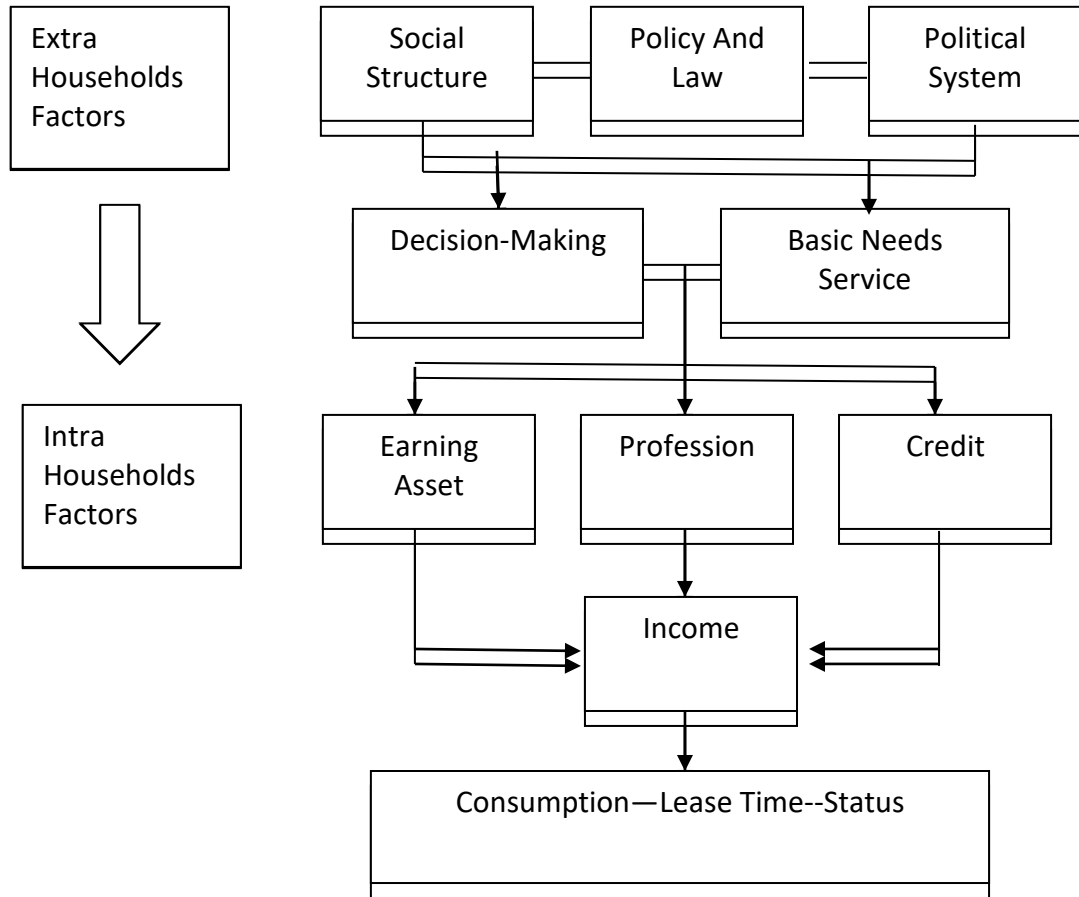


Figure 1. Factors Causing Poverty Vulnerability (United Nations, 2001 in Darmawan Triwibowo, 2012)

Figure 2 above illustrates the socio-economic risks that make women in Indonesia vulnerable to poverty. These risks are interrelated. The patriarchal social structure, the weakness of women in the political system, and the weakness of policies that protect women's rights will marginalize women from the decision-making process in the public sphere and limit their access to basic needs. Furthermore, these external factors will affect the process of resource allocation at the household level, such as access to productive assets, work with a living wage, as well as income earned by the family. (Darmawan Triwibowo, 2012).

According to Homes and Jones (2010), productive assets include land and food, income and decision making on mobility and participation in activities inside and outside the household. Income is one of the most prominent inequalities in its use by men and women in the household. For example in Bangladesh, 62 percent of male

heads of household in rural areas and 55 percent in urban areas use their income at their own discretion (United Nations, 2001) in Darmawan Triwibowo, 2012).

Then this income will affect the amount of family consumption, the free time women have after obtaining income, and the status they have. The greater the income obtained, the greater the consumption spent. However, with the above limitations, it is unlikely that women will get a large or decent income to meet the needs of their families. With limited income, women will look for other jobs to get additional income so that their free time is very limited. The income earned will also determine the social status in society.

Women's Role In Macro Economy

The role of women in microeconomics can be seen from the participation of women in work participation. This work participation is related to economic conditions and the contribution of women in the national economy. This work participation will be different between men and women, this is because women have multiple roles. Sometimes a woman will quit or leave her job after she gets married and has children on the grounds of taking care of the children and husband. Apart from these reasons, women's participation in work depends on the job opportunities provided and job competition with men. The following is a table of examples of the percentage of the workforce by gender, 2018 to 2019.

Table 2. Labor Force Participation Rate by Gender in 2018-2019

Gender	Labor Force Participation Rate by Gender (Percent)	
	2018	2019
Man	82.59	71.20
Woman	55.51	61.26
Boy + Girl	69.39	66.35

In the table above, it can be seen that the male workforce is higher than the female workforce. Although in 2018 to 2019 it decreased. This indicates that men become the main role in earning a living. When viewed from the size of the workforce according to the main occupations between men and women in 2019, they are as follows:

Table 3. Employment/Main Sector by Gender in 2019-2021

Three Main Jobs	Number of Workers by Gender and Three Main Occupations (Persons)								
	Man			Woman			Man + Woma		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Agriculture (Primary)	21222	22093	22571	9997	14944	13406	31219	37037	35977
Manufacturing (Secondary)	6487	2872	5071	1150	555	1256	7637	3427	6327
Services (Tertiary)	14794	12260	17799	15659	15022	17164	30453	27282	34963
Amount	42503	37225	45441	26806	30521	31826	69309	67746	77267

By sector of employment, most women work in the agricultural sector, followed by the trade sector. When viewed as a whole, most of the labor participation sectors are dominated by men. Meanwhile, the manufacturing, trade, and social services sectors are dominated by women. The three sectors are considered light if done by women, compared to the building sector which has the highest difference, which is dominated by men because these jobs require extra labor.

Women's Role In Micro Economy

Currently, Indonesia has a population of more than 237 million people, half of whom are women. The Ministry of Women's Empowerment and Child Protection noted that of the 46 million known micro, small and medium enterprises (MSMEs), some of them are home industries, of which about 60 percent of the managers are women. With such a large number, the role of women entrepreneurs becomes quite large for economic resilience because they are able to create jobs, provide goods and services at low prices and overcome poverty problems (Ministry of Women's Empowerment and Child Protection, 2011).

Micro, small, medium and cooperative economic development initiatives handled by various agencies and institutions, both central and local, BUMN and private, banking, educational institutions, Research and Development Centers, various NGOs, Donor Institutions and the community independently show a tendency which increases. However, various policies and coordination still need to be harmonized by taking into account aspects of gender equality. For example, citing published data, shows that of 149,793 cooperative units recorded in Indonesia, only about 2.3% are managed by women, even though the percentage of women entrepreneurs in the MSME sector is larger.

Household Economy

One important aspect that must understand the concept of gender is life in the family. The family, as a sub-system of society, has a strategic function in instilling the values of equality in every activity and pattern of relationships among family members. Within the family, all the structures, roles, and functions of a system can be found. In

families, differences often occur which must give birth to harmonization in the distribution of roles and functions that are balanced between family members in order to become a happy family. Families who do not understand the function and role of gender in family life will make the family far from harmony. Therefore, all family members can mutually strengthen the function of the family as the first institution for every human child to recognize his role,

Differences Of Household And Family

According to BPS (Central Statistics Agency), a household is a group of people who live in one house and live from one kitchen so that the household is seen from the economic unit. While the family is a group of people who live in one house who have kinship with each other. One household unit may consist of several families known as extended families and families consisting of husband and wife or husband and wife and their children or fathers with their children or mothers with children known as small families (nucleus family) (Rani Toersilaningsih, 2012).

Furthermore, the relationship between the family and the household is that the family is part of the household. According to Kuntjaraningrat (1990) the household is a concept of family relations which is a social unit that manages the economy as a unit. So it can be said that the household economy can be carried out by one family or several families in one kitchen or in the same household.

Husband-Wife Power Relationship

Power is closely related to decision making (Leli Ruspita, 2012). So that in making this decision, it is related to the power of both husband and wife. According to Cantor and Bernay (1992), power from a feminist perspective is the setting of social values in society that do not conflict with masculinity and femininity. Power in this case contains the values of empowering others who are influenced with the aim of creating better community conditions (Leli Ruspita, 2012).

Power here will determine the division of roles and decisions in a family. Furthermore, according to Rosaldo quoted from Sayogyo (1985), it is stated that the distribution and allocation of power between men and women in the family is closely related to the culture of the community and personal resources (personal resources) contributed in their marriage. These personal resources are in the form of money, energy, land, skills, knowledge, and religious rituals. This indicates that the amount of contribution in marriage affects the power of men or women in decision making. If men contribute more than women in their marriage, then men have more power than women. In addition, the power of husband and wife is also related to the culture of society. This phenomenon is currently still rooted in society, for example the patriarchal culture which shows that a husband dominates or is the main determining factor in decision making in the family.

Family Economic Management Patterns

The family's economic function includes earning a living, planning it, using it or learning it. Basically the husband as the leader in the household who has the

responsibility to create the welfare of his family, but that does not mean the wife is not justified to help her husband earn a living. The wife's motivation to help her husband include: to increase family income, to avoid boredom, to fill spare time, because they have certain skills or expertise that they want to use, to gain "status", or to develop themselves. Family economic needs are very important for family survival. These needs include basic needs, secondary needs, and tertiary needs.

Management of the family economy is not only a mechanical division, but there are many challenges that must be faced in managing a household economy. This is a natural thing to happen because the interests of each household member have different interests. Their wishes can be expressed more freely when compared to the wishes expressed by members in other organizations. Even their wishes are sometimes forced to be approved and carried out immediately, sometimes these desires exceed existing capabilities. That is why every head of the family must be able to understand the wishes of his family members, evaluate them and make decisions that are fair, wise, and understood by every member who submits his wishes. Then followed by knowledge of what to do according to the situation and condition of his family, can encourage work spirit to achieve common goals. Likewise, every effort made by each family member in pursuing family goals, but in order to achieve goalstogether (Nurlaelatus Tsa'diyah, 2005).

In a family, a managerial role division system can be applied which is chaired by the head of the family. As the head of the family, he must assign duties to his members wisely, so as to create one goal, namely to achieve prosperity and harmony. According to an expert George R. Terry in Hariski (2011), classifying management functions include planning (planning), organizing (organizing), implementing (activating), and controlling (controlling).

The detailed description of each of these functions is as follows:

1. *Planning*

Planning is the determination of a series of actions to achieve a desired result. So in the family before carrying out economic activities there must be a plan that is discussed together, so as to produce a joint formulation.

2. *Organizing*

Organizing or organizing is a collection of two or more people who work together in a structured way to achieve a specific goal or a number of goals. This organization is a division of tasks and roles in the family, so that there is no inequality or gap in carrying out these roles and these roles must be carried out with responsibility. However, if there is one task that is considered heavy then the other members must help each other.

3. *Activating*

Activating or implementation is a management function in the form of real work activities in a management activity. In this implementation there are often gaps or discrimination, so this implementation is largely determined by the planning and organizing function. Furthermore, in the implementation there needs to be control and evaluation, so that in the implementation it can run as it should.

4. *Controlling*

Controlling supervision, often also called control is one of the management functions in the form of conducting an assessment, if necessary to make corrections so that what subordinates do can be directed to the right path with the intention of the goals that have been originally outlined. This function is very helpful when in a family experiencing obstacles in every problem, both in terms of the economy and the role played by each family member. In this function, communication within the family is very important.

Based on the four management functions above, the key is the existence of communication or deliberation in the family and the attitude of tolerance between family members. So that there is no inequality and discrimination.

CONCLUSIONS AND SUGGESTIONS

Efforts to empower women in the economic and labor fields are carried out to increase their role and participation in economic development, especially the people's economy, given the increasing number of women entering the labor market and the increasingly open world of work for women. In order to support women's empowerment in the economic and labor fields, the following programs were developed: 1) Gender mainstreaming in economic development and employment, 2) Empowering women in the development of the people's economy. Besides that the ability of women in the field of entrepreneurship, in order to develop productive economic enterprises, increasing women's access to information on natural resources, capital resources, credit and market information, strengthening business partnerships managed by women with the private sector, BUMN, and cooperatives and renewal and improvement of labor laws and regulations for gender equality and justice.

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