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## WOMEN'S EMPOWERMENT STRATEGY AS AN EFFORT INCREASING THE ROLE OF WOMEN IN NAGRAK VILLAGE SUKABUMI DISTRICT

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### Abstract

The lack of involvement of women in the development process has impacts especially on women themselves. There are aspirations that will be more effective if championed by women who specifically understand their needs. Women need to be empowered so they can function as subjects and objects in development. The aim of the research is to find out and analyze women's empowerment strategies as an effort to increase the role of women in Nagrak Village. This research uses a qualitative approach and descriptive methods. The results of the first research, the strategy for implementing women's empowerment programs as an effort to increase the role of women implemented by the Nagrak Village Government has 4 series of strategies, including; (1) field orientation, (2) inventory of problems and abilities, (3) personal approach, and (4) cooperation program. Second, the achievements of the women's empowerment program as an effort to increase the role of women by; (1) increasing involvement of women in various fields (2) increasing women's capacity by having understanding and skills. Third, there are 2 categories of obstacles faced by the Nagrak Village Government, namely; (1) internal barriers and (2) external barriers. Fourth, efforts that can be made to resolve existing problems include; (1) carry out consultations and coordination with the Sukabumi Regency Regional Government (through related agencies). (2) formulate and establish policies with a gender justice perspective. (3) building a partnership network with external parties.

**Keywords:** Strategy, Women's Empowerment, Women's Role

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## INTRODUCTION

The development process will continue along with developments over time and community needs. Apart from that, the development process is carried out in a sustainable manner, the results of which can be utilized by the community optimally and evenly (Putri, 2021). In this era of globalization, opportunities are wide open for all citizens to obtain equal roles in the development process in all fields, both for men and women.

Quoted from the online news page Kompas.com (06/01/2022) the Central Statistics Agency (BPS) stated that there are around 133 million Indonesians who are female or the equivalent of 49.42% of the total population of Indonesia. The role and role of women in development is increasingly growing. Kabar24.bisnis.com (22/12/2021) stated that there were 6 women who occupied cabinet ministerial positions during the Jokowi-Ma'ruf administration until 2022, including; 1) Minister of Women's Empowerment and Child Protection, held by I Gusti Ayu Bintang Darmawati, 2) Minister of Finance, held by Sri Mulyani, 3) Minister of Environment and Forestry, held by Siti Nurbaya Bakar, 4) Minister of Manpower, held by Ida Fauziyah, 5) Minister of Foreign Affairs held by Retno Marsudi, and 6) Minister of Social Affairs held by Tri Rismaharini.

However, there are still many women who feel that things that are not related to domestic issues are not suitable for them. The view among society still identifies women with domestic work. Therefore, the existence of a women's empowerment program will enable women's potential to be explored and developed. The empowerment program in the development process is an effort to transfer knowledge and provide a number of new skills and experiences that are useful for developing roles and solving problems faced (Sumpeno, 2019).

Women's empowerment activities are a strategic way to increase women's potential and increase the role of women in both the public and domestic domains. Based on the definition, empowerment can mean the process of making people empowered, making something empowered or have power/strength (KBBI, 2005).

In connection with the matters previously explained, a women's empowerment strategy is needed that is appropriate to the

characteristics and needs of women in Nagrak Village so that it can increase women's abilities and skills. Apart from that, it will also have an impact on increasing the welfare and involvement of women in the development process in Nagrak Village.

Nagrak Village is one of 386 villages in Sukabumi Regency that has provided access for women to actively participate in the development process. This is demonstrated by the involvement of women as part of village officials, members of the BPD, and administrators of village partner institutions.

Discussion of women's empowerment strategies is not only the responsibility of the government as a policy maker. However, this must be a joint responsibility between the government, the community (especially women), and local community/religious leaders. Optimizing the role of women in village development in principle speaks of equality and partnership. With the synergy between these three elements, the women's empowerment strategy policy that has been conceptualized by the government will be able to be implemented optimally.

Based on the things explained in the background section above, the researcher is interested in researching and analyzing the strategy for implementing the empowerment program implemented by the Nagrak Village Government as a real effort to increase the role of women. In this regard, the researchers gave the research title, "Women's Empowerment Strategy as an Effort to Increase the Role of Women in Nagrak Village, Sukabumi District".

## METHODOLOGY

In preparing this research, the researcher used a descriptive qualitative approach. Amalia (2023) explains that qualitative research is used to study an in-depth social phenomenon by conducting a field study and the final results of the research are presented in a comprehensive descriptive form.

The location chosen in the process of preparing this research was in the Nagrak Village area, Cisaat District, Sukabumi Regency. The informants in preparing this research consisted of; elements of the Nagrak Village Government, women who are beneficiaries of the empowerment program, and local community/religious leaders.

In preparing the research, the researcher used several data collection techniques, namely; interviews, observations, and

documentation studies. Meanwhile, the data analysis technique used in the research uses the theory of Miles and Huberman (2009) which consists of three activity streams, namely; data collection/reduction, data display and drawing conclusions". To test the validity of the data, triangulation and member check techniques were used (Sugiyono, 2013).

## **RESULT AND DISCUSSION**

Based on the statutory regulations governing villages, namely, Law Number 6 of 2014 concerning Villages mandates that the Nagrak Village Government must make efforts with all the resources it has to create prosperity for the community. The programs formulated, prepared and implemented by the Nagrak Village Government, especially those related to village development, must be able to directly touch the interests of the entire village community and be an answer to their needs without any discrimination. In this case, men and women have equal rights and positions without anyone being superior.

In an effort to create this prosperity, the Nagrak Village Government is organizing an empowerment program which aims to increase the abilities and skills of the community, especially women, so that they become supporters and catalysts in creating prosperity for the village community. Apart from that, with increased abilities and skills, there will be more opportunities for the community to be involved in the village development process. Margayaningsih (2019) explained that the level of success in community empowerment in the village will have an impact and will also determine the level of success of national development. Village development is a crucial thing that will determine Indonesia's face in the eyes of the world in the golden year 2045.

The active participation and contribution of women in the development process is part of supporting gender equality and justice programs regulated and mandated by Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG) in National Development. With an almost equal population composition of men and women in Nagrak Village, women are potential human resources to be involved in the village development process. Apart from being objects that receive the impact of development,

women must also be subjects who are actively involved in the development process. The involvement of women in development will give a different color to every policy planned in the development process.

More than that, women's views and various interests will be accommodated because women have the opportunity to voice them directly. Therefore, the women's empowerment program organized by the Nagrak Village Government will increase the abilities and skills of women so that they are worthy and have the capacity to be involved in the development process. Empowering village women is a series of efforts aimed at providing information, understanding and knowledge to increase the independence, abilities and skills of women in the village environment.

Women's participation in advancing village development and welfare has an important influence and role in combating the entrenched culture that women do not have the capacity to be involved in advancing welfare and supporting equitable development, especially in achieving community welfare (Lestari, 2021). In this regard, Setyowati (2022) added that in order to achieve successful village development, the participation and participation of women is needed. The contribution of women in development cannot be underestimated, considering the potential number of women. Nowadays, many women have proven their abilities and skills by entering various strategic fields, including politics, development and government (Kusuma, 2023).

Policy support from the local government and moral support from the community are keys that must not be forgotten (Kurniati, 2018). Based on the results of the Village Conference, there are 4 series of strategies in implementing women's empowerment programs as an effort to increase the role of women in Nagrak Village, including; (1) field orientation, (2) inventory of problems and abilities, (3) personal approach, and (4) cooperation programs.

Field orientation is a strategy that aims to find out and identify the social and cultural conditions that exist in society. The results of this identification are the basis for the Nagrak Village Government in compiling, formulating and planning work programs related to women's empowerment based on the

characteristics, problems and hopes of the Nagrak Village community.

Inventory of problems and abilities is a strategy that aims to find out and identify the problems that will be faced as well as the potential abilities that are possessed to be used as an effort to solve problems. In compiling, formulating and planning an ideal work program, you need to know the potential problems that will arise and hinder the implementation of the work program. This strategy is a preventive step to prevent and minimize problems that have the potential to arise and hinder the process of implementing women's empowerment programs in Nagrak Village. Every problem that arises must certainly find a solution so that it does not hamper the implementation and achievement of the work program. Therefore, this strategy is also a step to develop, formulate and plan resolution efforts that can be carried out by the Nagrak Village Government when problems arise and hinder the implementation of women's empowerment programs in Nagrak Village.

A personal approach is a strategy that aims to build intensive communication with the community. Apart from providing information and education to the community, a personal approach strategy was also carried out to gather aspirations, suggestions, input and criticism from the community, especially regarding the implementation of women's empowerment programs. More than that, the personal approach also aims to equalize the mindset and view that increasing the role of women is a shared responsibility that will have a positive impact on improving the welfare of families and society.

The collaboration program is a strategy that aims to strengthen institutions and support Nagrak Village work programs, especially regarding women's empowerment in terms of development and innovation in implementing activities. The cooperation program between the Nagrak Village Government and Partner Institutions is regulated in a MoU (Memorandum of Understanding) text which refers to applicable rules and policies and has a certain time period. This aims to ensure that no party is harmed, maintain transparency and be legally clear. This cooperation program becomes a symbiotic mutualism for the Nagrak Village

Government and Partner Institutions, where both parties are helped by each other in achieving their respective goals. Therefore, this collaboration program strategy is effective in strengthening and supporting the implementation of the women's empowerment program implemented by the Nagrak Village Government.

These strategies are implemented by all elements involved in the process of implementing the women's empowerment program in Nagrak Village in accordance with their authority and capacity according to applicable regulations. When linked to the theory used in research, the process of field orientation and inventory of problems and capabilities carried out by the Nagrak Village Government and all elements involved is the implementation of Adaptation, Goal attainment (achievement of goals), as well as Latency (latency or pattern maintenance) Parsons' AGIL scheme.

The Nagrak Village Government together with the Nagrak Village Consultative Body (BPD) and partner institutions of the Nagrak Village Government conducted a field orientation to read, recognize and analyze the social conditions of the community factually in order to formulate and develop a program concept that suits the needs and needs of the community. can answer community problems. This illustrates the Adaptation process in Parsons' AGIL scheme, namely "a system must cope with critical external situations. The system must adapt to the environment and adapt that environment to its needs" (Ritzer, 2014).

Based on data and/or information that has been collected from various elements involved in the process of implementing the empowerment program in Nagrak Village, in a discussion forum a list of problem and capability inventory is jointly prepared which will be used as a basis for consideration in the preparation and development process. planning a women's empowerment program in Nagrak Village. The Nagrak Village Government will have an idea of what important things must be included and accommodated in the policy substance that will be determined and will know the potential capabilities it has in order to be able to implement the program optimally. This describes the Latency process (latency or

pattern maintenance) in Parsons' AGIL scheme, namely: "Latency (Latency or pattern maintenance): a system must equip, maintain and repair, both individual motivation and cultural patterns that create and sustain motivation" (Ritzer, 2014).

Moreover, with the problem and capability inventory list, the Nagrak Village Government will be helped in formulating and compiling indicators of the achievement of the women's empowerment program in Nagrak Village. Apart from that, the problem and capability inventory list sheet can also be used as a guide in carrying out a series of other strategies, so that the implementation of the women's empowerment program as an effort to increase the role of women in Nagrak Village can be carried out optimally. This describes the Goal attainment process in Parsons' AGIL scheme, namely: "Goal attainment is a system that must define and achieve its main goal" (Ritzer, 2014).

Every element involved in implementing the women's empowerment program as an effort to increase the role of women in Nagrak Village carries out their duties and functions according to their authority and portion according to the applicable regulations. The division of tasks and responsibilities is carried out openly in the Village Deliberation forum. This aims to ensure that all elements involved know each other's duties and functions, thereby minimizing confusion or overlapping tasks and functions between elements. More than that, the division of tasks and functions is carried out openly to inform each element of the limitations, so that all elements involved can carry out supervision between the elements. If violations or discrepancies are found in carrying out their duties and functions, they can carry out reporting mechanisms and take action in accordance with applicable laws. This describes the Integration process in Parsons' AGIL scheme, namely: "Integration: a system must regulate the relationships between the parts that are its components. The system must also manage the relationships between the three other important functions (A, G, L)" (Ritzer, 2014).

The benefits of the programs organized by the Nagrak Village Government must be felt by the entire Nagrak Village community, both men and women. The number of female residents which is almost equal to the male population is

one of the reasons for the importance of the role and involvement of women in the development process in Nagrak Village (Nagrak Village Government Profile 2023). In this regard, the role and involvement of women in the development process will mean that women's needs, interests and views can be more prioritized to be accommodated (which are also outlined in policy substances). The 1945 Constitution of the Republic of Indonesia and Law of the Republic of Indonesia Number 6 of 2014 concerning Villages are the basic foundation for the Nagrak Village Government to provide and open access to opportunities for the community, especially women in Nagrak Village, to be involved and take a role in the development process.

In this regard, Plt. Deputy for Coordination of Quality Improvement for Children, Women and Youth of the Coordinating Ministry for Human Development and Culture (Kemenko PMK) of the Republic of Indonesia Y. B. Satya Sananugraha said on the official website of the Coordinating Ministry for PKM (<https://www.kemenkopmk.go.id/sinergitas-strengthen-women-s-empowerment-program-11/20/2020>) that "*The government is working to achieve the National Medium Term Development Plan (RPJMN) targets, especially regarding the policy direction of improving the quality of children, women and youth, one of which is increasing gender equality and empowerment Woman*". The women's empowerment program organized by the Nagrak Village Government with all its implementation strategies has been able to increase the involvement and capacity of women in Nagrak Village. The success of the Nagrak Village Government is proven by the real role and direct involvement of women in the Nagrak Village Apparatus, the Nagrak Village Consultative Body (BPD), and the Nagrak Village Government partner institutions.

In this regard, Yunita (2023) on the official website of the Jakarta Center for Training and Empowerment of Village Communities, Disadvantaged Areas and Transmigration or BBPPMDDTT Jakarta (<https://bbppmddtt-jakarta.kemendesa.go.id/berita/2023-03-21/female-village-hero-kelahanan-pangan/index.html>) explained that in village executive leadership there were 4,120 village women who became Village Heads, the number

reached 5.5% of the total 74,961 Village Heads throughout Indonesia. Village women are also involved as village officials, with a percentage of 22.1% or 149,891 people out of a total of 677,335 village officials 149,891 people out of a total of 677,335 village officials throughout Indonesia. In the Village legislative institution, there are 83,698 women. Villages are involved as chairs and members of the Village Consultative Body, reaching 17.7% of the 472,825 BPD members throughout the archipelago. The implementation of village development must of course involve all elements of society, both men and women, without discrimination. As part of society, women have equal rights and responsibilities in village development (Setyowati, 2021).

Another impact of implementing the women's empowerment program as an effort to increase the role of women in Nagrak Village is the increase in women's capacity, especially in terms of family economics and women/child protection. The Nagrak Village Government supports and encourages the involvement of women in participating in various government programs that can increase their capacity and welfare. The Business Program for Increasing Family Income (UP2K) owned by the Nagrak Village Family Empowerment and Welfare (PKK) institution and the Joint Business Group (KUBE) program owned by the Sukabumi Regency Social Service are programs that the Nagrak Village Government encourages all women in the area to participate in. Nagrak Village. Apart from that, there is also a special program intended for women who are heads of families, namely the Women Headed Family Program (PEKKA). These programs provide information, understanding, knowledge and new skills for women, especially regarding the family economy.

More than that, the implementation of the women's empowerment program organized by the Nagrak Village Government not only provides information, understanding, knowledge and new skills related to the family economy but also provides materials related to the protection of women/children. Simple steps related to preventing and handling acts of violence against women/children are the basic knowledge and skills given to women in Nagrak Village. Moreover, the flow of the mechanism for reporting cases of violence against women/children was also presented as

a basic competency that women in Nagrak Village must have. The coordination and cooperation that the Nagrak Village Government continues to build with various Regional Apparatus Organizations (OPD) within the Sukabumi Regency Regional Government provides many benefits in the implementation of women's empowerment programs as an effort to increase the role of women in Nagrak Village.

In implementing the women's empowerment program as an effort to increase the role of women, the Nagrak Village Government certainly encountered various kinds of obstacles. Not only was it related to the limited budget allocation prepared, but problems related to Human Resources (HR) and community support in implementing the program were also encountered by the Nagrak Village Government. In response to this, the Nagrak Village Government together with the Nagrak Village Consultative Body (BPD) and partner institutions of the Nagrak Village Government formulated, compiled and pursued various appropriate solutions to minimize and/or prevent these various obstacles.

In this research, internal barriers include; budget allocation and human resources (HR) involved in implementing women's empowerment programs as an effort to increase the role of women in Nagrak Village. The Village Government's responsibility is not only matters relating to the fulfillment of women's rights and welfare. However, there are still various government and community matters which are the responsibility of the Village Government. Furthermore, in this research, what is included as an external obstacle is the lack of role, support and participation of the community, especially women, in implementing women's empowerment programs as an effort to increase the role of women in Nagrak Village.

Empowerment programs can be measured and/or judged successful based on how the community participates in the process (Zainuddin, 2019). Support among women for women who are involved or have a role in the development process in Nagrak Village is still felt to be lacking. In general, women in Nagrak Village trust men to take many roles in the development process. Women in Nagrak Village feel that they are busy enough with

various household activities and think that men are more appropriate to take care of and be responsible for village development.

For every disease, *Insyaa Allah*, there will always be a cure. Likewise, with the problems and obstacles encountered and/or faced by the Nagrak Village Government in organizing a women's empowerment program as an effort to increase the role of women in Nagrak Village, there will definitely be an appropriate solution that can be a solution. As a result of the village deliberation, there were 3 main efforts which became steps for resolution, including; (1). Consultation and coordination with the Sukabumi Regency Regional Government (through related agencies/OPD), (2). Formulate and establish policies with a gender justice perspective, (3). Building a partnership network with external parties.

The Nagrak Village Government synergizes and coordinates to provide proposals to the Regional Government of Sukabumi Regency to formulate and compile and allocate an adequate budget in the District Development Plan (Regional Medium Term Development Plan/RPJMD and Regional Government Work Plan/RKPD) related to the implementation of women's empowerment programs which was agreed upon in the District Level Development Planning Deliberation Forum (MUSRENBANG). The Nagrak Village Government as the government administrator has the authority to formulate and establish policies and/or regulations. In terms of formulating and drafting the Draft Village Regulations (RAPERDES), the Nagrak Village Government jointly discussed it with the Nagrak Village Consultative Body (BPD).

More than that, the Nagrak Village Government also involved and collected the aspirations of the Nagrak Village community in preparing the substance of the Draft Village Regulations (RAPERDES). This authority provides space for the Nagrak Village Government to formulate and establish policies and/or Village Regulations (PERDES) with a gender justice perspective. Apart from that, these policies and/or Village Regulations (PERDES) can become a juridical basis that encourages and provides access to opportunities for women to participate and contribute to taking a role in the development process in Nagrak Village.

No less important, the Nagrak Village

Government together with the Nagrak Village Consultative Body (BPD) and partner institutions of the Nagrak Village Government are trying to build a partnership network with various external parties. This step was agreed to be taken with the aim of helping and supporting the implementation of women's empowerment programs. External parties who are partners provide additional enthusiasm and encouragement for the Nagrak Village Government. Not only supporting it in terms of materials or financing but also supporting the involvement of more Human Resources (HR) in implementing women's empowerment programs in Nagrak Village. Limited budget allocation and Human Resources (HR) are still one of the serious problems encountered in implementing women's empowerment programs in Nagrak Village. The partnership built by the Nagrak Village Government involves various elements such as; the business world, the world of education, and the mass media.

The partnership relationship between the Nagrak Village Government and external parties who are partners is bound by a Memorandum of Understanding (MoU) text, the contents of which are the result of a mutual agreement. This document is used as a guideline and legal basis for implementing the partnership being established. Every partnership relationship always takes into account program tastes, policies and applicable legal regulations. More than that, this mechanism is implemented to ensure that no party will be harmed and to guarantee legal certainty when there are things that deviate or are not in accordance with the agreement that has been made.

## CONCLUSION

The strategy for implementing the women's empowerment program implemented by the Nagrak Village Government has 4 series of strategies, including; (1). Field orientation, (2). Inventory list of problems and capabilities, (3). Personal approach, and (4). Collaboration program. The achievements of the women's empowerment program can be illustrated by; (1). Increased involvement of women in various fields such as; Village officials, members of the Village Consultative Body (BPD), and members of village partner institutions. (2). Increasing the

capacity of women by having understanding and skills related to the creative economy, gender equality and protection of women and children.

There are 2 categories of obstacles faced by the Nagrak Village Government, namely; (1). Internal obstacles, in the form of limited budget allocation and human resources within the Nagrak Village Government. (2). External obstacles include a lack of understanding and support from women for fellow women and the lack of public awareness regarding the importance of women's empowerment as an effort to increase the role of women. Through Village Deliberations (MUSDES), solutions are formulated and arranged, including; (1). Carry out consultations and coordination with the Sukabumi Regency Regional Government (through related agencies). (2). Formulate and establish policies with a gender justice perspective. (3). Building a partnership network with external parties.

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