

Women and Development: Women's Struggle for Labour Participation in Banten

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ARTICLE INFO

Article history

Received Oktober 2023

Revised Desember 2023

Accepted December 2023

Keywords

Gender movement;
Labour participation;
Woman and development.

ABSTRACT

This research tries to elaborate on the dynamics that are happening to women and development in Banten province. With very basic issues for women including gender-biased social construction, social welfare and the gender movement in an effort to encourage the role of women in work participation in Banten. Women in Banten are still trapped in poverty due to the low gender gap index which affects the level of participation of the female labor force (TPAK), this is exacerbated by the lack of women's participation in women's organizations formed to empower women and encourage policies that can encourage women in work participation. The women's movement in promoting gender justice is divided into two aspects, namely empowering women through organizations and involving women in policy formulation, especially those related to gender equality in the field of work.

INTRODUCTION

Articles The role of women in work involves many things because it is relational, multidimensional, and affects women's lives, especially all actions and decision-making in every aspect of a woman's life. Because sometimes there are several roles that must be carried out by a woman, namely in the domestic space as a mother and wife and in the public space as an employee or worker. And often in carrying out these roles women experience unfavorable gender stereotypes for women, so that women are always challenged to be active in work participation.

In 2017 Indonesia in terms of the gender gap index was ranked 81 out of 144 countries in the world. In terms of ranking, Indonesia is below other Southeast Asian countries such as the Philippines which is ranked 10th, then Laos in 64th position, Singapore 65, Vietnam 69, and Thailand in 75th position. Meanwhile, Southeast Asian countries that have a lower ranking than Indonesia are Myanmar at 83, Cambodia 99, Brunei Darussalam 103, and the lowest is Malaysia at 104. (Utomo, 2018)



DOI : 10.24076/jspg.v5i2.1339

Ramadhan and Nurrohman, *Women and Development: Women's Struggle for Labour Participation in Banten* (2023)

The data on the gender gap index above can indicate that the low participation and economic opportunities of women make Indonesia ranked low from several other Southeast Asian countries, even though in terms of education, health, and political rankings Indonesia has better facilities than countries such as Laos, Myanmar, Vietnam, and even Singapore.

According to the Central Bureau of Statistics (BPS) report, there has been a growth in the number of female workers from 2018 to 2019 with 47.95 million people to 48.75 million people. However, the proportion of women to employment decreased, from 38.66 percent to 38.53 percent in 2019. In terms of gender differences, male TPAK is much higher than female TPAK (82.69 percent versus 51.88 percent). The size of the TPAK is influenced by several reasons such as the number of people attending school and taking care of the household, age, wage rate, and education level as well as the number of economic activities in the area. TPAK is the proportion of the labor force population to the working-age population (15 years and over). By region of residence, the TPAK of women in urban areas is higher than that of women in rural areas, at 54.13 percent compared to 50.09 percent. In both rural and urban areas, the TPAK of women is always lower than that of men. (BPS, Growth in the Number of Workers in 2018-2019, 2019)

Table 1. Indonesia's Employment Indicators by Gender, 2014-2018

Indicator	2014	2015	2016	2017	2018	
Employed (Million People)	Male	71,46	72,15	72,94	74,74	76,06
	Female	43,16	42,67	45,47	46,29	47,95
Unemployed (Million People)	Male	4,36	4,66	4,41	4,38	4,34
	Female	2,88	2,90	2,62	2,67	2,66
TPAK (%)	Male	83,05	82,71	83,46	81,97	83,05
	Female	50,22	48,87	52,71	50,77	55,04
TPT (%)	Male	5,75	6,07	5,66	5,70	5,36
	Female	6,26	6,37	5,26	5,45	5,27
TKK (%)	Male	94,25	93,93	94,34	94,30	94,64
	Female	93,74	93,63	94,74	94,55	94,73

(BPS, Indonesia Employment Indicators by Gender 2014-2018, 2018)

Although women's participation in work in the public sphere has an upward trend, this is in line with the development of industrialization, especially in urban areas, where industrial activities encourage women to be involved as workers. At all levels of education, male work participation is higher than that of females, indicating that although there is an increasing trend of women working in the public sphere, this trend has not been able to change the fact that there are still fewer women working in the public sphere than men.



Although currently, men and women both carry out roles in the domestic, public and social spheres, domestic roles are mostly carried out by women. (Widiastuty, 2018)

The ILO in 2018 indicated that there is a gender gap in labor force participation in Indonesia of around 32.7 percent (male TPAK is 83.7 percent and female TPAK is 51 percent). TPAK is not a perfect indicator to capture how much women have full control over their choice to work or leave the labor force, but women's empowerment is further understood as a process where women are able to make their own decisions on strategic choices in their lives, including regarding employment. (Utomo, 2018)

Table 2. Contribution of Labor Income by Gender in Banten 2020-2022

District/City	Contribution to Labor Income by Sex and District/City in Banten Province (Percent)					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Pandeglang District	70.09	69.60	70.31	29.91	30.40	29.69
Lebak District	68.39	68.30	68.78	31.61	31.70	31.22
Tangerang District	71.55	71.20	71.70	28.45	28.80	28.30
Serang District	73.27	72.97	73.19	26.73	27.03	26.81
Tangerang City	67.79	67.94	68.00	32.21	32.06	32.00
Cilegon City	78.89	79.07	79.33	21.11	20.93	20.67
Serang City	72.34	72.12	72.34	27.66	27.88	27.66
South Tangerang City	73.84	73.56	73.64	26.16	26.44	26.36
Banten Province	68.26	68.05	68.29	31.74	31.95	31.71

(BPS, Labor Income Contribution by Sex in Banten, 2023)

Banten itself has issued several policy products to encourage the equal role of women in employment through Banten Province Regional Regulation Number 10 of 2005 concerning Gender Mainstreaming in Regional Development, Banten Governor Instruction Number 2 of 2005 concerning Gender Mainstreaming in Regional Development, Banten Governor Regulation Number 39 of 2007 concerning Guidelines for the Implementation of the Regional Action Plan for Gender Mainstreaming, and Banten Governor Decree Number 401.05/Kep. 332.UK/2009 concerning the Establishment of the Banten Province PUG Focal Point. However, some of these regulations have not been maximized in encouraging women's participation in work.

As the capital of Banten province, Serang city has an unemployment rate of 27.85% of the total population, 20.12% of whom are housewives who only work in the household, and another 20.12% are students. Most of the working population is self-employed (10.37%), followed by private sector employees (6.43%) and casual laborers (5.97%). Although the number of male and female job seekers is relatively comparable, as explained in the table above, referring to the labor force participation data, the participation of women is only around 43.80%, far below the participation of the male labor force which reaches 82.46%. This condition indicates that there is inequality in women's access to

sources of employment available in the labor market. In other words, men have greater opportunities and chances to work or be accepted for work than women workers.

Therefore, based on the existing problematization issues, this research will focus on mapping the existing problems surrounding women and work participation in Banten. Not only knowing the important issues faced by women, but further looking at the current and emerging problematization that is a challenge for Banten province, especially the issue of recognition of the role of women in urban areas. In addition to the issue of recognition, the issue of social construction and the gender movement is also important to explore. This research seeks a comprehensive picture that can be a foothold for policy and the sustainability of social welfare development for people in the Banten region, both men and women.

The issue of the gender movement has been present in the West and is famous for the study of feminism in the mid-1980s, but *de facto it has been* widely discussed in the 1960s. Social scientists are trying to introduce feminism to be able to explain the differences between women and men who are innate as God's creation and who are construction of the culture formed and socialized since childhood. (Puspitawati, 2013)

The gender movement or feminism is a social movement led by the pioneers of feminism aimed at fighting old values (patriarchy) that have always been protected by the strength of functional structural traditions. The modern feminist movement in the West began in the 1960s, when there was a collective awareness of women as an oppressed group. According to Skolnick: *Some feminists denounced the family as a trap that turned women into slaves*. Feminist movements based on the conflict model developed into liberal, radical, and socialist or Marxist feminist movements. (Hasanah & Musyafak, 2017)

To explore the concept of feminism, it can be described based on the history of the development of the feminism movement which includes two waves: The *first wave*, more of a philosophical movement in Europe, was spearheaded by Lady Mary Wortley Montagu and the Marquis de Condorcet who, in 1785, founded the first scientific society for women in Middelburg (South of the Netherlands). A utopian socialist activist named Charles Fourier in 1837 coined the term feminism, which spread throughout Europe and the Americas. The *second wave* of the movement began in 1960, influenced by new-style liberalism and the participation of women in parliamentary elections in America. During this time, women gained the right to vote and the right to vote in the state sphere.

In the late 1980s and early 1990s there was a shift in terminology from "*Women In Development*" (WID) to "*Gender and Development*" (GAD). This change followed the institutionalization of WID and GAD, but the change lost its dynamism, as while critiques of feminist theory now coalesced into issues of resistance to neoliberalism, structural demands, and transformative change. (Jaquette, 2017) The WID approach is strongly influenced by modernization theory, which considers that women's underdevelopment is more due to individual factors such as low education. The WID approach was widely voiced by American liberal feminists who wanted to encourage legal and administrative changes for women to integrate in development. (Probosiwi, 2015)

Meanwhile, the GAD approach is more influenced by the *socialist feminist approach*, which is known as an effort to empower women. GAD sees women as agents of change rather than passive objects in development. In this perspective, women must be able to



organize themselves in the development process as an effort to empower and build women's internal strength. This approach has a tension between the need for feminist consciousness on the one hand and the need to maintain the integrity of Marxist materialism on the other, so an analysis of patriarchy needs to be added to the analysis of *modes of production*.

Gender is strongly influenced by social construction in society, the construction of gender roles talks about gender roles formed from culture and undergoes a long process of socialization. Such is the length of the socio-cultural genderization process that gradually gender differences between men and women as a socio-cultural construction have experienced a shift as if it is a provision from God, or is natural and biological so that it cannot be changed. That is, there is an assumption by most people that women's nature is the result of social and cultural construction or gender. Gender influences human beliefs as well as the culture of society on how men and women should think and act in accordance with these social provisions. The distinction determined by the rules of society and not biology is considered as God's provision. (Hasanah & Musyafak, 2017)

Conceptually, the labor force is the working-age population that is able, willing, and ready to contribute to the production of goods and services in the economy of a region/country. In the concept of the labor force, what is included in the labor force is the working-age population that is working or looking for work at a certain time. So, unemployment within a certain period can also be said to be the labor force, but children, full-time students, stay-at-home mothers/fathers, and retirees are not included in the labor force.

The conception of the definition of the labor force is then criticized regarding who is not or included in the labor force. This includes how to take into account the contribution of women's reproductive work to economic development. Then many economic activists and feminists then pushed to include these contributions in the definition of the labor force. (Utomo, 2018)

The labor force participation rate is the percentage of the working-age population that is working or looking for work, out of the entire population in an area. Often the labor force participation rate is compiled based on certain population groups such as gender, region, age, education level, and so on. Meanwhile, the female labor force participation rate is the percentage of women of working age who are working or looking for work, out of all women of working age in Indonesia. It can be interpreted that the higher the TPAKP can be translated as the better use of women's potential resources to advance economic resources in Indonesia. However, it can also be interpreted that the higher the TPAKP, the better the opportunities for women to participate in the public sphere and contribute financially to the surrounding environment.





Figure 1. Research concept

In these two categories, women theoretically seek to fight for their participation in gaining economic and political equality. How to realize that the state as well as the private sector employers can play more roles so that women are able to make work-related decisions according to their own interests and desires, as well as equal pay for women according to professional work not based on gender considerations.

From several existing studies including research conducted by (Utomo, 2018) who tried to discuss two issues that often appear in public discussions regarding trends in the female labor force participation rate (TPAKP) in Indonesia. The first is the problem of Indonesia's low TPAKP when compared to other Southeast Asian countries. The second problem is the stagnation trend of Indonesia's TPAKP, which has always been around 51 percent in the last almost three decades. This article argues that these two features of Indonesia's TPAKP are not merely bad news, but instead serve as a great context for economic growth and social development in Indonesia. However, a holistic and critical interpretation of the research findings does not deny that there is still a wide gap to improve women's economic participation and opportunities in Indonesia.

In addition, research conducted by (Tjandraningsih, 2018) describes the activities of women workers in trade union organizations and the obstacles they face. The focus of the research discusses the three roles faced by women workers, namely in the domestic space as mothers and wives, and in the public space as workers as well as activists of labor organizations. The information was extracted using an ethnographic approach about the resistance of factory workers, about the daily life of factory workers in organizing in labor unions. The results of the analysis show that gender roles and stereotypes in a patriarchal society in the labor organization environment are obstacles for women to become significant players in the labor movement. However, the strong determination of women to fight injustice, supported by personal qualities, proves that women can play a role in three arenas at once.

Furthermore, interesting research was also conveyed by (Widiastuty, 2018). This research focuses on the development of employment in Indonesia, the role of women and the educated population in achieving the *Sustainable Development Goals (SDGs)* target in Indonesia. Achieving SDGs goals requires comprehensive participation, work and synergy from various parties. This study aims to highlight how to achieve the eighth target of the SDGs by considering the role of women in development and work activities. The educated population dominates employment and unemployment in Indonesia. In 2018 the number of educated unemployed was 65.89% of the total unemployed. The variables that influence it are the average wage, poverty rate, level of educated employment opportunities, number of poor people and the number of working-age people, with a coefficient of determination

of 0.959. Women's participation in work activities and their income contribution to the economy is lower than that of men, but the trend shows an increase.

Of all the literature that is referenced. This research focuses more on how the reality faced by women in encouraging the level of work participation in order to encourage development in Banten. Not only does it map the dynamics of social and cultural construction that they face, but it also illustrates the urgency of recognition and local government intervention in protecting women in Banten.

METHOD

This research will use qualitative methods as an instrument in understanding and unraveling the problems that exist in this research. To find out more about the operationalization in this research, researchers use political ethnography as an approach. Ethnography is an interpretation of a culture or social group system. Researchers examine the group and study patterns of behavior, habits, and ways of life. Ethnography is both a process and an outcome of research. (Siddiq & Salama, 2019) As a process, ethnography involves a long observation of a group, in which the researcher is involved in the daily lives of respondents or through one-on-one interviews with members of the group. Researchers study the meaning of each behavior, language, and interaction in the group.

Data collection techniques in this research are divided into three, namely interviews, observation and literature study. Interviews were conducted in-depth with informants who understand and are part of women's daily lives. The selection of informants used *snowball sampling* technique, the key informant was Sarmin who then appointed other informants such as Bu Lurah, Iyos, Iin, and Ila, among others. Observation in this study was in addition to interviewing women activists in villages in Banten. Researchers also stayed in the field for 10 days to feel the atmosphere in the field. In this study, the literature study conducted was a study of documents related to women and development, besides that researchers also utilized data from social media as support in finding the meaning of this research.

RESULTS AND DISCUSSION

Women and Poverty

Several studies have shown data that many of the government's development programs are actually the cause of women's poverty. For example, many regions in Indonesia are implementing food self-sufficiency programs with the aim that the country can independently meet its food needs without having to rely on other countries, on the other hand, the purpose of this program is also so that food prices can be controlled so as not to be trapped in market mechanisms. But on the way, this program actually excluded women from their work. For example, the use of agricultural technology, mechanical technology used in the process of managing agricultural land is dominated by men because there are still many women farmers who are not technologically literate. Then the use of rice planting tools that were replaced by machines, because the change in the use of these tools resulted in many of the women losing their jobs during the harvest season and planting season. This means that the policy is indirectly designed without regard to gender aspects and leads to the marginalization of women.



The Woman and Development (WaD) perspective looks at the relationship between women in the development process. There are many cases that reveal that development marginalizes women, such as the food self-sufficiency policy. This is due to the existence of unfair social, economic and political structures in society. The existence of these unfair structures has an impact on the underdevelopment of women.

There are many aspects of the marginalization process that cause poverty such as evictions, natural disasters, or exploitation. But there is gender-induced poverty of various sources and forms. Among them are government policies such as the self-sufficiency case above, poverty can also be caused by other things such as beliefs, religious interpretations, traditions and customs or it can be an assumption in science.

Table 3. Contribution to Labor Income by Sex and District/City in Banten Province (Percent)

District/City	Contribution to Labor Income by Sex and District/City in Banten Province (Percent)					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Pandeglang District	70.09	69.60	70.31	29.91	30.40	29.69
Lebak District	68.39	68.30	68.78	31.61	31.70	31.22
Tangerang District	71.55	71.20	71.70	28.45	28.80	28.30
Serang District	73.27	72.97	73.19	26.73	27.03	26.81
Tangerang City	67.79	67.94	68.00	32.21	32.06	32.00
Cilegon City	78.89	79.07	79.33	21.11	20.93	20.67
Serang City	72.34	72.12	72.34	27.66	27.88	27.66
South Tangerang City	73.84	73.56	73.64	26.16	26.44	26.36
Banten Province	68.26	68.05	68.29	31.74	31.95	31.71

(Banten, Contribution to Labor Income by Sex in Banten 2020-2022, 2023)

Banten society in general is a society that highly values tradition, this tradition is also a guideline for the foundation of life in society. In social life, there is an unwritten agreement in the division of labor, where the pattern of division of labor between men and women is clearly divided where men dominate work in the public sector while women work more in the domestic sector. This is due to the tradition inherent in Banten society and becomes a social construction based on the bodies of women and men based on three types of division of labor, namely production, reproduction and community expressed by Hungu (2010) and known as the *triple role*. (Probosiwi, 2015)

Reproductive work is the type of work that most women do because this work is related to the care and maintenance of the household. Meanwhile, the work that has a balanced percentage is production work, which is related to the production of goods and services to earn a certain income. This type of work is more open to both men and women. The average percentage ratio of men and women in this type of work is 40 percent women and 60 percent men. While the type of work that is mostly done by men is community



work, this work is an activity carried out for community activities such as religion and community social organizations.

Table 4. Percentage of Managers, Professionals, Administrators, Technicians by Gender

District/City	Male			Female		
	2020	2021	2022	2020	2021	2022
Pandeglang District	56.70	59.85	54.60	43.30	40.15	45.40
Lebak District	58.76	60.62	63.74	41.24	39.38	36.26
Tangerang District	55.60	52.80	55.76	44.40	47.20	44.24
Serang District	54.22	53.45	61.60	45.78	46.55	38.40
Tangerang City	54.19	51.91	58.62	45.81	48.09	41.38
Cilegon City	57.54	50.32	58.90	42.46	49.68	41.10
Serang City	59.64	58.70	53.81	40.36	41.30	46.19
South Tangerang City	57.29	55.90	58.61	42.71	44.10	41.39
Banten Province	56.03	54.28	57.75	43.97	45.72	42.25

(Banten, Percentage of Managers, Professionals, Administrators, Technicians by Gender and District/City in Banten Province (Percent), 2023)

From 2022 there were around 6 million women and 6.2 million men in Banten province, although the male labor force participation rate consistently exceeded the female labor force participation rate. BPS data shows that the female labor participation rate in Banten is always below that of men, namely 82.41 percent to 48.93 percent, seen from the labor force participation rate, this figure shows that there are still many women who do not work or work in the informal sector, which is around 51 percent. (BPS Banten, 2023) The data shows that disproportionately, female labor is much more in the informal economy than male labor.

Another fundamental problem faced by women is unemployment. In some cases women face significant obstacles in finding work compared to men, plus data reveals that women with higher education are more unemployed than men. Banten is one of the provinces with the second highest unemployment rate in Indonesia at 10.64 percent and 6.46 percent are women. However, the good news is that Banten occupies a position as a region with a low percentage of unemployment with higher education, which is 8.47 percent below the average higher education unemployment rate in Indonesia. (BPS, 2020)

The Woman in Development (WiD) perspective argues that women can be marginalized because they do not have the same access as men in aspects of development, labor resources and economic development in the modern sector of life. In terms of poverty, Diana Pearce (1978) emphasizes that there are several aspects that affect it, namely differences in income sources and welfare security systems, which are aspects that cause women's poverty. Another aspect that also affects is the persistence of racist behavior and negative prejudice against minority women. The racism factor makes development take place exclusively for certain circles and does not provide opportunities



for women to be involved in economic activities. (Anwar, 2013)

In the context of poverty with a female face, it can be concluded that the occurrence of poverty is not only due to the problem of drinking income because it can obscure the basic things of poverty experienced by women. Because in some cases women's poverty is also child poverty, especially in the case of women who are the head of the household. Women's poverty is *human* poverty, which is the root of all existing poverty. (Anwar, 2013) In the *Human Development Report*, human poverty has many factors that can be a problem, such as the lack of opportunities and choices for the basic needs of life, such as the opportunity for a healthy life, a decent standard of living, self-confidence, having honor and gaining honor, and most importantly access to be involved in the policy-making process, especially policies related to the lives of poor women.

Women in Work Participation

Gender data in the economic and labor sector aims to identify potential gender inequality in accessing economic and labor resources, which among others can be seen from several main indicators, namely: Labor Force Participation Rate (TPAK), Purchasing Power, Number of Poor Family Heads, Number of Formal Workers, Number of Informal Workers, and Open Unemployment Rate (TPT).

The majority of residents of Serang City are unemployed, accounting for 27.85% of the total population; 20.12% are housewives who only work to take care of the household; and another 20.12% are students. Most of the working population is self-employed (10.37%), followed by private sector employees (6.43%) and casual laborers (5.97%). Although the number of male and female job seekers is relatively comparable, as explained in the table above, referring to the labor force participation data, the participation of women is only around 43.80%; far below the participation of the male labor force which reaches 82.46%. This condition indicates that there is inequality in women's access to sources of employment available in the labor market. In other words, men have greater opportunities and chances to work or be accepted for work than women workers.



Table 5. Percentage of Labor Force and Non-Labor Force by Gender in 2019

Main	L	p	Total
Labor Force	82,46	43,80	63,61
• Work	75,03	41,07	58,47
• Open Unemployment	7,432	2,74	5,14
Not Labor Force	17,54	56,20	36,39
• School	9,13	9,23	9,18
• Housekeeping	4,33	45,56	24,43
• More	4,08	1,41	2,78
Number (%)	100,00	100,00	100,00
Labor Force Participation Rate	82,4643	,8063	,61
(%)			
Unemployment Rate (%)	9,01	6,25	8,08

Participation in the Legislature

Women's participation in the legislature is based on data from the 2019 General Election results for the election of DPRD members in Serang City and Banten Province. Based on the data, the level of representation of women in the Banten Provincial DPRD reached approximately 20%, while the level of representation of women in the Serang City DPRD was only around 17.78%.

Participation in the Judiciary

The participation of women in the judiciary, especially in the judiciary in Serang City is quite good considering the fact that the number of female judges reached 24.14% of the total 87 judges serving in the Serang District Court, Banten High Court, Serang Religious Court, and Banten Provincial Religious Court. The number of prosecutors serving in the Banten High Prosecutor's Office is not yet available, nor are details of the number of police officers serving in the Serang Resort Police and the Banten Provincial Police. The number listed in 2019 is the number of police domiciled in the Serang City area as recorded in the population documents at the Disdukcapil of Serang City.

Participation in the Executive

In general, the population of female civil servants in Serang City reached 65.33% or 2,747 people. Of this number, around 60% are civil servants in class III, and around 36% are civil servants in class IV. Unfortunately, despite being the majority, there are only around 8.32% of female civil servants who hold structural positions, consisting of 34 people holding echelon III structural positions and 316 others are echelon IV officials, including as many as 6 people who are village heads from a total of 67 villages in Serang City.



Most of the civil servants in the Serang City Government are higher education graduates, ranging from diploma III graduates to strata-3 scholars, approximately 93.79%. Of the total highly educated civil servants, 60.67% are female civil servants, which indicates that the quality, competitiveness and qualifications of female civil servants are factually dominant compared to male civil servants.

By look at the role of women in several types of work above, it can be seen that in several work sectors, women are still in the shadow of men. This is because there are still many women who struggle individually in order to work without thinking how fellow women can be empowered properly, so that women can have equal opportunities in playing a role in work.

Empowerment is described as a stimulus that arises within a woman by expressing a strong feeling of ability to actively work, improve performance, influence and encourage output results in an organization. Indirectly, the presence of a women's organization is a forum for women to be able to increase women's potential by providing access, opportunities as well as opportunities to make a change in society. (Khadijah, 2022)

The formation of a solid and strong organization that can then inventory the problems experienced by women will more easily get advocacy and attention from the public at large. (Hikmawan & Ramadhan, 2023) There are several women's organizations in Banten that are quite *concerned about* development such as the Women Farmers Group (KWT). Banten Women Farmers Group is a representation of women in encouraging policies that involve women in fulfilling food security. KWT is an association of women farmers who encourage women's independence in agriculture through various means, such as improving education, economy, environment, and social. (Ramadhan & Indriyany, 2021)

A common economic problem in rural areas in Banten is that many women of productive age are unemployed or do not have maximum income from their business because they do not have the ability to manage a good business and distribute business results. This problem is then tried to be solved by KWT by forming a business cooperative to cut the long distribution chain, as well as to maintain the price of crops that usually tend to fall during the harvest season. The women farmers are also accustomed to saving from their harvest through the cooperative which is deposited through the head of each vegetable sub.

The utilization of agricultural products as raw materials for home industries in Banten also produces a variety of innovations, one of which is found in KWT Mawar, Paniis Village, Pandeglang Regency, in this village KWT Mawar has succeeded in encouraging innovation in the creation of mocaf flour, cassava flour, hide-and-seek beans, and onion chips made from cassava. The success of KWT Mawar in creating food innovations is inseparable from the role of the Food Security and Agriculture Office of Pandeglang Regency, because from the transfer of knowledge to the creation to marketing received assistance from the relevant agencies. (Ramadhan & Indriyany, 2021)

Women's Recognition in Development

Nancy Fraser (2005) sees that gender issues, while on the one hand can be categorized as a struggle for redistribution, can also be placed in the struggle for recognition. Recognition can be interpreted as a struggle for recognition, and is based on



cultural spirit. (Cusdiawan, Abdullah, & Manan, 2022) In Young's (1990) recognition, specificity in policy is possible as long as the specificity in the policy is useful in elevating the dignity of citizens. (Riswanda, Hikmawan, Ramadhan, & Nurrohman, 2020) So how to interpret a recognition of women can simply be interpreted by looking at the presence or absence of a policy made by the state in the context of recognizing the existence of women as part of development.

In addition to women's organizations, the GAD approach also encourages the existence of a policy, both laws and government regulations that recognize women in development. Women-friendly policies need to be encouraged to protect women from the transformation process in changing the existing social structure.

There are several policy regulations issued by the government in order to encourage the elimination of discrimination and gender disparities between women and men. These regulations are encouraged in the context of gender mainstreaming in the field of welfare development issued by cross-sectoral government organizations both central and local governments, including: 1) Ratify the Convention on the Elimination of All Forms of Discrimination against Women through Law No. 7 of 1984, which explicitly recognizes the importance of fulfilling substantive rights for women towards gender justice and equality; 2) Law of the Republic of Indonesia Number 12 of 2022 on the Crime of Sexual Violence, is a law regarding sexual violence, including prevention, fulfillment of victims' rights, victim recovery to regulate handling during the legal process; 3) Following up on Law No. 21/2017 on the crime of trafficking in persons, the government issued Presidential Regulation (PERPRES) No. 19 of 2023 on the National Action Plan for the Prevention and Handling of Trafficking in Persons 2020-2024 T.E.U. Indonesia; 4) Minister of Environment and Forestry Regulation Number: P.31/MenLHK/Setjen/Set.1/5/2017 concerning Guidelines for the Implementation of Gender Mainstreaming in the Environment and Forestry Sector; 5) Minister of Health Regulation No. 593/MENKES/SKB/V/2010 on the Implementation of Gender Mainstreaming in the Health Sector; 6) Banten Provincial Regulation No. 9/2014 on the protection of women and children against violence; 7) Banten Province Regional Regulation No. 10 of 2005 on Gender Mainstreaming in Regional Development, Banten Governor Instruction No. 2 of 2005 on Gender Mainstreaming in Regional Development; 8) Banten Governor Regulation No. 39/2007 on Guidelines for the Implementation of the Gender Mainstreaming Regional Action Plan; 9) Banten Governor Decree No. 401.05/Kep. 332.UK/2009 on the Establishment of the Banten Province PUG Focal Point; 10) Tangerang District Regional Regulation No. 7/2018 on the Protection of Women and Children Against Violence.

The existence of these policies is the face of the state in recognizing women as part of development, but there are still many struggles carried out by women in fulfilling their rights. Among them is the uncertainty in competition in the world of work, until now there are still many women who have difficulty in applying for jobs even with the provision of higher education, or there is still salary discrimination between women and men. Unfair competition needs to be seen by the state as a serious problem, because until now policies related to competition in the world of work still do not have a legal umbrella because they are still in the form of constitutional UN conventions to ILO conventions. The policies issued by the Ministry of Manpower related to protection and gender equality for



Indonesian women workers are protective, corrective and non-discriminatory, actually this policy is good but again the absence of a legal umbrella in the form of a written policy that can bind companies and workers is still a struggle for women to be recognized by the state not as objects but subjects in development.

CONCLUSION

In the study of the women's movement, there are at least three approaches used to understand women in development, namely Women in Development (WID), Women and Development (WAD) and Gender and Development (GAD). Of the three approaches, Banten province is still in the WAD stage where women are still the object of marginalization in the social structure so that there are still many women who are passive in voicing their aspirations and reluctant to participate in women's organizations. The low level of participation correlates with the low status of women. For this reason, the women's movement with a GAD perspective needs to be encouraged in order to empower women and change the social construction that women are under men.

There are at least two aspects that must be done to encourage the recognition of women in development, the first aspect is the empowerment of women through various women's organizations, this is necessary as an internal strengthening and transformation of structures. Then the second aspect is the need to make laws and government regulations that are supportive, developing women's organizations that lead to political mobilization, raising awareness and educating the people which are important conditions for sustainable social change.

ACKNOWLEDGMENT

Thanks are due to all those who have supported the completion of the article both morally and materially, especially to the Sultan Ageng Tirtayasa University which provides research funds for the PKW scheme.

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