ISBN :

2020 4th INTERNATIONAL CONFERENCE

FIRST

FORUM IN RESEARCH, SCIENCE, AND TECHNOLOGY (FIRST)

CONFERENCE PROGRAMS AND ABSTRACT

INTERNATIONAL CONFERENCE FORUM IN RESEARCH, SCIENCE, AND TECHNOLOGY 2020

NOVEMBER 10-11, 2020

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Dimensions of Women's Empowerment

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ABSTRACT
Women's empowerment is an important strategy in increasing the role and opportunities of women in improving their economy and is an effort to increase and actualize their potential so that they are more able to be independent and work, and are more respected. This study aims to analyze the probability of empowering women in the songket handicraft business according to dimensions of women's empowerment. Testing and analyzing the dimensions of women's empowerment consisting of welfare, access, awareness/critical awareness, participation, and control of women's empowerment. In this study we used the binary logistic regression. The results showed that the dimensions of participation and control have a positive and significant effect on women's empowerment.

***Keywords**: women's empowerment, gender, dimensions.*

1. INTRODUCTION

The involvement of women in the labor market can illustrate the level of women's welfare and empowerment. The more women who work, it shows that the more women are able to actualize themselves and the smaller the inequality of work participation between women and men in the labor market. According to data from Sakernas February 2019 [1], the comparison of the Labor Force Participation Rate (TPAK) between women and men in 2019 shows quite a large difference, the TPAK for women is 55.50 percent, while the TPAK for men is equal to 83.18 percent. Although women's participation rates have increased in the labor market, women are more disadvantaged than men. While women are underrepresented in the workforce, many of them are unemployed or underemployed, who are part-time and informal sector workers. In the formal sector, women's participation is still lower, unemployment is higher, quality of work is worse, wages are lower, access to resources such as land and credit is still low and women face discriminatory treatment in the wage system .

Gender gap compensation affects not only women, but families and children whose needs are influenced by income mothers. This in turn will affect poverty levels, making the percentage of "poor" women larger in society [2] . Women take more responsibility, have to care for their families and carry out social responsibility to society and they need to be compensated equally and fairly for doing so. Therefore, it needs attention because the increasing role of women in the labor market is expanding and so that this involvement does not lead to gender inequality.

Women's empowerment is an interesting issue to discuss. The various efforts made by the government and society through its programs are directed so that the benefits of development can be felt in a balanced way, both men and women. However, this effort does not yet reflect gender equality, because there is still a lack of attention and intensity of programs directed at empowering women. The development of a family business is one of the steps that can be taken to increase the role of women in the family to jointly build and develop the family economy in achieving family welfare.

Previous research with a similar topic [3] has been conducted which examines the multidimensional effect of production, resources, education, time use on women's empowerment. The results showed that the highest contribution to multidimensional economic empowerment came from the education sector followed by resources, time use, and the least contribution came from income. Another empirical result [4] shows that the content of education, the economy of women's participation, poverty, and the economic opportunities available to women increase their empowerment.

One corner of the city of Palembang which is famous for its songket weaving center is located in the Ki Gede Ing Suro area. This area can also be referred to as the creative industry cluster because there are quite a lot of songket weaving craftsmen in this area. This business has been done a lot in the city of Palembang, and can be used as an effort that can be done by women and have the opportunity to develop this songket craft business so that it is expected to improve family welfare. Although there are still many obstacles faced by women in developing these businesses, for example, the limited knowledge of women as business actors, low skills, and limited business capital. Empowerment of women through the songket craft business is intended to explore deeper the potential and abilities possessed by women in trying and understanding women in terms of independence and internal strength from within themselves. Most of the women who work in the songket handicraft business are only craftsmen/laborers, and even as unpaid workers on the grounds of working in their own family businesses.

This study focuses on five dimensions of Longwe women's empowerment [5]. In simple terms, this study examines these 5 dimensions of the probability of empowering women who work in their own businesses and work in other people's businesses. This paper is organized into 5 parts, namely (1) introduction; (2) literature review; (3) research methods; (4) results and discussion, and the last part (5) conclusions.

2. LITERATURE REVIEW

2.1. Women' Empowerment

Women's empowerment is an effort to build women's awareness of gender equality so that they are able to develop their potential, so that women can be independent and participate in development. Women have the ability to increase independence and strength in themselves. [6][7][8].

Women empowerment is basically a way of enhancing the social, economic, cultural and political position of women, who are conventionally disadvantaged and neglected in society. Many studies have shown that the proportion of women's income is more than men's income to meet household expenses in improving children's welfare and their education [9].

2.2. Dimensions of Women's Empowerment

Sarah Hlupekile Longwe developed the female empowerment dimension. Longwe refers to empowering women to take an equal place with men, and to take an equal part in the development process to gain control over the factors of production on the same basis as men [10]. The dimension of empowering Longwe women is based on (1) *welfare*, a condition in which women should have the same access as men in terms of women's economic participation, educational attainment, health and welfare; (2) *access* , the ease of access for women to productive resources, and the ability to use information technology; (3) *consientisation*, understanding the differences in gender roles and gender roles; (4) *participation*, mental and emotional involvement of women in contributing to development program starts from planning to decision making, and takes responsibility, and (5) *equality of control*, equality of women who have power in changing the conditions of the position, the future of women themselves, and their communities [11][12][13].

Various researches on women's empowerment have been carried out, starting from conducting research on the factors that influence women's empowerment in improving family living standards, to efforts to empowering women through entrepreneurship development. The study which aims to explore the factors that influence the success of women's empowerment [14] concludes that there are 9 factors that influence, namely the role of government, cooperatives, the role of NGOs, the role of companions, the role of LCO, participation, the need for rewards, personal approaches. , and leadership. The same thing was done by [15] researching women's empowerment through entrepreneurship development, with the result that there are 5 (five) interrelated factors that influence women's empowerment, namely, welfare, access to resources, participation, critical awareness, and control.

In addition, a study on empowerment models for poor women through the development of family entrepreneurship towards a creative economy [16] builds a PCIM (*pro-poor capacity improvement model*) *model* with the main components of empowering poor women, namely (1) *stakeholder* support; (2) the existence of *Achievement Motivation Training* ; (3) strengthening networking among women as *learning by doing* media ; (4) formation of groups; (5) creativity development through *capacity building*; and (7) expansion of the foster father system.

Research conducted by [11] [15] shows that the dimensions of welfare, access to resources, participation, critical awareness, and control affect women's empowerment. Therefore, based on our research objectives, the hypothesis is (1) the probability of women working in their own businesses is greater than working in other people's businesses, (2) women workers who have high welfare have a greater chance of working in their own business than working in their own business. on the efforts of

others, (3) the women that have broad access have greater opportunities to work on their own business than working on the efforts of others, (4) the lower awareness/consciousness critical, the smaller the chances of female workers to work on business alone, (5) the higher the participation of women workers, the greater the opportunity to work in their own business, and (6) the stronger the control, the greater the chance for women to work in their own business.

3. RESEARCH METHODS

This research was conducted in the area of Ki Gede Ing Suro as a songket craft center. The unit of analysis in this study were all women with the criteria as housewives, as workers in the songket weaving business, and women who were not married but had entered the working age who worked in making songket crafts.

The population in this study were women aged 15 years and over to 65 years who worked as songket craftsmen, both those who worked in their own businesses, as well as in other people's businesses. It is not certain that the number of female workers who work in the songket handicraft business in the Ki Gede Ing Suro area is not certain.

Determination of sample size using the Wibisono formula [17], the sample used is 100 people. By using snowball sampling technique where the sample is obtained through a rolling process from one respondent to another respondent [18]. This sampling process runs until sufficient information is obtained and the number of samples that meet is 100 respondents. The questions in the questionnaire designed to measure the variables studied, refers to a theory or prior research on women's empowerment dimensions [11][15][13].

The welfare dimension measures the fulfillment of food and non-food needs and the income/wages earned in accordance with the abilities and skills possessed. The access dimension measures the ease of obtaining information, production materials, business capital assistance, and ease of marketing business results. Regarding the division of labor, appreciation, family and community awareness that women work as songket craftsmen can help improve family welfare as outlined in the critical awareness dimension. The participation dimension measures the involvement of women in contributing thoughts in planning songket business activities, while the control dimension measures the role of women in checking from the start of production to the production of songket.

This study uses a binary logistic regression model [19], where the dependent variable is women's empowerment in the form of qualitative data on a nominal scale consisting of 2 categories, namely (1) women who work in their own businesses, and (2) women who work for other people's businesees. Meanwhile, the independent variables used in this study are the dimensions of welfare, the dimension of access, the dimension of awareness/critical awareness, the dimension of participation, and the dimension of control.

The logit model equation in this study is:

$$WE = \ln\left(\frac{p}{1-p}\right) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \varepsilon \quad (1)$$

where :

WE = Women's empowerment

(1 = working in their own business;

0 = working in other people's business)

X_1 = welfarre

X_2 = access

X_3 = awareness/critical awareness

X_4 = participation

X_5 = control

ε = error term

To find out how much opportunity for women's empowerment, a probability estimate is made for the category of working in their own business, and working in other people's businesses. The *p* value or chance (Y = 1) with the equation:

$$p = \frac{e^{(\beta_0+\beta_1 X_1+\beta_2 X_2+\beta_3 X_3+\beta_4 X_4+\beta_5 X_5)}}{(1+e^{(\beta_0+\beta_1 X_1+\beta_2 X_2+\beta_3 X_3+\beta_4 X_4+\beta_5 X_5)})} \quad (2)$$

Where:

p = peluang

e = eksponensial

4. RESULT AND DISCUSSION

The results of preliminary data processing (pre-test) indicate that this study has met all the requirements in the pre-test reliability and validity testing.

Empowerment of women is caused by many factors, both internal and external factors. Efforts to determine the factors that influence empowerment, then in this study, the dependent variable (Y) is women's empowerment, where the two-category nominal scale dependent variable must be coded using 0 and 1 [19][20] . The dependent variable consisting of 2 categories is coded, namely Y = 1 working in their own business, and Y = 0 working in other people's business. Women's empowerment is influenced by 5 dimensions, namely welfare (X_1), access (X_2), awareness/critical awareness (X_3), participation (X_4), and control (X_5).Simultaneous testing to determine the effect of the independent variable on the dependent variable using the Omnibus Test and the results of data processing obtained a significance value of 0.000, so

that Ho decision was rejected because the significance value was smaller than α of 0.05.

Table 1. Omnibus Test

		Chi-square	df	Sig.
Step 1	Step	42.368	5	.000
	Block	42.368	5	.000
	Model	42.368	5	.000

Source: Results of data processing, 2020

From Table 1, it is obtained the Chi-square value of 42,368 and a significance value of 0,000. The value of the Chi-square table with a df of 5, then the value of the Chi-square table is 1 1 , 070 5 or a significance value of ≤ 0.05. From these results it is stated that the joint test of the independent variable has an effect on women's empowerment.

In contrast to the omnibus test, the Hosmer and Lemeshow test scores are said to be good if the significant value is> 0.05, as shown in Table 2 below.

Table 2. Hosmer and Lemeshow Test

	Chi-square	df	Sig.
Step 1	0.369	4	0.985

Source: Results of data processing, 2020

In addition, the parameters are viewed from Pseudo R_2 is R-square interpreted similar to OLS because no equivalent that can replace the logit model. The following are the output results shown in Table 3.

Table 3. Pseudo R_2

Cox & Snell	0.345
Nagelkerke	0.506

Source: Results of data processing, 2020

From Table 3 it explains that the R-square is equal to 0.506 (Nagelkerke). This indicates that independent variables can only explain the dependent variable of 0506 or 50,6 %. The small pseudo R-square value does not make a model considered bad. The Pseudo R-square value of 0 to 1 is not a natural interpretation but an imitation to replace the OLS R-square in the logit model [21].

By using equation (2), the estimation results of the probability of women's empowerment for the category of working in their own business are 0.543. When viewed from the estimated probability value of this category, it means that women who choose to work in their own business are 0.543 times compared to working in other people's businesses.

Partial testing is done to determine the significance of the independent variable parameters using the Wald test. The following test results are shown in Table 4.

Table 4. Partial Test Results for Independent Variables

Independent Variables	B	Wald	Sig.	Exp(B)
Welfare (X_1)	-0.531	0.253	0.615	0.588
Access (X_2)	-0.200	0.267	0.606	0.819
Awareness (X_3)	-0.277	0.752	0.386	0.758
Participation (X_4)	2.641	6.397	**0.011**	14.030
Control (X_5)	1.220	3.881	**0.049**	3.388
Constant	31.860	5.640	**0.018**	0.000

Source: Results of data processing, 2020
Significance at α = 5%

Based on Table 4, it explains that the significant parameter is the coefficient of participation variable and control variable because these two variables have a significance value < 0,05. This explain that at the 5% significance level, participation and control have a significant effect on women's empowerment. The following is a logistic regression model.

$$WE = 31.860 + 0.531X_1 + 0.200X_2 + 0.277X_3 - 2.641X_4 - 1.220X_5 + \varepsilon \quad (3)$$

Table 4 presents the value of exp (B) or odds ratio, which is interpreted as the risk or tendency of empowering women based on the influencing variables. The odd ratio value on the participation variable is 14,030, this value explains that respondents who are actively involved in contributing their thoughts in songket business activities have a tendency to work on their own business by 14,030 times more than working on other people's businesses. This explains that women songket weavers who participate actively involve themselves by contributing thoughts in planning songket business activities, actively participating in the implementation of business activities, and taking responsibility for everything that is done and the results achieved, the opportunity to work in other people's businesses is diminishing.

Women are no longer considered as targets or objects of the songket business activities but participate in everything from planning to marketing the songket crafts to the market. Participation in the evaluation relating to the preparation and production needs of the songket.

Although initially, the activity of weaving songket that was carried out by women was mostly a side job to help their husbands and to increase household income, this work can be the main source of household income if managed properly. The involvement of women in determining plans for making songket can be more flexible if done when working on their own business. Determination starting from production materials such as threads, motifs, coloring, to the marketing of the results can be done through one's own decision. However, there are still many women songket craftsmen who are not involved or not included in the planning process, because these women work in other people's businesses, who only take orders and do work according to orders.

Women are very potential and have competence in business development, in terms of women's participation in business activities as business actors, managers, or as workers, it is known that women have a very high work ethic and contribute to the welfare of their families. Therefore, [22] explained that women need to participate in contributing thoughts and responsibilities in managing their businesses. This finding is in line with research by [13] who found that equal participation of women in decision-making, policy, planning and administration processes has an effect on women's empowerment.

The next variable that has a significant effect is the control variable. The odds value of the control is exponential (1,220) of 3,388. This value explains that respondents who have the same opportunity to check the costs used, and check from the start of production, tend to work on their own business by 3,388 times more than working on other people's businesses. However, the real condition explains that women songket craftsmen have not fully obtained this access, because there are still limitations in checking the costs used in the business, and the low training carried out by the city government or other institutions. Meanwhile control itself is the level achieved when women take action so that there is gender equality in decision making over access to resources.

This finding is consistent with research conducted by [23] that there has not been any efforts by the government and community leaders due to a lack of understanding and sensitivity to gender gaps. Women have not been allowed the same as men for doing control of the work performed.

5. CONCLUSION

Based on the purpose of this study is to examine whether the dimensions of welfare, access, awareness / critical awareness, participation, and control have an influence on women's empowerment. The results were obtained simultaneously that all dimensions have an effect on women's empowerment, but based on partial testing only the participation and control dimensions have a positive and significant effect on women's empowerment. This conclusion indicates that the results of the study support previous research which states that there is a positive and significant relationship between these 5 dimensions on women's empowerment. However, the conclusions from the results of this study differ due to differences in analysis techniques. In detail, it can be concluded that the estimated probability of empowering women prefers to work in their own business. The implication of this research is that there needs to be more serious attention and involvement from the city government and other institutions in coaching women songket craftsmen, and improving the quality of women through various activities to empower them through songket business activities.

ACKNOWLEDGMENTS

This research was supported by Polythecnic of Sriwijaya. The authors would like to thank the P3M Polytechnic of Sriwijaya and colleagues who have provided suggestions and corrections that are very helpful for this research.

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Dr. Rita Martini, S.E., M.Si., Ak., CA.
Chair of the 4th FIRST 2020

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