

## Empowering Women In Politics (Study At The Regional Leadership Council Of The North Sumatra Persatuan Indonesia Party)

**Wim Putra Tri Pratama S**

Email: [giro.putra03@gmail.com](mailto:giro.putra03@gmail.com)

Medan Area University

**Siti Mardiana**

Medan Area University

**Maksum Syahri Lubis**

Medan Area University

**Abstract:** The low participation of women in political institutions means that various women's interests are less accommodated in a number of political decisions. Research problem formulation 1) How are women empowered in politics by the North Sumatra Perindo Partai DPW? 2) What are the factors inhibiting women's empowerment in politics by the North Sumatra Perindo Partai DPW? The method used is a qualitative research method. Data collection techniques using observation, interviews and documentation. The results of research on women's empowerment in politics (the North Sumatra Perindo Partai DPW study) have gone well. The planning carried out in implementing gender responsiveness is good. This can be seen in the socialization plans made. Implementation has been maximized. With Perindo Partai's strategy of taking a more personal approach. The evaluation achieved good results. By improving the quality of national education, the encouragement of women to take part in politics can be realized. The suggestion in the research is that the KPU Institute holds outreach that focuses on 30% representation of women. As well as making significant changes regarding the quota for DPRD members specifically for women. Can make policies that in politics gender equality is necessary. Because patriarchal culture is very irrelevant to use during elections. A long-term national campaign is needed. Which contains women's political awareness, reinterpretation of religious doctrines that

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take away women's political rights through the media. Both printed and electronic media such as posters, billboards, stickers and pins with images.

**Keywords:** *Empowerment, Political, Woman.*

## INTRODUCTION

Law Number 12 of 2011 concerning Political Parties and the latest Law, namely Law Number 7 of 2017 concerning General Elections, where prospective candidates as referred to in article 245 include women's representation of at least 30% (thirty percent). With the existence of regulations regarding women's representation in the legislature, the government is thinking about boosting the existence of women in the world of politics. Fulfilling 30% representation of women in politics, especially in legislative bodies, is now an important achievement. In the political context, the role and position of women is quite discriminated against. It must be acknowledged that women in Indonesia, who are the majority, are still blind to political discourse. The role and position of women in policy-making areas is still very minimal. Meanwhile, women's representation in parliament is also very important in public decision making because it will have implications for the quality of legislation produced by state and public institutions. Apart from that, it will also bring women to a different perspective in seeing and solving various public problems because women will think more holistically and be gender responsive.

Indonesia is a democratic country, where the formal position of women is quite strong due to the many provisions in various laws and other regulations that provide juridical protection in it. Gender role stereotypes and biases are still widespread at various levels, both in all countries in the world and are reflected in the social, economic and political order. In many countries, it is still difficult for women to compete directly with men and receive public attention and interaction, and are given roles that exclude them from decision making. While formal political party support is not the only factor that influences women's political participation given the multi-layered and widespread gender roles and biases, such support is necessary



to overcome barriers to women's participation in politics and in political party life.<sup>1</sup>

One phenomenon that continues to be hotly discussed in public and politics is the issue of gender or gender equality, which still appears to be a gap. The term gender refers to the characteristics and social traits associated with men and women.<sup>2</sup> The characteristics and traits associated are not only based on biological differences, but also on social and cultural interpretations of what it means to be a man or a woman.<sup>3</sup> Building civil society means fighting for a public space that includes all citizens, both men and women, without exception. In the political system so far, the prevailing policy is to place women only as second persons. The low participation of women in political institutions means that various women's interests are less accommodated in a number of political decisions, because a number of political decisions made tend to have a masculine character and lack a gender perspective, while the majority of political decisions made always involve women as targets.

Law Number 7 of 2017 concerning General Elections regulates political parties to be able to nominate candidates for members of the DPR, Provincial DPRD, Regency or City DPRD in Indonesia by paying attention to women's representation of at least 30%. This regulation is an effort to ensure that women appear in quantity in politics. Even though the facts on the ground show that the electability of women in parliament is still low. According to regulations, women have been given a wide space, but in reality the affirmation of the 30% quota does not seem to place women in the expected position.

This can be seen from the acquisition of women's seats in the Medan City DPRD. The problem of low representation of women in legislative institutions is an important matter to study, because through this domain women can represent their aspirations. That currently there are many women who are already concerned about gender issues, welfare, education and anti-violence. However, women will not be able to walk alone in

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<sup>1</sup> Julie Ballington. *Pemberdayaan Perempuan Demi Partai Politik Yang Lebih Kuat Panduan Praktek Terbaik Untuk Meningkatkan Partisipasi Politik Perempuan*, (United Nations Development Programme And National Democratic Institute, 2011).

<sup>2</sup> Shalihin, N. & Firdaus, F. Transformasi Gender: Strategi Pembebasan Perempuan Dari Jerat Pembangunan Dan Kapitalisme. *Sawwa: Jurnal Studi Gender* Tahun 2019, 14(1), 109-140.

<sup>3</sup> Fitri Rahmawati, *Analisis Faktor-faktor Yang Mempengaruhi Pilihan Karir Mahasiswa Akuntansi Sebagai Akuntan Publik*. (Skripsi S-1. Akuntansi. UNS, 2004)



channeling their aspirations without an appropriate platform. The forum referred to in this context is a political party. Through political parties, women can fight for their interests in real terms in all fields, especially in the political field, so that political parties become one of the important factors that can determine political participation and political representation of women.

In terms of membership in the North Sumatra Perindo Party DPW, the number of women elected is still low. There are only 5 women who sit in the Medan DPRD. Even though the number of female voters is not much different between men (Source: Chairman of the North Sumatra Perindo Youth DPW, Mr. Hasbi Simanjuntak). So the representation of women in the North Sumatra Perindo Party DPW can be said to be still minimal. For more details, see the following table:

Tabel 1. Management of the Perindo Party at North Sumatra Province

No	Name	Position
1	Rudi Zulham Hasibuan	Chairman
2	J. Donna Yulietta Siagian SE	Secretary
3	Januazir Chuwardi	Treasurer
4	No Kep. of Perindo Party Management	343-SK/DPP-PARTAI PERINDO/II/2022
5	Decision Date	24-02-2022
6	Number of Management	5
7	Number of Women's Representation	2

Data Source: Perindo Political Party Details, 2023.

This data shows that the large number of political parties that have emerged does not guarantee high levels of women's representation in the political sphere, thus having an impact on political parties which are generally used as vehicles in participating in a series of general elections. This indicates that political parties in Indonesia are still not ready to empower female cadres, as evidenced by the still minimal position of women in strategic positions in political parties.

So this problem shows that the text and context along with the meaning that occurs really shows inequality and even leads various parties to carry out multiple interpretations of the role of women on the political stage, which will lead to unclear guarantees for the fulfillment of women's



rights. So it can be understood that the definition of a political party that is considered a forum is very important in fighting for women's rights.

Based on this explanation, the author will examine how women are empowered in political parties by the North Sumatra Perindo Party DPW. Of the various political parties in North Sumatra, the author only focuses his research on the Perindo Party. Because the Perindo Party is a party that carries nationalist values in society and dominates North Sumatra with quite a large number of cadres and supporters. The Perindo Party is also a party that has equally succeeded in bringing its female cadres to get seats in the Regional People's Representative Council of North Sumatra Province.

## LITERATURE REVIEW

### A. Empowerment

Empowerment is an activity aimed at forming independent individuals and communities. Empowerment means strength or ability.<sup>4</sup> Empowerment can be interpreted as a process towards becoming empowered, a process in which a person's abilities change in a better direction by exploring and then developing them. Meanwhile, according to Priyono and Prakarna,<sup>5</sup> empowerment is a process for society to become empowered, encouraging or motivating individuals to have the ability or empowerment to determine their life choices and empowerment must be aimed at groups or layers of society that are left behind. Empowerment is how to make someone able to stand alone.<sup>6</sup> From this understanding, empowerment emphasizes change and better development. This means encouraging people to have the opportunity to realize their potential through their own efforts, so that they are fully aware of shaping the future.

As the goal of empowerment, it refers to the conditions and results to be achieved by social change, namely people who are empowered, who have power and have the knowledge and ability to meet the needs in their lives, whether physical, economic or social, such as having self-confidence, being able to convey aspirations, have a livelihood, participate in social

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<sup>4</sup> Trisnawati, N. A dan Jatningsih, O. Strategi Pemberdayaan Kesejahteraan Keluarga (PKK) Dalam Pemberdayaan Perempuan Di Kelurahan Sukorame Kecamatan Gresik Kabupaten Gresik. *Kajian Moral Dan Kewarganegaraan*, Vol. 05 (03), 2017. 486-500.

<sup>5</sup> Priyono, Onny S & A. M. W. 1996. *Pemberdayaan: Konsep, Kebijakan, dan Implementasi*. Jakarta: Centre Of strategic And International Studies

<sup>6</sup> Novi Widiastuti Prita Kartika, Penerapan Model Kelompok Usaha Kreatif Islami (KUKIS) Dalam Pemberdayaan Perempuan Berbasis Pondok Pesantren. *Empowerment: Jurnal Ilmiah Program Studi Pendidikan Luar Sekolah*, 6 (2): tahun 2017. 20-29. DOI. <https://doi.org/10.22460/empowerment.v6i2p20-29.546>



activities, and be independent in carrying out tasks in life. Therefore, the goal of empowerment is often used as an indicator of achieving success in empowerment. According to Asep Usman Ismail quoted in Alfadia<sup>7</sup> the main indicator of the level of success of empowerment is the emergence of people's level of self-confidence that they are able to change their fate, overcome the problem of poverty and improve their standard of living for the better. In other words, the goal of empowerment is a feeling that creates a level of self-confidence in weak people so that they believe that they can change their lives for the better.

According to Suharto<sup>8</sup> in the context of social work, empowerment can be carried out through three levels of empowerment, namely:

**a) Micro Level**

Empowerment is carried out on individual clients through guidance, counseling, stress management, and crisis intervention. The main goal is to guide or train clients in carrying out their life tasks, this model is often called a task-centered approach.

**b) Mezzo level**

Empowerment is carried out on a group of clients. Empowerment is carried out using groups as an intervention medium. Education and training, group dynamics, are usually used as strategies to increase clients' awareness, knowledge, skills and attitudes so that they have the ability to solve the problems that they face.

**c) Macro level**

This approach is also called a large system strategy, because the change targets are directed at the wider environmental system. Policy formulation, social planning, campaigns, social action, lobbying, and community organizing.

## **B. Women empowerment**

Women's empowerment according to Aida Vitayala in Tsaniatu Zakia<sup>9</sup> is increasing women's rights, obligations, position, abilities, roles,

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<sup>7</sup> Alfadia, D. Z. *Pemberdayaan Masyarakat Melalui Program Pelatihan IT/Komputer Hardware dan Software di Institut Kemandirian Dompot Dhuafa Kota Tangerang*, 2017.

<sup>8</sup> Suharto Edi, *Membangun Masyarakat Memberdayakan Rakyat Kajian Strategi Pembangunan Kesejahteraan Sosial dan Pekerja Sosial*. (Bandung: PT. Refika Aditama, 2017)

<sup>9</sup> Tsaniatu Zakia. *Pemberdayaan Perempuan Melalui Pemanfaatan Kain Perca Sebagai Aksesoris Melalui Media Youtube Di Lsm Bening Saguling*. *JURNAL COMM-EDU*, 4 Tahun 2021.





opportunities, independence, mental and spiritual resilience as an inseparable part of efforts to improve the quality of human resources. This understanding shows that women's empowerment is an effort to improve skills that can be used to meet their needs. Sulaiman Asang<sup>10</sup> women's empowerment is basically a new development paradigm to empower women by building power through:

**1) Motivating**

Motivating women in the process of women's empowerment is encouraging them to develop enthusiasm to make it easier to carry out self-development activities, so that they can use the abilities and resources they have.

**2) Exploring potential**

Exploring potential in empowerment is a physical need to improve self-quality, potential emphasizes the process of increasing abilities, encourages being able to make life choices which is an effort to make women (gender) independent and equal.

**3) Raise awareness of your potential**

This approach aims to provide understanding and awareness for self-organizing involvement to be more advanced and to increase efforts in a better direction than before. The method of empowering women is not just to fulfill basic needs or provide a mechanism to prevent further thought processes. The women's empowerment paradigm demands an approach that does not position women as objects of various development actions, but must place women as subjects of activities.

**4) Provide the widest opportunity to play a role**

It is not enough for women's contributions to be marked in the form of money, energy and other natural resources, but must present elements of initiative and determination that truly grow from women.

Tikson<sup>11</sup> empowers women, namely providing opportunities and encouraging individuals to take part and responsibility both individually and in groups in order to increase their ability to contribute to organizational goals. Women's empowerment is a way that can be taken to explore and develop women's potential to be quality and productive as a first step in providing opportunities to take responsibility to improve and

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<sup>10</sup> Sulaiman Asang, *Membangun Sumber Daya Berkualitas*. (Makassar: Brlian Internasional Surabaya, 2012)

<sup>11</sup> Deddy Tikson, *Administrasi Pembangunan*. (Bandung: Alfabeta, 2005)  
Thomas, Meyer, *Peran Partai Politik dalam Sebuah Sistem Demokrasi*, 2012.



contribute to the organization. Apart from that, according to Hardiana<sup>12</sup> women's empowerment is a form of effort to optimize women's potential in general by providing the widest possible opportunities to play an active role in society and government. Women's empowerment is a process of building capacity and behavioral awareness that places more emphasis on women's greater participation so that they have a centralized role and supervision in formulating transformational policies and decisions so that women can produce something valuable and useful.

### C. Empowerment Indicators

According to Suharto<sup>13</sup> the indicators of success in women's empowerment are seen as follows:

- (a) There are adequate facilities to support women to pursue as much education as possible.
- (b) There is an increase in the participation and enthusiasm of women to try to obtain and obtain education and teaching for themselves.
- (c) The increasing number of women reaching higher education levels means that women have greater opportunities to develop their careers just like men.
- (d) There is an increase in the number of women in legislative, executive and government institutions.
- (e) Increasing the involvement of women activists in educational empowerment campaigns for women.

There are several indicators of empowerment proposed by Schuler, Hashemi, and Riley<sup>14</sup> namely:

- (a) Freedom of mobility, namely individual capabilities. The level of mobility is considered high if the individual or woman is able to travel alone.
- (b) The ability to buy "small" commodities is the ability of an individual or woman to buy goods for daily family needs and daily necessities for herself. The individual is considered capable of carrying out this activity, especially if the individual can make their own decisions

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<sup>12</sup> D. Hardiana, Perilaku Masyarakat Dalam Menjaga Kebersihan Lingkungan Pantai Kecamatan Sasak Ranah Pasisie Kabupaten Pasaman Barat. Jurnal Buana 2.(5). 2018. 496-506.

<sup>13</sup> Suharto Edi, Membangun Masyarakat Memberdayakan Rakyat..., h. 87

<sup>14</sup> Mulyana, Nanang & Zainuddin, Moch. *Model Pemberdayaan Masyarakat Melalui Program Corporate Social Responsibility* (Kasus Pelaksanaan CSR oleh PT, 2017)





without asking their partner's permission. Moreover, if the woman can buy these commodities using her own money.

- (c) The ability to buy "big" commodities is the ability of individuals or women to buy secondary or tertiary goods, without asking their partner's permission and even higher if they use their own money to buy these commodities.
- (d) Involved in making household decisions, namely being able to make decisions alone or with her husband regarding family decisions.
- (e) Relative freedom from family domination.
- (f) Legal and political awareness, for example, can mention community leaders, knowing the importance of having a marriage license and inheritance laws.
- (g) Involvement in practical political activities.
- (h) Economic security and contributions to the family such as having a place to live, productive assets and savings.

#### D. Definition of Politics

Hidajat Imam<sup>15</sup> interprets that politics comes from the Greek word polis, which means a city with the status of a city state. In the city states of the Greek era, people interacted with each other to achieve prosperity (goodness, according to Aristotle) in their lives.<sup>16</sup> The politics that developed in Greece at that time can be interpreted as a process of interaction between individuals and other individuals in order to achieve the common good. Thoughts about politics, especially in the western world, are heavily influenced by Ancient Greek philosophers. Philosophers such as Plato and Aristotle considered politics as an effort to achieve the best political society (polity).<sup>17</sup> Gabriel A. Almond defines politics as activities related to the control of public decision making in a particular society in a particular region, where this control is supported through instruments that are authoritative and coercive in nature.<sup>18</sup>

With this definition, it is implicitly revealed that political society (polity) in the interaction process of making public decisions is also not free from conflicts between individuals and individuals, individuals and groups, or groups and other groups. In other words, each group influences

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<sup>15</sup> Imam Hidajat, *Teori-Teori Politik*. (Malang: Setara Press, 2009)

<sup>16</sup> Seta Basri, *Pengantar Ilmu Politik*, (Jogjakarta: Indie Book Corner, 2011)

<sup>17</sup> Miriam Budiardjo, *Dasar-Dasar Ilmu Politik*. (Jakarta: PT. Gramedia Pustaka Utama, 2007)

<sup>18</sup> Seta Basri, *Pengantar Ilmu Politik...*, h. 89



each other so that an agreed public decision is in accordance with the interests of a particular group. Therefore, it is normal that in everyday reality one often finds dishonorable political activities carried out by certain political groups in order to achieve their desired goals. Peter Merkl stated that politics in its worst form is the struggle for power, position and wealth for one's own interests.<sup>19</sup>

Meanwhile, the definition of politics according to Paramitha<sup>20</sup> is a network of interactions between people in which power is obtained, transferred and used. Political activities strive to achieve balance in order to realize common interests in an organization. When this balance is achieved, individual interests will encourage the achievement of common interests. In this way, politics is closely related to government policy making, which normatively must be clean and successful. So some of the opinions above can be said that the general definition of politics is the efforts undertaken by people or groups to achieve certain goals.

## RESEARCH METHODOLOGY

This research uses descriptive methods with qualitative analysis techniques. Qualitative research is used if the problem is not yet clear to find out hidden meanings and to understand social interactions and to develop theories, and to ensure the correctness of data and examine historical developments. Bearing in mind that this research aims to understand and interpret various phenomena that exist or occur in reality as a characteristic of qualitative research, in this case the empowerment of women in politics by the North Sumatra Perindo Party DPW, the author uses descriptive qualitative research methods.<sup>21</sup>

Location: This research will be carried out at the North Sumatra Perindo Party DPW Office. The address is Jl. Cut Nyak Dien Number 2-C Kel. Madras Hulu, Medan. Based on the phenomenon found, there is low empowerment of women within the party. Women's empowerment within the party is an important thing in increasing the role of women and increasing their potential so that they are more able to be independent and work because women's empowerment is a form of the party's efforts to support gender responsive activities, and also to form the personality integrity and ability of women to mobilize other people intensively so that

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<sup>19</sup> Miriam Budiardjo, *Dasar-Dasar Ilmu Politik*..., h.18

<sup>20</sup> Patricia Dhiana Paramita, *Keterkaitan Antara Politik dan Kekuasaan Dalam Organisasi*. (Bandung: PT. Refika Adhitama, 2017)

<sup>21</sup> Lexy. J. Moleong, *Metodologi Penelitian Kualitatif* (Bandung: PT. Remaja, 2000)



they can prepare themselves to become good leaders in the future through the process of political socialization in empowerment.

## **RESEARCH RESULTS AND DISCUSSION**

### **A. History of the Indonesian Unity Party**

The Indonesian Unity Party or commonly abbreviated as the Perindo Party is a political party in Indonesia. This party was founded by Hary Tanoesoedibjo, entrepreneur and owner of the MNC Group, a company operating in the media sector. Perindo was declared on February 7 2015 at the Jakarta International Expo, Kemayoran, Jakarta. The declaration event was attended by several high-ranking officials of the Red and White Coalition (KMP), such as the General Chair of the Golkar Party Aburizal Bakrie, the General Chair of the National Mandate Party Hatta Rajasa, the President of the Prosperous Justice Party Anis Matta, and the General Chair of the United Development Party Djan Faridz. Apart from that, Wiranto, General Chair of Hanura, was also present. Initially, Perindo was a mass organization that was only declared on February 24 2013 at Istora Senayan, Jakarta.

The Perindo Party's vision is "To create an Indonesia that is progressive, united, just, prosperous, prosperous, sovereign, dignified and cultured." In order to realize this vision, several missions have been established as follows:

- (a) Realizing a just government, which upholds legal values in accordance with the 1945 Constitution.
- (b) Realizing a government free from corruption, collusion and nepotism for an independent and dignified Indonesia
- (c) Realizing a sovereign, dignified Indonesia in order to maintain the integrity of the Republic of Indonesia
- (d) Creating a just, prosperous and prosperous society based on Pancasila and the 1945 Constitution within the Unitary State of the Republic of Indonesia.
- (e) Uphold human rights and obligations and the supremacy of law in accordance with Pancasila and the 1945 Constitution to realize justice and legal certainty to protect the lives of the people, nation and state.
- (f) Encourage the growth of the national economy which contributes directly to the welfare of Indonesian citizens.

### **B. Empowering Women in Politics**

This research will analyze and describe the results of research and discussions carried out by the author while conducting research at the



North Sumatra Perindo Party DPW. The explanation given is an explanation of the existing problem formulation.

a. **Planning**

Gender equality is a strategy that built to integrate gender into an integral dimension of planning, budgeting and implementation. In modern and democratic political life, the existence of political parties is a necessity because political parties have the main function of competing to win elections, aggregating various community interests, and preparing potential leaders who will sit in government.<sup>22</sup> Therefore, the Perindo Party was able to recruit women so that it could answer the demands of the law. Planning according to Sudjana<sup>23</sup> is a systematic effort that describes the preparation of a series of actions that will be carried out to achieve the goals of an organization or institution or planning activities to mobilize or mobilize limited resources efficiently and effectively to achieve the goals that have been set. Based on the results of interviews obtained by the author regarding planning to empower women in politics by DWP of North Sumatra Perindo Party, Mrs. Santa Joana Donna Yulietta Siagian, SE, MAP as Secretary of DWP North Sumatra Perindo Party said the following:

"Talking about development in the political sector, women have the same rights and obligations in the political realm, so that women should not only be political objects, but can become political subjects who can fight for their own interests, the interests of their people and the interests of groups in need. Indeed, compared to previous times, women's political participation in the Reformation era has been better and increasingly taken into account. For example, by placing a minimum of 30% women as members of the Legislature. "The plan we have made has the hashtag #FromYouForIndonesia with the theme 'The Important Role of Women Voters in the 2024 Election' and can be seen online via the Perindo Party's social media account."

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<sup>22</sup> Akbar Tandjung, *Analisis Yuridis Para Ahli Hukum*, (Pustaka Sinar Harapan, 2004)

<sup>23</sup> Djudju Sudjana, *Evaluasi Program Pendidikan (Untuk Pendidikan Nonformal dan Pengembangan Sumber Daya Manusia)*. (Bandung: Falah Production, 2006)



This was also reinforced by the results of an interview by Mrs. Vivi Marlina as Deputy Chair of the Women & Children Division of the North Sumatra Perindo Party DPW who said that:

"We always carry out outreach activities to increase women's participation in politics. So, this activity invites women representatives from various organizations. Muslim Women's Organization, Association of Women's Organizations, Christian Women's United Organization and others."

Based on the interviews obtained, it shows that all existing problems are very full of gender issues, which require commitment, support and the role of all parties, and require handling across programs or fields as well as coordination with various stakeholders, both directly and indirectly, both in Provincial and Regency/City levels, starting from planning, formulating, implementing policies to the monitoring and evaluation stage by considering and integrating the aspirations, experiences and needs of men and women fairly and equally in development in all fields. The statement from Mr. Budianta Tarigan as Deputy Chair for Cadre, Member and Witness of the North Sumatra Perindo Party DPW said that:

"With the outreach we have created, it is hoped that we can encourage women's involvement in the upcoming elections, both as voters and participants. "Apart from that, it is to encourage the fulfillment of the ideal quota for women in parliament, namely 30%."

This is in accordance with 1st Sympathizer's statement as follows:

"Currently, opportunities are increasingly open for women to become players, no longer just passive participants but also active participants. So, in my opinion, socialization is needed."

The results of this interview are supported by the theory of Karam Azza<sup>24</sup> which states that women's participation in development, especially in decision making and occupying strategic positions, is very low, both in the executive, legislative, judicial and other institutions. The statement from Sympathizer 2 is as follows:

"In my opinion, to encourage increased political participation of women, it must start from education or socialization."

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<sup>24</sup> Karam Azza, Perempuan di Parlemen, (Jakarta: Aneka, 2000)



Based on the results of these interviews, it shows that the establishment of women's representation in the world of politics in Indonesia can be a breath of fresh air for all women who want to participate and directly represent the aspirations of women. As stated by Sympathizer 3, it is as follows:

"The methods that can be used can be based on political education and socialization. "The age must be 17 years, which is the same level as higher education so that when the elections are held, they can participate actively, such as becoming legislative candidates or being careful voters."

According to him himself, if political parties have confidence and support women to become legislative candidates then this will be progress for gender equality for men and women. Based on the author's observations, in the 2019 elections, female legislative candidates were only represented at 20% and now this has doubled, with the Perindo Party providing

#### **b. Implementation**

It can be said that there are still not enough women in the world of Indonesian politics, especially with simultaneous elections, the role of women should be further increased to increase electability in regional and city circles, because basically women can change the world if they are able to maximize their role and potential by entering the field. politics and play a role in fighting for women's rights. According to Sudjana<sup>25</sup> implementation activities are a process that starts from initial implementation which includes preparations before the activity, so implementation is an aspect of technical activities. Meanwhile, final implementation includes the end of the implementation of activities which includes activity results and reporting. Regarding this matter, Mrs. Vivi Marlina as Deputy Chair of the Women & Children Division of the North Sumatra Perindo Party DPW said that:

"The Perindo Party's female legislative candidates are almost 42% currently and that is very good. "It could be a reference for other parties to be like that too, this is the first stage for us to pass it to Parliament."

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<sup>25</sup> Djudju Sudjana, *Evaluasi Program Pendidikan...*, h. 90





The results of the interview explain that if political parties have confidence and support women to become legislative candidates, then this will be progress for gender equality for men and women. This was also reinforced by the results of an interview with Mr Budianta Tarigan as Deputy Chair for Cadre, Member and Witness of the North Sumatra Perindo Party DPW who added the following:

"If the political parties themselves have opened the door for a larger portion of legislative candidates, then there will be more opportunities to join the parliament."

According to him, the party has the values and vision of a movement to embrace young people so that they can be productive, provide solutions, be modern, clean and have integrity for the sake of a developed and prosperous Indonesia. Apart from that, based on the author's observations, in the 2019 elections, female legislative candidates were only represented by 20% and now this has doubled, with the Perindo Party providing opportunities for as many female legislative candidates as possible. Mrs. Vivi Marlina as Deputy Chair for Women & Children of the North Sumatra Perindo Party DPW also added the same statement as follows:

"This means that we as female legislative candidates are trusted and given the opportunity to become legislative candidates. "The hope is that in the 2024 elections, more women will qualify to enter parliament than in the last election, at least 30% will be achieved..."

Apart from that, DWP of North Sumatra Perindo Party stated that women must have more abilities and be able to convince voters that women can do something and can contribute, progress, have the capacity and dare to fight. In line with what was expressed by Mrs. Santa Joana Donna Yulietta Siagian, SE, MAP as Secretary of the North Sumatra Perindo Party DPW, namely as follows:

"We will also educate them that men and women have the same abilities. Here I see there are two problems with women in politics in Indonesia. Firstly, there is no party platform that concretely defends women's interests. Second, the problem of women's very low representation in the public sphere. "Therefore, affirmative action is very important for women in the 30% quota in parliament in general elections."



This is in accordance with the Vision and Mission of the Perindo party, namely the Perindo party's vision is to create an Indonesia that is progressive, united, just, prosperous, prosperous, sovereign, dignified and cultured. This refers to the vision and mission that have been explained, so the Perindo party platform was formulated which contains the party's insight, commitment and alignment with efforts to strengthen Indonesian unity and efforts to improve the welfare of the people which are the main focus of the party's presence in the life of the nation and state. The biggest challenge and responsibility of the Perindo Party at this time is to realize the vision and mission of the Perindo Party's struggle. Because the Perindo Party is a very young party, therefore the Perindo Party wants to realize its ideals of building the nation. Therefore, the Perindo Party must be able to become a bridge for people's aspirations. As stated by Mrs. Vivi Marlina as Deputy Chair for Women & Children of the North Sumatra Perindo Party DPW as follows:

"We will carry out many strategies, but this is a matter of how we will enter the future, but what I want to confirm is that Perindo has been fighting for more than 3.5 years to give confidence to the community that we are part of the people's hopes. Our main strategy is to become a party that meets the expectations of the people. So we create various program approaches that suit their expectations. "In this way, the community will really be able to share their aspirations. We want to be trusted in the following year because we want to do as much as possible for the benefit of the people."

The results of the interview are relevant to Mintzberg's theory, namely that there are 5 strategies in various ways that can be used to achieve the goals that have been set, namely:

- (a) Planning, to further clarify the direction taken rationally in realizing long-term goals.
- (b) As a pattern, by using strategies that are conscious rather than using those that are planned or intended.
- (c) Strategy as a position is determining a brand for a product in the market, based on the conceptual framework of consumers or policy makers, a strategy is mainly determined by external factors.
- (d) Strategy as a tactic, is a tactical step that consists of tricking competitors.



- (e) Strategy as a perspective, concerns an integrated vision between the organization and its environment which is the boundary for its activities.

1st Sympathizer also explained this as follows:

"It can be said that the current representation of women in the political field is still far from expectations. "In Indonesia itself, women who enter the world of politics are still shackled by their background, patriarchal culture and gender differences."

The results of this interview are in line with the Sri Warjiyati Journal entitled Women's Political Participation from an Islamic Legal Perspective. With research results that women's political participation is a voluntary activity of women from various activities such as political observers, lecturers, women activists, members of parliament, and so on, so that women involve themselves actively in the political field, both directly and indirectly involved in the process of making a policy. In general, women have the right to actively participate in society, including in the political field, which has a huge influence on the creation of policy products.

### c. Evaluation

Evaluation according to Sudjana<sup>26</sup> is identifying the success and failure of a planned activity or goal. Evaluation is the process of collecting and analyzing data or information to determine the level of achievement of objectives or added value from activities. This can be seen from the Government's strong efforts and commitment to realizing gender-just prosperity by continuing to encourage the achievement of a 30% quota for women's involvement in parliament and eroding gender inequality in politics. There are several implementation methods from the North Sumatra Perindo Party DPW in empowering women in politics, namely based on political education and socialization.

This is in line with the PKPU General Election Commission Regulation Number 7 of 2013 article 27 paragraph (1) letter b and Law Number 12 of 2003 that each party must fill a quota of 30% of female legislative candidates. In accordance with the results of interviews obtained by the author from Mrs. Santa Joana Donna Yulietta Siagian, SE, MAP as Secretary of the North Sumatra Perindo Party DPW as follows:

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<sup>26</sup> Djudju Sudjana, *Evaluasi Program Pendidikan...*, h. 94



“From all the implementation that we have made, we hope that with the successful holding of the 2024 Simultaneous Elections, we will get quality State Leaders, Regional Leaders and People's Representatives and achieve women's representation in accordance with the aspirations of the people. Which will be able to bring the Nation and State to progress and glory”

Mrs. Vivi Marlina as Deputy Chair for Women & Children of the North Sumatra Perindo Party DPW also added the following:

“We hope that the next election will also be successful as we all hope. "That is a clean election without being marred by actions that damage democracy.”

The results of the interviews show that efforts to increase women's participation in politics require the support of all parties, in order to realize a better development process. Based on the results of the 2019 Election, women's representation in the National Legislative Institution (DPR-RI) is at 20.8% or 120 female legislative members out of 575 members of the Indonesian DPR. The percentage of women's representation is still below the required figure of 30% of the number of female legislative candidates when political parties register to participate in elections. The evaluation carried out by the North Sumatra Perindo Party DPW hopes that by improving the quality of national education, the encouragement of women to take part outside the domestic sector, such as in the political field, can be realized. As stated by Sympathizer 1 below:

“"Massive outreach regarding the importance of women's participation in every public policy making must be consistently carried out to increase understanding in society.”

Mr. Budianta Tarigan as Deputy Chair for Cadre, Member and Witness of the North Sumatra Perindo Party DPW expressed the same thing:

“It must be in accordance with the fifth principle which states social justice for all Indonesian people, which means that culturalization in Indonesian society is not permitted. There should be no discrimination, division or classing in society, especially based on gender between women and men. We consider all of them as the same entity and are actually treated



fairly. Justice in the political, economic and social spheres of society. "In this way, the role of women in democracy is very good."

In accordance with the results of the interview, the author believes that for political parties, organizations and also for election organizers, the affirmation of a 30% quota for women in organizing elections, both in political parties and also election organizers, must be able to be proposed from just paying attention, and changed to placing women. Agree with the results of the interview by Sympathizer 2, namely:

"In my opinion, the Perindo Party provides space for female friends who attend activities and existing women's organizations to participate in election activities, both as organizers at all levels, such as the Subdistrict Supervisory Committee, Subdistrict Supervisors up to TPS Supervisors. The role of women is very necessary."

The results of the interviews show that as time goes by, women are starting to rise to prove that their existence is worthy of being taken into account, starting from the intelligence of Indonesian women. Who have played multiple roles and taken part in development. And it can no longer be underestimated because it has contributed to development in various fields of politics, law, culture, economics and so on.

From the presentation of the interview results above, the author concludes that the accuracy of the implementation evaluation carried out by the North Sumatra Perindo Party DPW can be seen from whether women's involvement has been able to achieve good results where it can be seen that 30% of women's involvement in the DPRD has been fulfilled. In this case, according to the research conducted, based on the existence of regulations that stipulate a minimum of 30% involvement of women in parliament, it can be said to be effective. In general, the importance of women's representation is because women have special needs that can only be understood by women themselves, for example cases such as women trafficking and rape. In this case, women are able to have more empathy for the condition of their own people because they are both women. The level of success based on the quantity of female DPRD members cannot be separated from the role of agencies such as the KPU and political parties which continue to pay attention to women's representation. In this connection, it is hoped that there will be accuracy in making programs in accordance with the policy direction of rationality and substantiveness.



### C. Factors Inhibiting Women's Empowerment in Politics

The following are the results of research regarding factors inhibiting women's empowerment in politics by the North Sumatra Perindo Party DPW, both external and internal obstacles, namely:

#### 1) Patriarchal Culture

Patriarchal culture is still inherent in society in general, this is what indicates that men are still in the top position, as is the opinion of Nurmila<sup>27</sup> who states that all Indonesian society generally adheres to a patriarchal system, so that the position of women in society is still considered not superior to men and men are always positioned as the most important, superior and dominant in society. This is also supported by Yusalia's<sup>28</sup> theory which states that patriarchal culture refers to socio-cultural conditions that give the view that men are superior. With the intention that men are in the position of women so they can control women, this kind of culture grew in ancient society and created certain myths. Patriarchal culture also arises from physical differences between men and women. Based on the results of interviews with Sympathizer 1 who stated that:

"This could be due to a lack of support for women to take part in politics, making women less confident in politics. "This could be an obstacle for women to advance to the political stage."

As in an interview with Mrs. Santa Joana Donna Yulietta Siagian, SE, MAP as Secretary of the North Sumatra Perindo Party DPW who stated that:

"Women may lack the confidence to participate in politics, because of the patriarchal culture that is still embedded in society. In patriarchal culture, men are prioritized over women."

The results of these interviews prove that the low level of women in politics is due to the lack of support for women. Apart from that, there are various obstacles regarding women in politics, both external and internal. There is also representation of women in the political field, in this case in legislative institutions, namely from social and cultural aspects and so on.

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<sup>27</sup> Nurmila, Pengaruh Budaya Patriarki terhadap Pemahaman Agama dan Pembentukan Budaya. *KARSA*. Vol. 23 No. 1 2015, 1-16

<sup>28</sup> H Yusalia, Pengarusutamaan Gender (Pug) Dalam Tantangan Budaya Patriarki. *Wardah*, 15(2), 2014, 195- 201. <https://doi.org/10.19109/wardah.v15i2.198>





Based on the results of an interview with Mrs. Vivi Marlina as Deputy Chair for Women & Children of the North Sumatra Perindo Party DPW as follows:

"Women sometimes feel discriminated against and not trusted enough to advance on the political stage, this could be the reason why women in the political field are still low. "Most of the strategic positions in the world of politics we always see are occupied by men."

In the author's opinion, the results of the interview encourage women to be embraced so that women can be confident in accessing the political realm. Because women have subtle feelings and a gentle nature, they must support women and provide equal opportunities to occupy strategic positions in the political field, so that women are able to implement their basic, refined character through their leadership in the context of the welfare of society in general. Mr. Budianta Tarigan as Deputy Chair for Cadre, Member and Witness of the North Sumatra Perindo Party DPW also added the following:

"So far, the women's movement has tended to experience fragmentation of women's activists based on sects that influence their movement patterns. "This makes the women's movement less solid and appears divided based on the interests and orientation of the activists' own movement."

The results of the interview were strengthened by the results of the interview from Sympathizer 2 as follows:

"The biological division of gender roles between women and men is also an obstacle to women's careers in politics. So women who want to participate do not get support from their environment or even themselves."

This means that as a pro-active action to eliminate gender-based discriminatory treatment, it can be carried out with affirmative policies which can be adopted voluntarily or ordered.

## **2) Human Resources**

Despite efforts to increase women's representation in parliament, there are various forms of internal barriers that exist for women which prevent women from fighting deeper for political roles. As stated by Mrs.



Santa Joana Donna Yulietta Siagian, SE, MAP as Secretary of the North Sumatra Perindo Party DPW as follows:

"Here, if I examine more deeply, the quality of women is still low not only in the political and social fields, but also in the economic field. "As we know, most women don't really understand the world of politics, they enter the world of politics without adequate provisions, which then makes the quality of women still low."

The following is a presentation by Mrs. Vivi Marlina as Deputy Chair of the Women & Children Division of the North Sumatra Perindo Party DPW who also added by saying that:

"Therefore, we often provide ongoing political education for women. We hope that this will improve the quality of women themselves, especially in the political field. "By improving the quality of women, it is hoped that society will no longer look down on women, so that women's opportunities to be elected as people's representatives are no less than men."

From the presentation of the interview results above, the author concludes that the internal factors of the lack of women in the political field are shown by the low and limited motivation of women to improve themselves to advance, an attitude of acceptance and resignation to the situation, feeling inferior, helpless and not independent. In this way, women's movements are also constrained by objective measures of human resources, for example low education and knowledge. The author asked a question to Mr. Budianta Tarigan as Deputy Chair for Cadre, Member and Witness of the North Sumatra Perindo Party DPW who said that:

"Some of the obstacles that are often faced by female cadres themselves are due to the difficulties women have in dividing their time between party and family activities, and it could be the lack of political understanding and insight that female cadres have regarding the political world they are entering."

Based on the results of the interview above, in the author's view, it appears that few female cadres are involved in real political activities, specifically in the direct legislative candidate selection process, especially in political activities in their respective parties because women themselves are not interested in getting involved. in real political activities during this implementation. In addition, these conditions are made even more difficult



by the rules and patterns imposed by the party, which of course are not easy for women to penetrate. Furthermore, the author also asked the same thing to Sympathizer 1 who added the following:

"The involvement of female cadres in party activities is also greatly influenced by funding. "I think that without adequate and adequate funding it is impossible for women to be able to participate totally in party activities."

This is reinforced by the results of interviews from Sympathizer 2, namely as follows:

"Although sometimes female cadres are willing to spend a certain amount of money as one of the criteria, their husbands may lack support, and for women themselves it is difficult to sacrifice family interests for politics, for example campaigning. "Because it cannot be denied that for women, support from the family, especially from their husband, will strengthen a woman's self-confidence."

The author can conclude that, with women's involvement in political activities, of course there is a commitment regarding household matters with their husbands which is not only a woman's task. In the results of the interview with Sympathizer 3, he stated that:

"Likewise, in the process of voting and counting votes, we often see that the process of appointing witnesses is carried out by political parties or combinations of political parties which are dominated by male cadres who are the majority in the party. In this process, appointments were mostly aimed at male cadres, because they considered the performance of male cadres to be superior to female cadres because women have a double burden, such as their responsibilities towards their husbands and children at home which cannot be left alone to get involved. in party activities. "As a result, female cadres as a minority in the party feel that they do not have the ability and self-confidence to be able to compete with male cadres who are a minority."

From the opinion of the informant above, it shows that women's participation and representation in the political field is still very low. Due to poverty and the low level of education of women, family factors and the



multi-party system also play a role. As in the results of the interview with Sympathizer 4 as follows:

"Apart from socio-cultural conditions, I think psychological factors are still very strong in considering women only as housewives with an ideology of dividing public and domestic roles."

The results of the interview are in line with Yusuf Pambudi's<sup>29</sup> theory which states that there are two factors that trigger women's defeat, namely:

- a. Political obstacle factors that are "entrenched" in the political system itself.
- b. Structural factors consisting of personal and psychological barriers that originate from within women, sociocultural barriers that "shackle" women to remain in the realm of "kitchen, mattress and well" and economic barriers that do not want to be left behind "surround" women until they do not move.

This is reinforced by the results of interviews with Sympathizer 5 who stated that:

"There is one more thing that was forgotten. Another internal factor is the existence of religious interpretations that prohibit women from being involved in public spaces. So women are still "frogs in shells". She is only big in her own world and small when she has to compete with men. Indeed, this is not 100% the woman's fault, but there are many factors that influence it. Starting from factors that originate from women to factors that come from understanding conservative religious teachings."

The results of the interview show that in this case, apart from internal factors related to the quality of human resources, knowledge, organizational skills, education, mental attitude and understanding of political rights which are still low, there are also factors of conservative understanding and interpretation of religious teachings. Which says that "men are women's leaders, their leaders, their judges, and their educators. Because men are more important and better." So on that basis, efforts must be made to change all the obstacles that hinder women's political

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<sup>29</sup> Muhammad Yusuf Pambudi, *Perempuan Dan Politik (Studi Tentang Aksesibilitas Perempuan Menjadi Anggota Legislatif Di Kabupaten Sampang)*. *Jurusan Ilmu Politik FISIP Universitas Airlangga*, Surabaya. Posdayakarya, 2013.



participation. And this requires a long-term campaign on a national scale so that various obstacles can be overcome. With a well-designed movement to increase public awareness, it can bring changes to traditional thought patterns regarding the role of women in politics and government.

## CONCLUSION

Based on the results of data analysis and discussion, the author obtained conclusions that can be drawn from research regarding women's empowerment in politics (the North Sumatra Perindo Party DPW study) which refers to Empowerment theory which is considered to have worked well. This is proven by the following indicators:

- (a) The planning of the North Sumatra Perindo Party DPW in implementing gender responsiveness is good. This can be seen in the socialization plan made by the North Sumatra Perindo Party DPW, which explains ideally the vision, mission, strategy, goals and achievements regarding gender justice and equality. Conceptually, the socialization strategic plan recognizes and defines gender values and issues as part of development.
- (b) The implementation of the North Sumatra Perindo Party DPW has been maximal. This is proven by the strategy of the Perindo Party. This is done by taking a more personal approach which can help the community to represent their voices with a family approach.
- (c) The evaluation has been able to achieve good results where the North Sumatra Perindo Party DPW hopes that by improving the quality of national education, the encouragement of women to take part outside the domestic sector, such as in the political field, can be realized.

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