

Efforts To Achieve Sustainable Development In The Preparation Of Women's Empowerment Policies In Equitable Economic Activities

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Abstract

Strengthening women's economy is a good synergy and collaboration of the legislature, executive and community groups. With support for gender equality issues, women can maximize their potential, so that they can become pillars of national economic recovery. The problem is how to implement sustainable development with a gender perspective and how to realize women's empowerment policies in equitable economic activities. The type of research used is normative-empirical juridical. The results are that in the implementation of sustainable development with a gender perspective, there has been inequality that has befallen women. In several aspects of development, women are always the disadvantaged party. In fact, with gender equality, this is relevant to economic growth, because women who think they can support life, both their own lives and their families, will increase their consumption activities which will also affect the level of economic growth. Furthermore, efforts to realize women's empowerment policies in equitable economic activities have been carried out by the Government through several efforts by emphasizing four main sectors, namely in the fields of education, health, employment, and related to the prevention of violence. One of them is in the field of employment, the government focuses on expanding employment opportunities, encouraging labor market gaps, adjusting salaries to market mechanisms, improving workforce skills and capacity with training for women, and strengthening the implementation of labor policies that accommodate gender equality.

Keywords: Equitable Economy, Sustainable Development, Women Empowerment.

INTRODUCTION

National development is a series of continuous development efforts, which cover the entire life of society, nation, and state to carry out the task of realizing the national goals stated in the Preamble to the 1945 Constitution of the Republic of Indonesia, Fourth Amendment in the fourth paragraph. In essence, national development is the development of the whole Indonesian people and the development of the entire Indonesian society, with Pancasila as the basis, goal, and guideline for national development. The success of achieving national development is not only measured from the economy alone, but is seen primarily from its human resources (Tjiptaningsih, 2018).

Studying women cannot be separated from the values or provisions that differentiate the social identities of men and women, as well as what women should do and what men should do in economic, political, social and cultural life, both in family, community and national life (Hasanah, 2013). Women's empowerment is an effort to increase women's ability to develop their capacity and skills to gain access and control over, among other things: decision-making positions, resources and supporting structures or pathways.

Women empowerment can be done through the process of awareness so that it is expected that women are able to critically analyze the situation of society and can understand discriminatory practices which are social constructions, and can distinguish between natural roles and gender roles. By providing women with information in the process of awareness, education, training and motivation so that they know their identity, are more confident, can make the necessary decisions, are able to express themselves, lead, move women to change and improve their situation to get a fairer share according to universal human values (Wahid, 2015).

Women's empowerment has been shown to play an important role in the survival of the family, both in terms of moral development of children, and the fulfillment of family economic needs as one of the main pillars of family life. In relation to this, it shows that women have been actively involved in helping to fulfill the family's economy.

This empowerment is important because it can create conditions, atmosphere, climate, which allows the potential of the community to develop. To achieve the goal of empowerment, various strategies can be carried out, including modernization strategies that lead to changes in social, economic and cultural structures that originate from community participation. The main priority in empowerment is the creation of independence. This means that women as part of society are expected to be able to help themselves in various ways, especially those concerning their survival.

The current condition of women is low knowledge, skills, creative attitudes and aspirations, this has resulted in many women living in poverty and being marginalized. Therefore, women need to be empowered, especially in the economic sector to overcome the poverty faced by women and their families to increase women's income by empowering them in the economic sector, such as providing business capital assistance, savings and loan assistance, establishing cooperatives, and so on.

The essence of development is a process of change that takes place in a planned, conscious and sustainable manner. Therefore, development is the responsibility of all elements, both society, the private sector, and the government. Sustainable development requires checks and balances, these efforts require community participation in monitoring government policies (monitoring abuse of authority), as well as participation of the private sector (companies) in influencing policies issued by the government (Disemadi & Prananingtyas, 2020).

Indonesia's People's Economy is currently a sub-system of the Pancasila Economy. In the Pancasila Economic system, emphasis is placed on the five precepts, namely moral, humane, nationalist, democratic and just, while the People's Economy system emphasizes more on the fourth precept, namely democratic (Utama, n.d.). Pancasila as a paradigm for national economic

development means that every development in the economic sector must be based on the values contained in the five precepts of Pancasila, namely by developing a just economic democracy and aiming to equalize the welfare of the Indonesia people as a whole (Malau, 2016).

The People's Economic System is based on family, democracy and justice encourages the people of Indonesia to participate in capital ownership and as economic controllers. The national development strategy is by empowering the people in implementing economic democracy, namely involving the people in every economic activity. On the ownership of the people, the people are the ones who carry out economic activities and will return to the people. Prioritizing the prosperity and well-being of the people rather than certain individuals or groups. An economic system with social justice realizes economic independence, political sovereignty, and culture. In the economic sector, the implementation of the People's Economy system makes a huge contribution to the economic life of the community, both nationally and regionally. The People's Economic System is a form of a people-based economy, namely an economy that focuses on the interests of the people and is the core of Article 33 of the 1945 Constitution of the Republic of Indonesia (Styaningrum, 2021).

Article 33 of the 1945 Constitution of the Republic of Indonesia shows that the basis of economic democracy is the virtue in realizing the prosperity and welfare of the general public, not the prosperity and welfare of individuals or certain groups. The meaning contained in Article 33 of the 1945 Constitution of the Republic of Indonesia can be concluded if the principle of the People's Economy system is the prohibition for individuals or certain parties in fully controlling natural resources, thus giving rise to the practice of cartels, oligopolies, and monopolies in the utilization of natural resources.

Article 33 of the 1945 Constitution of the Republic of Indonesia also explains that the pillars of Indonesia's economy are cooperatives, business entities or state organizations, business entities or regional organizations, and business entities or private organizations that will realize economic democracy which is characterized by being based on market mechanisms, intervention from the central government, and individual property rights are recognized. The explanation of the sentence in Article 33 of the 1945 Constitution of the Republic of Indonesia paragraphs (2) and (3), namely "controlled by the state" does not mean in the form of ownership by the state but the role of the state in controlling, regulating, supervising and making policies so that business actors adhere to the principle of social justice that prioritizes the interests of the entire community to increase the prosperity and welfare of the community.

To strengthen the title of the research that will be discussed, it is important to convey the *state of the art* and novelty in the field being researched, as follows: First, the research conducted by Aleria Irma Hatneny (Hatneny, 2017) entitled Women's Cooperatives and Women's Empowerment in Growing the People's Economy in Malang City. The result is that women's cooperatives have distinctive characteristics that are different from cooperatives in general, so they require a different approach to development strategies. This cannot be separated from the characteristics of its members in the dominance of housewives, causing its own advantages compared to other cooperatives. However, in terms of the intensity of the meeting, which is very lacking, is an important factor causing the slow development of kopwan. The East Java Government's policy is quite large for the growth and development of Kopwan. In addition, there are empowerment programs at the regional level through the Cooperative and SME Office and coaching through Dekopin. Second, research conducted by Amin Kuncoro and Kadar (Kuncoro & Kadar, 2016) entitled The Influence of Women's Empowerment and Increasing Family Economic Resources. As a result, joint business groups are a forum or place to share knowledge about citizen empowerment and creativity, this can be proven by the higher the number of residents who are willing to participate. This is because the Joint Business Group consists of all community members. Meanwhile, the research that will be the author's study is related to efforts to realize Sustainable Development in the Preparation of Women's

Empowerment Policies in Equitable Economic Activities. Based on the background conveyed above, there are several problems related to Efforts to Realize Sustainable Development in the Preparation of Women's Empowerment Policies in Equitable Economic Activities, including how to implement sustainable development with a gender perspective and how to realize women's empowerment policies in equitable economic activities.

RESEARCH METHOD

The normative-empirical juridical approach is a method in legal science that combines two main approaches, namely the normative juridical approach and the empirical approach. The combination of these two approaches aims to provide a more comprehensive understanding of legal phenomena (Muhammad, 2004). This approach tries to integrate theoretical and normative understanding of law with the reality of legal practice in society. In other words, trying to relate what should have happened (normative) to what actually happened (empirical). Through the combination of these two approaches, the main goal is to contribute to the improvement of legal policies and legal systems by taking into account the real impact of the implementation of legal norms in society. The normative-empirical juridical approach provides a more complete and contextual picture of the understanding of law, allowing researchers to not only understand legal rules theoretically but also see how they function and have an impact in social reality. This approach is often used in legal research to improve the relevance and effectiveness of legal norms. The data analysis technique uses qualitative analysis with content analysis, to analyze texts from interviews, documents, or field notes to identify patterns, themes, or concepts. Furthermore, narrative analysis by describing or summarizing findings in the form of a narrative to provide a deep understanding.

DISCUSS AND ANALYSIS (times new roman, 13, bold)

Implementation of Sustainable Development with a Gender Perspective

Development is an important issue that never stops being talked about, whether it is by poor countries, developing countries or developed countries. Although the context discussed or the way used to implement it differs from country to country. Development is essentially a continuous effort that is systematic and planned in part or all of the nation's components to change a situation for the better by utilizing all available resources with the aim of improving welfare and improving the quality of life of people and society in a country, as well as what the government of Indonesia does (Prasetyawati, 2018).

The national development carried out since Indonesia's independence until now is the embodiment of the mandate of paragraph IV of the Preamble to the 1945 Constitution, namely to protect the entire nation and all Indonesia's bloodshed, promote general welfare, educate the nation's life, participate in implementing a world order based on independence, lasting peace and social justice.

National development is not only aimed at increasing economic growth or increasing per capita income but is also expected to improve the quality of all citizens who are an important part of a country. A country's national development efforts are always aimed at all citizens of a country regardless of gender, race, ethnicity or a certain religious group, although it often occurs in its implementation to cause injustice, discrimination, and social inequality in society.

In a few decades, the impact of development has begun to arise as a result of neglecting several things related to development, such as the implementation of development that does not pay attention to gender equality, the implementation of development that only pursues increasing economic growth without paying attention to the equitable distribution of economic

growth, so that inequalities arise in a country as a result of development that does not pay attention to the gender perspective. Therefore, the countries of the world that are members of the United Nations have agreed to find a common solution in order to minimize the impact of unwanted development.

In accordance with the targets jointly proclaimed in the Sustainable Development Goals (SDGs) or Sustainable Development Goals (SDGs) related to the 5th (five) goal, namely gender equality and women/girls empowerment. In addition, there are 17 (seventeen) sustainable development goals, namely:

1. Without poverty, alleviate all forms of poverty everywhere;
2. Zero hunger, end hunger, achieve food security and improved nutrition, and promote sustainable agriculture;
3. Healthy and prosperous life, promoting healthy living and supporting well-being for all ages;
4. Quality education, ensuring decent and inclusive quality education and encouraging lifelong learning opportunities for all;
5. Gender equality, achieving gender equality and empowering women;
6. Clean water and proper sanitation, ensuring access to water and sanitation for all;
7. Clean and affordable energy, ensuring affordable, reliable, sustainable, and modern access to energy;
8. Decent work and economic growth, sustainable and inclusive economic growth, and decent jobs for all;
9. Industry, innovation and infrastructure, building strong infrastructure, promoting sustainable industrialization, and encouraging innovation;
10. Reducing disparities, reducing disparities within and between countries;
11. Sustainable cities and communication, making cities inclusive, safe, strong, and sustainable;
12. Responsible consumption and production, ensuring sustainable consumption and production patterns;
13. Addressing climate change, taking important steps to combat climate change and its impacts;
14. Marine ecosystems, the protection and sustainable use of oceans, oceans, and marine resources;
15. Terrestrial ecosystems, managing forests sustainably, fighting land conversion to desertification, halting biodiversity extinction;
16. Peace, justice, and resilient institutions, encouraging a just, peaceful, and inclusive society;
17. Partnerships to achieve goals, reviving global partnerships for sustainable development.

In implementing all policies and development, each country is expected to pay attention to gender equality and empower women. Therefore, the SDGs/SDGs must be aligned and harmonized with the goals of National Development, so the SDGs/SDGs are also a common reference in carrying out the National Development agenda and plans both at the central and regional levels. Although the SDGs Agenda is up to 2030, the government of Indonesia has harmonized and aligned the course of National Development with global commitments that have been mutually agreed upon related to the achievement of gender equality and women's empowerment with various instruments and efforts to make it happen.

To achieve sustainable development, it can be seen from the following indicators: (Alisjahbana & Murniningtyas, 2018):

1. Ecologically sustainable. Ensuring the sustainable existence of the earth. The things that are sought are to maintain the integration of the environmental order and biodiversity; maintaining the integration of the environmental order so that the system supporting the life of the earth remains guaranteed; and preserving biodiversity;
2. Sustainable economy (Setianingtiyas et al., 2019). Development has two main things, namely macroeconomics, namely ensuring the economy in a sustainable manner and encouraging economic efficiency through structural and national reforms; and sectoral economy, namely the achievement of natural resources where the economic value can be calculated as capital in the context of economic accounting;
3. Socio-cultural sustainability. Socio-cultural sustainability includes (Ramadhan, 2013): population stability, fulfillment of basic human needs, maintaining cultural diversity, encouraging local community participation in decision-making;
4. Sustainable politics. The goal of sustainable political development is respect for *human rights*, individual and social freedom to participate in the economic, social, and political fields. Furthermore, democracy is to ensure the democratic process in a transparent and responsible manner;
5. Sustainable defense and security. In this aspect, the success or failure of sustainable development is seen from the ability to face various challenges and obstacles, directly and indirectly, and overcome them well (Hidayat, 2017).

Conceptually, sustainable development is a progressive transformation of social, economic and political structures. This is to improve the welfare of the community in fulfilling their interests without sacrificing the abilities of future generations. In addition, sustainable development can also help improve people's welfare and make it easier to meet their needs without hindering the development of the next generation to do the same.

As a manifestation of the government's political commitment to implement the SDGs, the President has signed the SDGs Presidential Regulation (Perpres) Number 59 of 2017 concerning the Implementation of the Achievement of Sustainable Development Goals. The Presidential Regulation is also a commitment to the implementation and achievement of the SDGs in a participatory manner by involving all parties. This regulation is a kind of shadow law of the law or law (Setiadi, 2020) For this reason, the Presidential Regulation is also a commitment that the implementation and achievement of the SDGs be carried out in a participatory manner by involving all parties. All SDGs targets and objectives are divided into four pillars, namely 1) the social development pillar which includes goals 1, 2, 3, 4 and 5, 2) the economic development pillar which includes goals 7, 8, 9, 10 and 17, 3) the environmental development pillar which includes goals 6, 11, 12, 13, 14 and 15, and 4) the pillar of legal and governance development which includes Goal 16.

Gender equality will empower all women and girls, which means that every woman has the right to be empowered to build herself. Gender equality is relevant to economic growth, because women with income can sustain their lives, both their own lives and their families, will increase their consumption activities which will also affect the rate of economic growth. Economic growth for a country is an *outcome* or result of production-consumption activities. Gender equality is a good driver from the perspective of the role of women in economic activities (production-consumption). Providing access to activities as wide as men will create sustainable economic growth. For investors, sustainable economic growth is very important to attract their confidence to invest in a country, because economic growth reflects the movement of a country's economic sectors.

This gender equality is closely related to economic growth, because equal positions and roles between men and women support the course of economic activities that affect economic growth. That empowered women, especially in the economic field, play a very important role not only for the country, but also for family resilience. The character of Indonesia women who

are known to be diligent, independent, and unyielding can certainly be the potential as the main capital for women to become successful and empowered entrepreneurs. Moreover, for millennial women who generally have a dynamic, optimistic and enthusiastic nature. These millennial women are expected to bring fresh ideas, creative and innovative thinking, as well as become better pioneers and future leaders in welcoming the era of the new life order.

Efforts to Realize Women's Empowerment Policies in Fair Economic Activities

Sustainable development of a just economy refers to an approach to economic development that not only focuses on economic growth, but also pays attention to social justice and the distribution of economic benefits. The concept combines the principles of sustainable development, which include economic, social, and environmental aspects, with an emphasis on equitable distribution of economic benefits among all levels of society. Some of the key aspects of equitable economic sustainable development involve:

1. **Equitable Welfare:** Focuses on reducing economic disparities between different groups of society, including poverty reduction and economic inequality. Sustainable development of a just economy aims to ensure that the economic benefits resulting from economic growth are distributed equitably throughout society.
2. **Access and Equal Opportunity:** Ensuring that all individuals have equal access to economic, educational, and healthcare opportunities. It involves removing barriers that can hinder people's access to the resources and opportunities needed to improve their quality of life.
3. **Environmental Protection:** Ensuring that economic growth does not harm the natural environment excessively. Sustainable development of a just economy expects environmentally friendly growth, considering the long-term impact on natural resources and ecosystem balance.
4. **Community Participation:** Encourage active and inclusive community participation in decision-making processes related to economic development. This participation creates space for the voices of a wider community, including groups that may be marginalized.
5. **Local Economic Empowerment:** Empowering local economies, especially in underdeveloped areas, to improve economic independence and the welfare of local communities.

Sustainable development of a just economy tries to achieve sustainable and equitable economic growth, where social, economic, and environmental sustainability is an integral component to achieve long-term balance and prosperity. This approach recognizes that economic growth that is not balanced with social justice and environmental protection can result in long-term and unsustainable instability. Involving women in the sustainable development of a just economy has a significant positive impact. The importance of business simplification which includes aspects of investment, research, procurement, innovation, industrial estates to the issuance of permits (Putri, 2022).

Involving women in the sustainable development of a just economy has a significant positive impact. Women's inclusion is not only a principle of gender justice, but it can also improve the efficiency and sustainability of overall development. Here are some aspects to consider:

1. **Women's Economic Empowerment:** Increasing women's access to education, training, and economic resources such as capital and technology. Women's economic empowerment will not only improve the welfare of women themselves but can also make a positive contribution to overall economic growth.

2. **Participation in Leadership:** Encouraging women to be involved in economic and political decision-making. Women's participation in development policies can bring diverse perspectives and result in more inclusive policies.
3. **Women's Entrepreneurship:** Encourage women's entrepreneurship by providing financial support, training, and market access. Women as business actors can be the driving force of the local economy and contribute to community empowerment.
4. **Work-Life Balance:** Creating an environment that supports work-life balance for women. This includes the provision of childcare facilities, fair leave policies, and flexibility in the work environment.
5. **Access to Health and Education Services:** Ensuring women's access to health and education services, so that they can play their full role in society. Women's health and education are directly related to their capacity to contribute to economic development.
6. **Protection against Violence and Discrimination:** Provides protection against violence and discrimination against women. A safe and discrimination-free environment creates conditions that support women's participation in economic activities.
7. **Improving Financial Access:** Increasing women's access to financial services such as credit and savings. This can help them start or grow micro and small businesses.

Actively engaging women in the sustainable development of a just economy is not only a human rights issue, but also a smart strategy to achieve the overall sustainable development goals. Women's inclusion brings the diversity, creativity, and sustainability needed to create a just and balanced society.

Women have potential and play a very big role in national development, especially in the economic sector. This can be achieved if this potential can be utilized to the maximum. Therefore, it is our collective duty to be able to empower women, encourage women business actors to continue to innovate, and protect women from various stigmatizations, stereotypes, gender-based violence, and other social constructions that are detrimental to women.

Women have a very important role in various economic sectors in Indonesia. In the agricultural sector, women play the role of farmers, farm laborers, and processors of agricultural products. They contribute to producing food for the community. In the industrial sector, women play the role of factory workers, artisans, and small and medium-sized entrepreneurs. They participate in producing goods and services that support economic growth. In the service sector, women play a role as a workforce in the tourism, healthcare, education, and other service sectors. They make an important contribution in providing services to the community.

However, despite their important role, women often face obstacles and obstacles in participating in the economic sector. One of the obstacles faced is the gender gap in access to education and training. Women often have limited access to formal education and training needed to improve their skills and competencies in the world of work. In addition, women also often face discrimination in terms of access to business capital and ownership of productive assets. This limits their ability to develop businesses and act as entrepreneurs.

To increase the role of women in economic development, various efforts need to be made. First, the government needs to encourage women's empowerment through education and training. Quality education and relevant training will provide women with the knowledge and skills to participate in the world of work better. In addition, the government also needs to ensure women's access to business capital and ownership of productive assets. Policies that support women's access to micro business credit and legal protection policies for asset ownership rights need to be implemented.

Second, there needs to be support from the private sector and the community in creating an inclusive and women-friendly work environment. Companies need to encourage gender

equality policies, such as the provision of workplace childcare, equal pay, and other policies that support women in the workplace. The community also needs to support and appreciate the role of women in the economy by eliminating stereotypes and prejudices that hinder women's participation in the world of work.

For this reason, realizing the importance of the role of women in development, the Indonesia government is targeting four main sectors, namely in the fields of education, health, employment, and related to violence prevention. In addition, strategic steps are prepared to address the issue of women's empowerment, gender equality, as well as achieving the sustainable development goals or SDGs, especially the fifth goal, namely gender equality.

First, in the field of education. The government implements compulsory education for 12 (twelve) years and provides opportunities for children from poor families through the Smart Indonesia Card and the Family Hope Program. Second, in the health sector, Indonesia focuses on improving access and quality of health services for mothers, children, and adolescents, accelerating efforts to improve nutrition, integrating reproductive health into the educational curriculum, encouraging family knowledge and skills, and improving access and quality of family planning.

Third, in the field of employment, the government focuses on expanding employment opportunities, encouraging labor market flexibility, adjusting salaries to market mechanisms, improving workforce skills and capacity with training for women, and strengthening the implementation of labor policies that accommodate gender equality.

Finally, the fourth is related to violence prevention. Indonesia aims to increase understanding of the definition of violence and smuggling of women, provide legal protection for cases of violence against women, and increase the effectiveness of services for child and women survivors.

Meanwhile, regarding efforts to empower women in the economic sector, the creative industry is the answer (KEMENTERIAN KOORDINATOR BIDANG PEMBANGUNAN MANUSIA DAN KEBUDAYAAN, 2019) Women have successfully dominated the absorption of labor in the creative industry sector. In the Creative Economy Labor Report, BPS and the Creative Economy Agency (Bekraf) said that women have consistently been the main players in the creative industry from 2011 to 2016. The percentage of women in this sector is 53.86%. This is quite a striking figure when compared to the composition of the industry in general, where female workers are only around 37.16% and men are 62.84%. In 2016, there were 9.4 million women working in the creative economy sector. The creative economy industry also opens opportunities for women to empower themselves, especially economically, through the film industry. Like recent years, Indonesia has produced female filmmakers, both as directors, script writers, producers, and audio and video technicians. However, apart from all the fields that women should be able to engage in, so far women have been able to prove their participation in the development process. In the future, the government and all relevant stakeholders only need to provide wider opportunities for women so that the contributions provided can be more optimal.

CLOSURE

Conclusion

Women's empowerment is not only a human rights issue, but also a mirror of a country's progress. When women have equal opportunities to participate in various sectors, including economic, political, and social, the positive impact can be felt by the entire society. Despite many efforts, the gender gap is still a challenge. The Human Development Index shows that women are still lagging behind men in various aspects, such as health, economy, and education.

The role of women in economic development is very important. The Central Government through the Village Government has encouraged the establishment of women's

business groups that provide training, financial support, and market access. This allows women to be economically independent, create jobs, and increase people's purchasing power. Women must be empowered in development because women have an important role to play in achieving inclusive progress. When women get the same opportunities, women can make a significant contribution to social, economic, and political development.

Suggestion

The government should increase economic growth by opening up job opportunities for everyone, especially women. In addition, the Government is expected to provide support and facilities for everyone, especially women, to be able to participate in equitable economic development.

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