



ORIGINAL ARTICLES

Strategy of Gender Work Equality and Equivalency at Nganjuk Regency, Indonesia.

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ABSTRACT

This paper intended to analyze government policy about gender responsive. It meant to increase the performance productivity of gender work equality and equivalency. Location of study was at Nganjuk Regency, East Java of Indonesia. The methodology consisted of qualitative exploration research which included studied the increasing of performance productivity and analyzed the gap of gender, then developed policy structure and implementation strategy. Result was used to increase work equivalency between male and female State officials.

Key words: gender, equality, equivalency, State officials.

Introduction

Gender was perhaps the most pervasive, fundamental, and universally accepted way people separated and categorized human beings. Yet in recent years, U.S. courts and administrative state agencies had confronted a growing challenge from individuals demanding to have their gender reclassified (Meadow. 2010) During the last decades, the central legal question shifted from how to allocate specific individuals to categories to the permeability of gender categories themselves. This analysis of 38 judicial gender determinations provided a glimpse of the literal construction of the gender order and of the ways institutions gender individuals (Meadow. 2010).

A few men suffered disrupted sleep because of their commitment to being a co parent to their children, but for most their provider status gave them rights to longer and more continuous sleep (Maume, David J *et al.*, 2010) Furthermore, in struggling to meet their daily employment and familial obligations while tired and sleepy, women further stressed their bodies in ways that could cause cumulative sleep debt.

Utilizing data from the 1999 National Study of Postsecondary Faculty, it was found that (Meadow. 2010) women faculty members prefer to spend a greater percentage of their time on teaching, while men prefer to spend more time on research, although these preferences are themselves constrained; (Maume, David J *et al.*, 2010) women faculty members spent a greater percentage of their work week on teaching and a smaller percentage on research than men, gaps that could not be explained by preferences or educational and institutional attributes; and (Winslow, Sarah. 2010) women faculty members had larger time allocation mismatches than men (Winslow, Sarah. 2010). These findings shed light on how gender inequality was both produced and maintained in this aspect of academic employment and had implications for job satisfaction, productivity, and the recruitment and retention of current and future faculty members, especially women.

Nowadays in Indonesia, the problem of gender caused more gaps in access, participation, control and the usage of development related to male and female. Therefore, rapid analysis was recommended to accomodate equity and equalency in gender due to general rule established for regional development.

Materials and Methods

Location of research was at Nganjuk Regency, East Java Province of Indonesia. There were some regional government officials which were used as residence for this research. Map of location was as Figure 1.



Fig. 1: Map of Location.

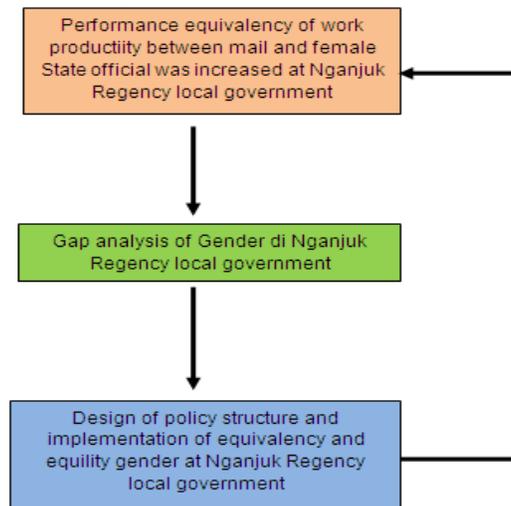


Fig. 2: Research methodology.

This research was categorized as explorative research which using qualitative method. Research respondents were representative from Nganjuk Regency State local government and included 24 samples. This primary data was collected from open question to respondents in depth interview which would be carried out by some key informants.

Problem based analysis was used for analysing this research. This analysis model had been developed by the Country Ministry of Female Empowerment of Indonesia Government in 2008. The steps of analysis were as follows:

1. Analysis of local gender problem. It was included
 - a. Identification of selected data
 - b. Reminding the problem of gender gap
 - c. Identification of causing factors such as social-environmental, religion, culture, rule, policy, etc.
- The steps of methodology research were as shown in Figure 2 below.
2. Policy study of project or existing activity. It was included
 - a. Analysis of policy
 - b. Classification of policy

Characteristic policy or program of responsive gender at era of decentralization:

Based on Ecosol UNO (SCBD. 2007a) gender was one of strategies to enter issue and experience of male and female in an integrated dimension of design, implementation, monitoring, and evaluation at each programme and policy so there was emansipation between female and male. The characteristic of responsive gender at decentralization era was as follow: (SCBD. 2007a).

1. There was data available of statistical integrated area based on gender
2. There was organization structure of local government which hendles gender problems such as the office of female imposition
3. Each policy in local area had been gender responsive
4. The measurement of gender responsive policy was
 - a. Gender design level, this level was designed by government department, proffessional organization, society etc.
 - b. Implementation level, in this level it had to be confirmed that the strategy being applied would be impacted male and female. Some items had been prepared was the ability of implementor; ware building of analysis, monitoring, and evaluation; mechanism formation of implementation whih was included forum of communication, worked group, steering committee, and gender focal point; formation of department such as responsibilor and formator of policy, implementor of equivalency and equility gender, operational responsibilor of local government level; team work between government institusi and department of society charity.
 - c. Monitoring level, in this level it had to be measure implementation progress due to participation and to be usefull for male and female.
 - d. Evaluation level, in this level it had to confirm that the male and female was more equivalent and equal due to be responsible, on time, effective and efficient, transparant, use the selected data based on gender, there was indicator and measurement

Monitoring and evaluation of equivalency and equility gender effort was included the question of:

1. Existing condition of equivalency and equility gender effort.
2. The same control and access between mnale and female due to resource, facility, and service of activity.
3. Participation contribution in design and making decision, program implementation of State official, business partners, and objective group.
4. Activity performance of State official to be gender responsive.

Results and Discussion

Composition of BAPPEDA State Officials due to level of esselon, classification and education was as Table 1. The survey was carried out too for the other 21 samples location as described above. The results for the whole samples was described as Table 2 below.

Gap of gender and alternative solution for equivalency and equility of gender at Nganjuk Regency was described as Table 3 below.

Conclusions:

Based on the research as above, it was concluded at Nganjuk Regency as follow:

1. The biggest gender gap was at Ngluyu District due to gap analysis, all of government officilas were male there. But the smallest gender gap was at Kertosono hospital, it was concluded 37.74% male and 62.26% female.
2. Identification of sensitivitty at each institutional policy was included Blind Gender, Bias Gender, Neutral Gender, and Sensitivity Gender. Blind Gender was at the districts of Sawahan, Rejoso, Ngronggot, and Inspektorat. Bias Gender was at BAPPEDA, DIKPORA, Kertosono hospital, Ngluyu District, Prambon District, Dine of Local Agriculture, DISHUBKOMINFO, and BKD. Neutral Gender was at INDAGKOPTAMBEN, Dine of Integrated Allowance Services, Nganjuk District, Sekda Nganjuk, Sukomoro District, Wilangan District, Jatikalen District, Dine of husbandry and fishery. Sensitive Gender was at Patianrowo District, Dine of Regency Healthy, Department of Regency Narcotics, and Department of PPKB Nganjuk Regency.
3. The departments which had not known the gap of gender was BAPPEDA, Department of Integrayed Allowance Services, Nganjuk hospital, Sekda Nganjuk, Sukomoro District, Sawahan District, Patianrowo District, Wilangan District, Jatikalen District, Dine of Agriculture, Dine of Husbandary and Fishery, and INSPEKTORAT. The other departments like that was INDAGKOPTAMBEN, Dine of Yunior Education and Sport, Prambon District, Rejoso District, Ngronggot District, Dine of Healthy, Department of Narcotics, DISHUBKOMINFO, BKD, and PPKB. All of the departments were agree to apply the equivalency and equility of gender strategy.

Table 1: Composition of BAPPEDA State Officials.

Component	Sum (people)	Male		Female		Disparitas (%)
		Sum	%	Sum	%	
	1	2	3	4	5	6
Level of Eselon						
Eselon II						
IIa	1	1	100	-	-	-100
IIb	-	-	-	-	-	-
Eselon III						
IIIa	1	1	100	-	-	-100
IIIb	5	4	80	1	20	-60
Eselon IV						
Iva	13	9	69,23	4	30,77	-38,46
IVb	-	-	-	-	-	-
Sum	20	15	75	5	25	-50
Level of classification						
Level IV	9	7	77,78	2	22,22	-55,56
Level III	41	25	60,98	16	39,02	-21,96
Level II	7	5	71,43	2	28,57	-42,86
Level I	-	-	-	-	-	-
Sum	57	37	64,91	20	35,09	-29,82
Level of education						
Strata I	40	22	55	18	45	-10
Strata II	9	7	77,78	2	22,22	-55,56
Strata III	-	-	-	-	-	-
Diploma I-IV	2	-	-	2	100	100
Senior High School	5	5	100	-	-	-100
Junior High School/ Elementary	1	1	100	-	-	-100
Sum	57	35	61,40	22	38,60	-22,8

Table 2: Preparation of Nganjuk Regency for equivalency and equity gender.

Item (sample location)	Classification data		Analysis of Gender		Policy of Gender Responsive		Attention for making decision	
	Yes	No	Yes	No	Yes	No	Yes	No
Bappeda	√	-	-	√	-	√	√	-
Indagkoptamben	-	√	-	√	√	-	√	-
Badan Pelayanan Perijinan Terpadu	√	-	-	√	√	-	√	-
Dinas Pendidikan Pemuda Olahraga	-	√	-	√	-	√	√	-
RSUD Kertosono	√	-	-	√	-	√	√	-
RSUD Nganjuk	√	-	-	√	-	√	√	-
Kabupaten Nganjuk	√	-	-	√	-	√	√	-
Kec. Sukomoro	√	-	-	√	√	-	√	-
Kec. Sawahan	-	√	-	√	-	√	√	-
Kec. Ngluyu	√	-	-	√	√	-	√	-
Kec. Prambon	-	√	-	√	-	√	√	-
Kec. Rejoso	-	√	-	√	-	√	-	√
Kec. Patianrowo	√	-	√	-	√	-	√	-
Kec. Wilangan	-	√	-	√	-	√	√	-
Kec. Ngronggot	-	√	-	√	-	√	-	√
Kec. Jaticalen	-	√	-	√	-	√	√	-
Dinas Pertanian Daerah	√	-	-	√	-	√	√	-
Dinas Peternakan Dan Perikanan	-	√	-	√	-	√	√	-
Dinas Kesehatan	-	√	-	√	-	√	-	√
Badan Narkotika Kabupaten	√	-	√	-	√	-	√	-
Dinas Inspertorat	-	√	-	√	-	√	-	√
Dishubkominfo	-	√	-	√	-	√	√	-
BKD	-	√	-	√	-	√	√	-
PP&KB	√	-	-	√	√	-	√	-

Table 3: Gap of gender problem and alternative solution at Nganjuk Regency.

No.	Gap of Gender Problem	Alternative solution for strategy of equivalency and equity gender
1.	The State officials had not got duty at all because the females officials felt so heavy. Therefore load of men duty was bigger than female.	To strengthen the commitment of head officials in carrying out the equivalency and equity of gender. To give course and motivation for female officials that all duty and job could be done by female as well as male if there was not against to nature.
2.	Structural professional position between male and female had not been equivalent	To give the garrantee of safety and fit while the officials did their job To give the same chance between male and female officials for getting
3.	Nervousness of female to get job duty at night	all of the job and professi. It was motivated too for expressing each natural needs so that the policy in doing job was remain as gender responsive.
4.	Limited number of female officials and majority of head officials were males. It was caused by there was local culture and misunderstanding about religy	To give the steps of realization about gender for all of male and female officials. To perform Gender Focal Point (GFP) dan Work Group of Gender at each institution such as it was begun to activate the member of gender workshop Every policy which was developed by each instituti could be discussed with GFP so that the results was as gender responsive
5.	There was an image of gender gap in making decision because the number of head officials was dominated by males.	If the alternative solution a to g as above was successfull, it was hoped the gap of point 5 beside had been fulfilled. If it was not successfull, it could handled with the strategies as follow: To give chance, motivation, and the bigger portion for female officials to get professional job To involve and motivate female officials as much as possible to participate actively in the process of making decision.

4. The biggest problem of gender gap at Nganjuk Regency was caused by local culture and the wrong understanding about religy that would influence the understanding of job description between male and female. Most of female officials was feel heavy duty for being job at night and there were limited number for female.

Equivqlency and equity of gender could be carried out with the strategies as follow (a) To strengthn the commitment of head official departments in developing gender responsive, (b) To perform Gender Focal Point (GFP) and Work Group Gender at each department, it could be begun with activating member of gender workshop, (c) Every policy at each department could be discussed with GFP so that the result was gender responsive, (d) To socialize gender at the department which was still needed gender realization for all of officials (e) To enter the material of gender relization for public society by carrying out the programs and activities at each department in Nganjuk regency. (f) It was needed to use the sectoral pass, (g) It was needed fund support, and (h) Identification result of gender sensitivity at each department of Nganjuk regency could be as a standard to design the strategy of gender work equivalency and equity at Nganjuk Regency, (i) It was needed Regency rule in crashing program of gender work equalency and equity at Nganjuk Regency.

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