Gender Equality and Women's Empowerment: Women's Participation In Era 4.0

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Abstract. Today's gender equality is still in the public spotlight as an effort to empower women in both private and public spaces. Changes in human civilization from modern life have also changed the construction of society towards gender equality. In addition, gender equality is also in the spotlight in order to advance the role of women in development. This study aims to determine women's participation in achieving gender equality and women's empowerment in the 4.0 era, which is an era equipped with artificial intelligence, the era of super computers, genetic engineering, innovation and rapid changes that have an impact on the economy, industry, government and politics. The method used in this research is library research which uses books and other literatures as the main material related to the object of research or the beginning of library data. The results of this study indicate that women's interest in obtaining degrees related to the industry of science, technology, engineering, etc. is quite large. This is a positive development for women to take strategic positions in development. In addition, progress in the field of education, economics also affects women in taking transitional roles, namely as workers, community members and development humans to show their existence. Women's participation in the 4.0 era has many opportunities and opportunities to play a role in the public sphere, one of which is the existence of government regulations related to 30% women's representation, opening up opportunities for women to have higher education, women's opportunities to become entrepreneurs and become regional leaders. Changes in human civilization from modern life have also changed the construction of society towards gender equality.

Keywords: equality; gender; Empowerment; Representation; Industrial Revolution Era 4.0; Conference Name

1 Introduction

Today gender equality is still in the public spotlight as an effort to empower women in both private and public spaces. The term gender itself describes the characteristics and traits of women or men. For example, women are considered gentle, beautiful, emotional or motherly and men are judged as strong, rational, manly and mighty. So the formulation of 'gender' in this case refers to differences between women and men which are social formations,

differences that still arise even though they are not caused by biological differences concerning sex (McDonald et al, 1999).

Meanwhile, gender equality is used to explain the roles of women and men in various sectors. Referring to the normative view, it is intended that gender equality is based on applicable rules and norms, where a person's attitude is more guided by loyalty, loyalty, and the rules and rules that apply in their environment. Meanwhile, if viewed from the sociological aspect, namely from the aspect of society, the law that lives in society, social institutions and social institutions, namely addressing that gender equality does dominate men so that there is a need for equality.

Gender equality is also in the spotlight in order to advance the role of women in development. This commitment is carried out to achieve the 2030 Sustainable Development Goals (SDGs) by establishing the principle of "No one left behind". Likewise, the Sustainable Development Goals (SDGs) program also emphasizes increasing the use of information and communication technology for women's empowerment (Gaib & et al, 2017). In 2004, the government has also provided opportunities for women to be able to occupy strategic positions in parliament by establishing an affirmation policy of 30% quota for women in parliament. This is a good step for women to be able to create gender equality and empower women. The implementation of women's empowerment in realizing justice and gender equality has been carried out by the state with the MDGs (Millennium Development Goals) which became the National Medium Term Development Plan 2010-2014 (RPJMN 2010-2014).

Presidential Regulation No. 59 of 2015 stipulates that the role of women in development can be maximized by improving the quality of life, especially access to educational, health and legal facilities. This shows that the government is serious in protecting and empowering women (Rahmawati & Lukitasari, 2017). In addition, the government has also established Gender Mainstreaming as a strategic effort to achieve Gender Equality and Justice through policies and programs that take into account the experiences, aspirations, needs, and problems of women and men into the planning, implementation, monitoring process. , and evaluation of all policies and programs in various fields of life and development sectors.

This strategy is needed to ensure that all levels of society can access, participate, participate in decision making and benefit from development outcomes according to their needs and aspirations. Efforts to accelerate it have been outlined through Presidential Instruction No. 9 of 2000 and Law No. 23 of 2014 concerning Regional Government which has placed government affairs in the field of women's empowerment and child protection as mandatory non-basic services.

The presence of the industrial revolution 4.0 should be utilized and managed properly by women because it has promising prospects for women as part of world civilization (Wibowo, 2011:356-364). To be successful in the Industrial Revolution 4.0 era, women need to improve skills in the field of technology, which are supported by communication and leadership skills, especially in running a job or business that is managed independently. According to data released by the McKinsey Global Institute, by 2030 Indonesia has the potential to become the 7th largest economy (Martiany, 2019:4-5). In addition, progress in the field of education, economics also affects women in taking transitional roles, namely as workers, community members and development humans to show their existence.

According to UN Women, in this changing world, there is no doubt that 90% of jobs in the future will require technology, information and communication (ICT) skills. Old jobs will be replaced with information technology-based jobs. Women must be able to break away from the culture and perspective that hinders progress in the technological era. This era of digital technology provides benefits for women, because they can work and run their businesses from

home (Martiany, 2019:4-5). Through the development of information and communication technology, retrieval and dissemination of information can be carried out quickly and precisely. Women in the development aspect basically have to be able to improve their abilities in every aspect, including in the field of technology. Women have a strategic role as housewives as well as a role as a community. In this regard, the government has increased the capacity of women in development through community empowerment (Suarmini et al). This study seeks to analyze how women's participation in achieving gender equality and women's empowerment is in the era of the industrial revolution 4.0. In addition, how is the government's support for women?

The method used in this research is to use a qualitative approach that is literature study, where in conducting the research the researcher uses books and other literatures as the main material related to the object of research or the beginning of library data. Literature study is an important step, where after the researcher determines the research topic, the next step is to conduct a study related to the theory of the research topic (Nazir, M, 2016).

Sundariningrum in Sugiyah (2010: 38) classifies participation into 2 (two) based on the way of involvement, namely: a. Direct Participation Participation occurs when individuals perform certain activities in the participation process. This participation occurs when everyone can express views, discuss the subject matter, raise objections to the wishes of others or to his words. b. Indirect participation Participation that occurs when individuals delegate their participation rights. Cohen and Uphoff cited by Siti Irene Astuti D (2011: 61-63) distinguish participation into four types, namely first, participation in decision making. Second, participation in implementation. Third, participation in taking utilization. Fourth, participation in evaluation.

The notion of participation was put forward by Fasli Djalal and Dedi Supriadi, (2001: 201-202) where participation can also mean that decision makers suggest groups or communities to be involved in the form of delivering suggestions and opinions, goods, skills, materials and services. Participation can also mean that groups recognize their own problems, examine their options, make decisions, and solve problems. Participation is often associated with role taking. In the era of the industrial revolution 4.0, the importance of women's participation in both public and private spaces is able to display gender success in society. One indicator of the success of gender equality is the implementation of women's empowerment. Fuchs and Hoecker (2004) explain that the basic argument about the importance of participation between women and men is that in a democratic system requires equal rights and opportunities for all community groups to participate seriously in every decision making.

Empowerment is part of the development paradigm that focuses its attention on all the principal aspects of humans in their environment, starting from the intellectual aspect (Human Resources), material and physical aspects, to managerial aspects (Sutarto, 2018). The concept of empowerment can be understood in two contexts. First, power in the decision-making process with an emphasis on the importance of the role of women. Second, empowerment in terms related to focusing on the relationship between women's empowerment and its consequences for men in diverse societies (Zakiyah, 2010:44).

The empowerment of women is one of the strategic ways to increase the potential of women and increase the role of women both in the public and domestic domains. This can be done by: 1) Dismantling the myth of women as a complement in the household. 2) provide various skills for women. 3) Provide the widest possible opportunity for women to be able to follow or take the widest possible education (Ismah Salman, 2005: 181).

2 Results and Discussions

2.1 Women's Participation as Change Agents

Women in the Industrial Revolution 4.0 Era are women who are able to become agents of change. Women must be aware and understand that they have the same rights and obligations as men. This can be applied to the division of tasks between women and men. The development of an increasingly advanced and modern era has a positive impact on gender equality. This is proven by the number of women who actively contribute in various sectors, even women take on quite a crucial role both in government and companies. The Women in Business 2020 report also shows that the 3 (three) most positions occupied by women at the senior management level in the company are (1) Chef Finance Officer (CFO) as much as 48%, (2) Human Resources Director as much as 26%, (3) Chief Information Officer (CIO) as much as 25% (entrepreneur.bisnis.com).

In Indonesia, the number of female labor force participation in 2020 is at 54% (Kumparan.com). One of the changes in the industry 4.0 era is the existence of a marketplace as a gender responsive place of business. Marketplace opportunities are opportunities for women to actualize in the public sector. This affirmative action is very necessary because women often depart from different starting points, so the existence of marketplace support can have a big impact on developing businesses, improving the livelihoods of women entrepreneurs and workers. The Asia-Pacific Women's Empowerment Principles (WEPs) Awards show that there are 3 (three) marketplace companies that support women entrepreneurs through capacity building, namely Bukalapak, Amartha, and Ecofrenli.

2.2 Women's Participation as Economic actors and Micro, Small and Medium Enterprises (UMKM)

Since the Asian economic crisis in 1997, Micro, Small and Medium Enterprises (UMKM) have shown resilience and have performed very well in crisis management compared to medium and large enterprises. This resilience is demonstrated through the adaptation of women's Micro, Small and Medium Enterprises (UMKM) that utilize digital technology as the main means of distribution. With the help of technology due to the industrial revolution 4.0 era, micro, medium and small businesses can be used as a mainstay to stabilize the country's economy. As technology develops in Indonesia, the government has encouraged Micro, Small and Medium Enterprises (UMKM) to market their products through e-commerce, so that technology affects Micro, Small and Medium Enterprises (UMKM) during the pandemic. Almost more than 80% of Micro, Small and Medium Enterprises (UMKM) actors are women, this is supported by the data below (kemenkeu.go.id):

Table 1. UMKM Data in 2017 and 2018

Category		2017	2018
Women Entrepreneurs		**12.7 Million People**	**14.3 Million People**
Number of UMKM	Micro	62 Million units	63 Million units
	Small	757k units	757k units
	Medium	757k units	757k units
Contribution of Women in MSME	To PDB	60.34%	9.1%
	To Export	15.68%	>5%
	Employment	97.87%	97%

Bank Indonesia data states, the total Micro, Small and Medium Enterprises (UMKM) in 2018 reached 57.83 million with more than 60% managed by women (the number of female UMKM actors in Indonesia reached 37 million). Based on the data above, Micro, Small and Medium Enterprises (UMKM) have become the driving force for economic growth in Indonesia. This can be seen from the high contribution of UMKM to product domestic bruto (PDB) which reached 60% in 2018. Women's participation contributed up to 9.1% of product domestic bruto (PDB) or equivalent to >5% of exports.

Data from the Central Statistics Agency (BPS) also mentions that the portion of micro, small and medium-sized units (UMKM) managed by women was 64.5% of the total micro, small and medium-sized units (UMKM) in Indonesia in 2018 or reached 37 million. In addition to having multiple roles, most women are also the economic backbone of the family. This has led to more and more women becoming executives in various companies and businesses. McKinsey mentions in his report entitled "How Helping Women Helps Business" stating that women have played a major role in increasing Product Domestic Bruto (PDB) by up to 2%.

Table 2. Proportion of Individuals Using Mobile Phones

Jenis Kelamin	Proporsi Perempuan Yang Menggunakan Telepon Genggam (Persen)					
	2015	2016	2017	2018	2019	2020
Perempuan	50,38	52,13	53,8	57,19	58,35	52,69

Source: Central Bureau of Statistics

Based on the data above, it shows that in the era of the industrial revolution 4.0, women can keep up with technological developments. This is indicated by the percentage in the data in table 2 in which shows that in 2019, 58.35% of women used mobile phones. This supports the 4.0 era where many things are supported by digitalization. One of the advantages for women is having the opportunity to do business through online marketplaces. In addition to using mobile phones, internet access is also important for women to develop businesses or micro, small and medium enterprises (UMKM). This is very supportive of the current COVID-19 pandemic situation, where all public activities are carried out online. A UNESCO report states that one of the main challenges facing women in developing countries is access to information (Primo, 2003). According to the World Wide Web Foundation in 2015, 37% of women have used the internet.
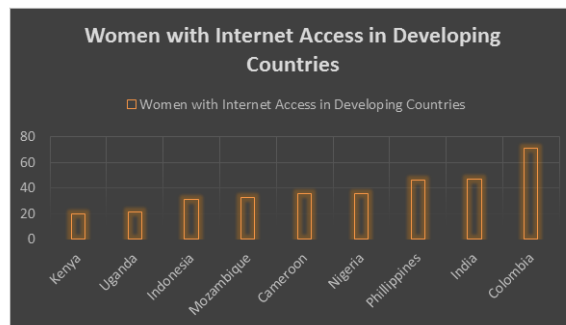
Fig. 1. Women with Internet Access in Developing Countries

The chart above shows that Indonesia is the 7th developing country with 31% of women accessing the internet in 2015 (bappenas.go.id). This is also influenced by the level of education of women. The Bappenas publication shows that women with secondary education are six times more likely to use the online system than women with basic or uneducated education. The survey results show that 92% of women with internet access have completed at least secondary education. Only 2% of women who are not in school use internet access (online). This means that the majority of women operating in small and medium enterprises (UMKM) with internet access in Indonesia are women who have an education level. With the 4.0 industrial revolution era and supported by the protracted COVID-19 pandemic conditions where every public activity is limited, women who are perpetrators of small and medium enterprises (UMKM) must be able to maintain their economy. One way that needs to be used is by opening a trading market through digital technology. However, in practice women often experience several obstacles in accessing the internet, the causes of which are shown in the diagram below;
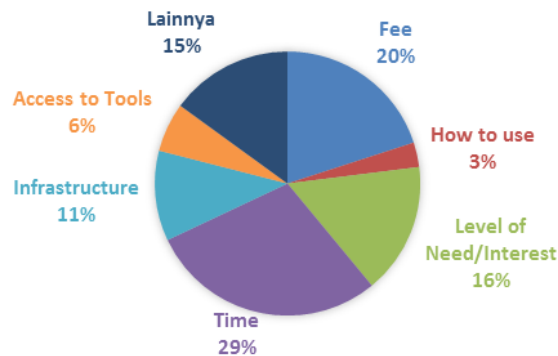

Fig. 2. Number of Obstacles to Women in Internet Access
Source: Bappenas.go.id

2.3 Women's Participation through Political Representation

The importance of women to be involved in politics is because women have special needs that only women understand. This need is a need related to reproductive health issues such as access to reproductive health services, especially services for pregnant women. Prior to the reform, the position of parliament was only filled by men where the mindset of the people still thought that only men were able to lead. In addition, women are also faced with a deep-rooted patriarchal culture in Indonesia. This causes women in various conditions to be considered in a vulnerable position.

When it comes to women's empowerment or political participation, there are two main factors, as proposed by the Center for Asia-Pacific Women in Politics, which are the main obstacles. The two factors in question are (Subono, 2013:21):

1. The influence and still entrenched roles and gender division between men and women which are traditional thus hindering women's participation
2. Institutional constraints that are still strong on women's access to power are spread across various social and political institutions.

The era of the industrial revolution 4.0 has brought people to be able to think practically. Society is required to be open to technology and the progress of the times. Besides that, women's education levels are getting higher because of easy access. This is what boosts women to be equal to men through women's representation.

The situation of women has recently begun to show changes, including the involvement of women in the political sphere. However, there is a problem that often the activities of women in the political field become a heavy burden because they are still required to be fully responsible in the private sphere, namely living their nature as women, namely taking care of the household (Wahyudi, 2018: 72).

The representation of women 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. In addition, it also brings women to a different perspective in seeing and solving various public problems because women will think more holistically and are gender responsive. The significance of the presence of women in parliament will also have an impact on the formulation of policies and laws and regulations as material for the national agenda that will accelerate the implementation of Gender Mainstreaming (Wahyudi, 2018:67).

Ballington (2002) states that involving women and men in the decision-making process is a "sin qua non" of the framework of a democratic system. The same thing was also stated by Bari (2005), women's participation and representation in politics is a must from a human rights perspective, because more than 50% are women (intrinsic argument). The following is the percentage of the number of women who are in public spaces, namely the parliament chairs:

Table 3. Percentage of seats occupied by women in parliament

Parliament	Percentage of Seats Occupied by Women in DPR and DPRD				
	1999	2004	2009	2014	2019
DPR	8.8	11.82	17.86	17.32	20.87
DPRD	-	-	26.52	25.76	30.88

Source: Central Bureau of Statistics

The increase in women's participation in 2019 became a historic moment in Indonesian politics. The increase in the number of percentages indicates a change in the number of policy makers from women's representatives. Referring to the table above, the percentage shows that the Provincial DPRD is 18.03% women, the Regency/Municipal DPRD is 15.25% and the DPR is 20.87% where before the reform the representation of women only reached ±9%. Below is a table of data on women's representation in politics before the reform period until the last election in 2019.

Table 4. Women's Representation in the Indonesian Parliament

Period	Women	Man
1950-1955	9 (3.8%)	236 (96.2%)
1955-1960	17 (6.3%)	272 (93.7%)
1956-1959 (Constituents)	25 (5.1%)	488 (94.9%)
1971-1977	36 (7.8%)	460 (92.2%)
1977-1982	29 (6.3%)	460 (93.7%)
1982-1987	39 (8.5%)	460 (91.5)

Period	Women	Man
1987-1992	65 (13%)	435 (87%)
1992-1997	62 (12.5%)	438 (87.5%)
1997-1999	54 (10.8%)	446 (89.2%)
1999-2004	46 (9%)	454 (91%)
2004-2009	65 (11.6%)	435 (87%)
2009-2014	101 (18%)	459 (82%)
2014-2019	97 (17.3%)	463 (82.7%)
2019-2024	118 (20.5%)	457 (79.5%)

Source: Central Bureau of Statistics

Based on the above data, the Ministry of Women's Empowerment and Child Protection (KPPA) revealed that although women's representation had not yet reached the 30% quota target, the percentage results showed a rapid increase from the first Indonesian election which was only 3.8%. Mulyono (2010), mentions that the increase in women's representation in politics, especially in elections, does not happen immediately, but because of the continuous struggle to realize the right of everyone to achieve equality and justice. One of them is by realizing laws and regulations that take sides and are affirmative towards increasing women's representation.

In addition to the different socialization and life experiences, women are different from men. It is thus assumed that women will bring different values, both in terms of experience and expertise (Philips, 1995 in Paxton & Hughes, 2007). For this reason, women must be able to be present in the political arena. The same concept of representation also involves representing women's interests in the political arena which is called substantive representation (Paxton & Hughes, 2007).

2.4 Government Support through Gender Equality Responsive Policies

a) Affirmative Policy

The Affirmation Policy towards women in the political field began with the enactment of Law Number 12 of 2003 concerning the Election of DPR, DPD, and DPRD. The representation of women is carried out with the stipulation that political parties participating in the General Election must pay attention to the representation of women at least 30% in nominating candidates for members of the DPR, DPD, and DPRD. This is linked in Article 65 paragraph (1) of Law Number 12 of 2003 concerning the Election of DPR, DPD and DPRD. In addition, the affirmation policy was refined again when the DPR drafted the Political Package Bill which was used in the 2009 General Election, namely Law no. 22 of 2007 concerning the Implementation of Elections. According to Dahlerup and Freidenvall (2005), the gender system allocates a certain percentage or number of women as members of political institutions, whether in candidate lists, parliamentary assemblies, committees or government agencies. The 30% quota system has been considered the most effective way to increase the number of women in representative institutions.

b) PUG Policy

Gender Mainstreaming (PUG) is one of the strategies to achieve gender equality and gender justice (KKG). This strategy is needed to ensure that all communities can access, participate, participate in decision-making and benefit from development outcomes in

accordance with their aspirations. Efforts to accelerate it have been stated through Presidential Instruction Number 9 of 2000 and Law Number 23 of 2014 concerning Regional Government which has placed government affairs in the field of women's empowerment and child protection as mandatory non-basic services. In the era of the industrial revolution 4.0, PUG focuses more on aspects of collaboration, innovation, and the use of information and communication technology. KPPA itself will develop the technology infrastructure, roadmap, and mindset in accelerating the implementation of PUG at the central and regional levels (Jpnn.com).

2.5 Empowerment Program

a) Sispreneur Incubation Class

On August 12, 2020 KPPA launched the Sispreneur Incubation Class aimed at Micro-enterprises. The program is in collaboration with PT. XL Axiata Tbk which aims to connect micro-enterprises with digital technology. The targets of women micro-enterprises in the Sispreneur Program are 200 female micro-enterprises assisted by partner community institutions of the Ministry of PPA, namely the Association for Women's Assistance in Small Business (ASPPUK), Kapal Perempuan, and the Foundation for the Empowerment of Women Headed Family (PEKKA). Women micro-enterprises will receive guidance to develop small businesses by utilizing digital technology. The existence of digital technology will make it easier for women to promote products/services more massively through collaboration with providers of e-commerce platforms or markerplaces.

There are three basic things that are taught in incubation class. First, ready products, namely building the mindset of a woman entrepreneur regarding real business development. Second, the market is ready, namely educating women micro-enterprises to be able to ensure that the quality of the product is in accordance with the intended target market. Third, digital and marketpalce are ready, this teaches women micro-entrepreneurs to use promotional channels so that they can sell more, such as on social media platforms and marketplaces.

b) Fostering a Prosperous Family Economy Program (Mekaar)

The Ministry of Women's Empowerment and Child Protection (KPPPA) seeks to increase women's economic empowerment in the field of entrepreneurship which is also one of the priority issues, namely strengthening coordination with PT Permodalan Nasional Madani (PNM) for underprivileged women, increasing women's empowerment in entrepreneurship for women. survivors, female heads of families from poor families, and women victims of disasters. This effort is carried out through the Fostering a Prosperous Family Economy (Mekaar) program. It is hoped that women, especially housewives, can work together to run their businesses so that all Indonesian women can become family economic heroes who will be able to reduce violence against women, as well as increase the leadership of women in villages who work together. with the Civil Society Organization (CSO) and the Ministry of Villages.

3 Conclusion

The era of the industrial revolution 4.0 PUG has focused on aspects of collaboration,

innovation, and the use of digital technology where women have great opportunities to be able to participate in contributing in the public sphere. Some of the current participation of women are as agents of change, namely economic actors and micro, small and medium enterprises (UMKM). In 2017 the number of women entrepreneurs reached 12.7 million people, an increase in 2018 to reach 14.3 million people. Women's participation has contributed up to 9.1% of PDB or equivalent to >5% of exports. The Ministry of Finance said that more than 80% of micro, small and medium enterprises (UMKM) in Indonesia are women. This shows that women are able to survive by increasing micro, small and medium enterprises (UMKM). Another participation of women in the era of the industrial revolution 4.0 is the role of women in political representation. The latest data in 2019 shows that the percentage of women's position in the DPR is 20.87% and the DPRD is 30.88%. Government support related to women's participation is also quite large, the government has established gender-responsive policies, one of which is the affirmation policy and Gender Management (PUG). To be able to implement gender responsive policies, KPPA launched an incubation program targeting micro, small and medium enterprises (UMKM).

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[32] Inpres Nomor 9 Tahun 2000 dan Undang-undang Nomor 23 Tahun 2014 tentang Pemerintah Daerah yang telah menempatkan urusan pemerintah bidang pemberdayaan perempuan dan perlindungan anak merupakan urusan wajib non pelayanan dasar.