

# The Illusion Of Gender Equality: Development, Empowerment And Gender Inequality In Bali

I Wayan Pardi<sup>1</sup>, I Wayan Lasmawan<sup>2</sup>, Made Kurnia Widiastuti Giri<sup>3</sup>

{[wayan.pardi@undiksha.ac.id](mailto:wayan.pardi@undiksha.ac.id)<sup>1</sup>, [wayan.lasmawan@undiksha.ac.id](mailto:wayan.lasmawan@undiksha.ac.id)<sup>2</sup>, [kurniawidiastutimade@yahoo.com](mailto:kurniawidiastutimade@yahoo.com)<sup>3</sup>}

Universitas Pendidikan Ganesha, Indonesia<sup>1,2,3</sup>

**Abstract.** The purposes of this article are 1) To map and analyze inequalities in gender development in Bali and 2) To map and analyze inequalities in gender empowerment in Bali. Discrepancy or gap in human development by gender in the Province of Bali are analyzed through the Gender Development Index (GDI) and the Gender Empowerment Index (GEI). The results showed that based on the gender development index, male scores were better than women covering almost all gender development index variables, such as length of expected studying, length of average study, and expenditures per capita. Only the life expectancy variable shows that women's life expectancy is better than men's. Then, on the aspect of the gender empowerment index, it shows that the role of women in decision-making (women's representation in parliament), women's work as professionals, and income contributions are still unequal to men.

**Keywords :** Empowerment, Development, Gender, Disparities, Bali.

## 1. Introduction

One of the uniqueness of Balinese culture is the thick patriarchal culture that comes from the Balinese kinship system in the form of patrilineal [1]. The patriarchal culture in Balinese culture is stated to originate from the concept of *purusa* and *pradana*. In society, this concept is better known as matters relating to men (*purusa*) and women (*pradana*). This concept is used as the basis for distinguishing the position (status) and roles between women and men [2].

The patrilineal kinship system is a traditional pattern which is characterized as follows: (1) Kinship is calculated through the father's lineage, children are the rights of the father; (2) Family property or parental wealth is inherited through the male line; (3) The newlyweds live permanently in the center of the residence of their husband's relatives (patrilocal custom); (4) Men have a high position in public life. In other words, a married woman (married) is considered to have cut ties with her own family, without the right to move into her husband's family and will not have rights and property [3].

These characteristics illustrate that in Balinese culture, men have a higher position than women both in domestic life and in community life. This results in inequality or gaps in the rights and obligations of women. Patriarchal culture tends to be one of the factors causing the occurrence of unfavorable treatment for women, such as discriminatory treatment[4]. This can be seen when in making important decisions in society only men have the right to decide, while women only accept what is decided by men. Likewise in determining inheritance, only men have the right to inherit, while women do not have the right to inheritance. The same is true for the ownership status of children, all of which fall on the male side [5].

The challenges of human development in Bali are still faced with structural and cultural problems. Structurally, alignment with gender-equal development still needs to be strengthened through strengthening systems, perspectives, and gender analysis of policy makers and program implementers. Culturally, the construction of gender that is still detrimental to one gender group, especially women, is still deeply rooted. The patriarchal culture is still visible in the practice of community life which has an impact on development outcomes. The stereotypes that continue to be constructed result in the position of women being culturally inferior so that decision-making still does not fully consider the needs and best interests of women. This situation affects the development process, and ultimately has an impact on Indonesia's human development achievements[6].

The main principle of human development is to ensure that human beings, both male and female, have many choices in their lives, realize their potential, and are free to live life with dignity and worth. To achieve this main principle, gender equality is an indicator that cannot be ignored because women and men are at the core of human development itself. Gender is the difference in roles, positions, behaviors, and traits that are considered appropriate for men and women who are built socially and culturally[7]. The social and cultural construction is influenced by the social, political, cultural, economic, religious and environmental conditions of the tribe/ethnicity[8]. Equal opportunity, equality in respect and respect, balance in participation and representation must be reflected in all aspects of development. Women and men are equal and have the same interests to be taken into account so that they can play a role, be involved, and contribute to achieving full human development.

The reality of women's development in Bali is still being fought to achieve their best expectations. Fulfillment of women's basic rights, especially in the fields of education, health and the economy, continues to be a top priority, so that research on gender inequality in

various fields must continue to be encouraged. Based on the description above, the purposes of this article are 1) To map and analyze inequalities in gender development in Bali, and 2) To map and analyze inequalities in gender empowerment in Bali. Discrepancy or gaps in human development by gender will be analyzed from the Gender Development Index or Gender-related Development Index and Gender Empowerment Index or Gender Empowerment Measure.

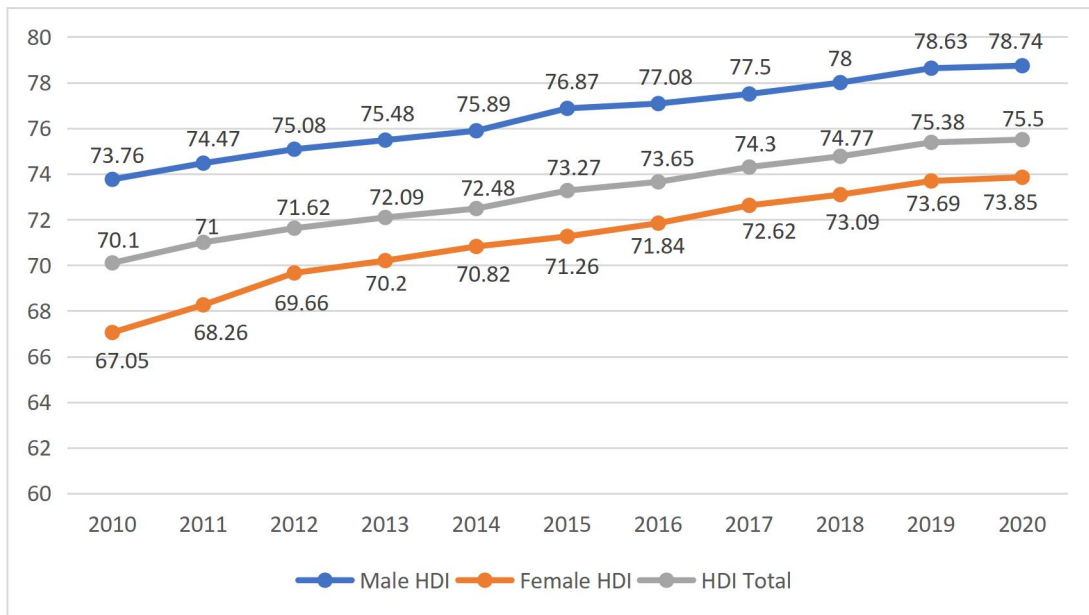
## **2. Method**

The research method used in writing this article is a qualitative research method. In this study, the research subject is the Central Bureau of Statistics. Data analysis [9], is the process of systematically searching and compiling data obtained from interviews, field notes, and documentation, by organizing data into categories, breaking down into units, synthesizing, compiling into categories. in patterns, choosing what is important and what to learn, and drawing conclusions. In this research, the analysis used is interactive analysis technique, that is, every data obtained from the field is always interacted or compared with other data units. In the activity of analyzing data in qualitative research, there are general steps that must be followed, namely data reduction, data display, verification and conclusion.

## **3. Result And Discussion**

### **3.1 Gender Development Inequality in Bali**

The Gender Development Index is an index of human development achievement that uses indicators of a long and healthy life, knowledge and a decent standard of living [10][11][12][13] states that the Gender Development Index can be used to determine the development gap between men and women. The value of the Gender Development Index ranges from 0-100. There are several components that make up the Gender Development Index, namely life expectancy which represents the health dimension, number of years of schooling and average length of schooling which represents the knowledge dimension, and per capita expenditure/income contribution which represents the economic dimension[14].



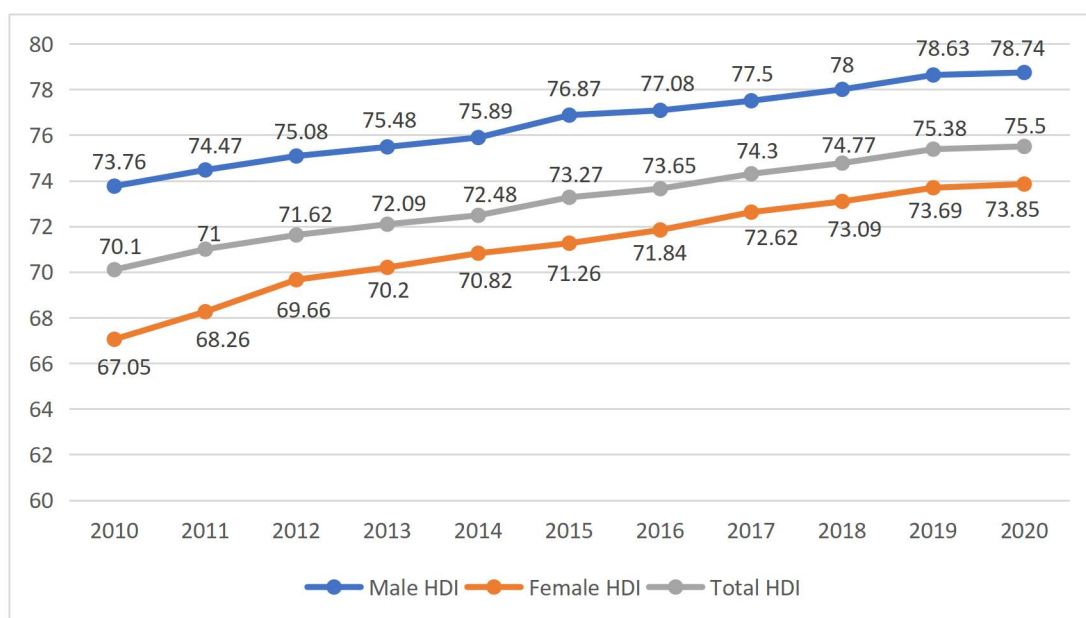
**Figure 1** Graph of the Development of the Gender Development Index in the Province of Bali in 2010-2020 (Badan Pusat Statistik Provinsi Bali)

Based on data, from 2010-2020 the movement of the Gender Development Index in the Province of Bali for women and men looks equally stable, although slow. Based on Figure 1, it can be seen that the Human Development Index of men in Bali Province since 2010 has reached the "high" category with the Human Development Index achievement above 70%. Different conditions were experienced by women's HDI which was still in the "moderate" category from 2010-2013 and in the following years there was no significant increase. This shows that there is still a wide gap in the Human Development Index for women compared to men. The development of women in Bali is still far behind compared to the development of men.

Figure 1 also illustrates that the male gender development index in 2010 was 73.76% to 78.74% in 2020. Meanwhile, the female gender development index in 2010 was 67.07% and in 2020 it was 73, 85%. However, the male gender development index still looks superior to the female gender development index. The superiority of the gender development index of men compared to women covers almost all variables of the gender development index, such as expected years of schooling, average length of schooling, and per capita expenditure. Only the

life expectancy variable shows that the life expectancy of women is better than that of men (Figure 1).

The superiority of the gender development index of men compared to women also occurs in the districts/cities in Bali Province. The following is a gender development index and its components based on districts/cities in Bali Province on 2020.



**Figure 2** Gender Development Index and Its Components in Bali Province in 2020 (Badan Pusat Statistik Provinsi Bali)

The statistical data in Figure 2 above shows a gender gap in the achievement of the Gender Development Index variable in each district/city in Bali Province. In the variable of long-term school expectations, although from 2010-2020 the male and female long-term school expectations showed an increase every year. However, boys' long-term expectations of schooling were higher than women's, indicating that boys had a longer chance of being in school than girls. In 2020, women have the opportunity to receive education for 13.23 years, while men have 13.48 years. Meanwhile, at the district/city level, the expectation of women's school years in Badung Regency occupies the highest position, namely 13.98 years, followed

by Denpasar City for 13.97 years and Gianyar Regency in third place for 13.85 years. Meanwhile, Buleleng Regency has the lowest of length of study for female is 12.03 years.

In the variable of average length of study in Bali Province by gender, it shows that the average length of study still shows a gap for women which occurs in almost all districts/cities in Bali Province. The gap in the mean length of study for girls is the widest in Klungkung and Karangasem districts. In these two districts, the gap in the average length of study between boys and girls is 0.09 years. Meanwhile, Karangasem Regency is the district with the lowest level of female education, which is only 5.23 or equal to grade V Elementary School, followed by Buleleng Regency which only enjoys 6.43 years or up to Grade VI Elementary School. Furthermore, in third position is Bangli Regency, where the average female population only studies up to grade VI Elementary School or 6.47 years. Then, in 2020, the three regencies/cities with the highest female education are Denpasar City with average female education is 11.13 years, Badung Regency 9.70 years and Gianyar Regency 8.34 years.

The gender development gap seen in the variable length of school expectation and average length of study in Bali Province is caused by the main factor, namely the still strong patrilineal culture that creates gender stereotypes that women do not need to go to high school because after marriage, she will be owned by men. When they are married women will only work on domestic area [15]. The second factor is the limited educational facilities in rural areas. Middle schools, high schools and colleges are generally only concentrated in urban areas, resulting in parents being reluctant to send their children to school in the city. This condition is also overshadowed by the higher level of education, the higher the costs required, so that families with limited economic levels will prioritize the cost of education for their sons [16].

The per capita expenditure variable shows that there is still a discrepancy between men and women in Bali. In 2020, per capita expenditure (adjusted in million rupiah/person/year) for men is Rp. 16,940, while for women Rp. 13,465. Discrepancies in per capita expenditure between men and women also occur in all districts/cities in Bali Province. The highest expenditure per capita for women is occupied by Denpasar City at Rp. 19,234 (million rupiah/person/year), and the lowest was occupied by Karangasem Regency of Rp. 8,968 (million rupiah/person/year).

There are many factors that cause this discrepancy in per capita expenditure for women, one of the main factors of this economic gap can be seen from the difference in wages

received. In general, the average wage/salary received by women is always lower when compared to men both in terms of place of residence, education level, main occupation and marital status (Dini, et al., 2020: 70). Economic discrepancy, especially in the amount of wages received by women, is a real form of gender inequality which has implications for per capita spending on women. The difference in wages for reasons of gender is an act of gender-based subordination that violates women's human rights. Strengthening the quality of women and empowering women through formal and non-formal education is one of women's bargaining power in the labor market. Without education and skills, economic inequality is difficult to eliminate. Increasing women's competence and expertise will have an impact on women's participation and contribution in development.

Meanwhile, only the life expectancy variable shows that the life expectancy of women is better than that of men. This indicator refers to the life expectancy of the population calculated since birth. In the last ten years, the life expectancy of the Balinese population has continued to increase from year to year. Based on gender, the life expectancy of women is always higher than that of men, which means that women are more likely to live longer than men. Table 1 shows that in 2010 the life expectancy of women was 72.76 years and that of men was 68.89 years. Then in 2020, the life expectancy of women in Bali Province is 74.03 years, while men are 70.28 years, or there is a difference of 3.75 years between the life expectancy of women and men.

**Table 1** Life Expectancy of Bali Province from 2010-2020 (Badan Pusat Statistik Provinsi Bali)

Region	Life Expectation		Length of Study		Average Length of Study		Expenditure per Capita adjusted (million rupiah/person/year)		Human Development Index		Gender Development Index
	M	F	M	F	M	F	M	F	M	F	
Jembrana Regency	70.40	74.22	12.76	12.50	9.25	7.39	13.822	11.516	75.58	70.58	93.38
Tabanan Regency	71.74	75.48	13.28	12.91	9.76	8.24	14.791	13.765	78.06	74.44	95.36
Badung Regency	73.26	76.77	14.26	13.98	10.93	9.70	19.612	17.239	83.96	80.19	95.51
Gianyar Regency	71.78	75.50	13.95	13.85	9.78	8.34	16.565	13.774	79.88	75.59	94.63
Klungkung Regency	69.27	73.14	13.90	12.91	9.22	7.13	14.383	11.011	76.56	69.76	91.12

Bangli Regency	68.51	72.44	12.58	12.08	8.10	6.47	14.938	10.818	73.72	67.48	91.54
Karangasem Regency	68.47	72.38	12.58	12.40	7.35	5.28	14.453	8.968	72.39	64.38	88.93
Buleleng Regency	69.87	73.71	13.07	13.03	8.15	6.43	18.544	12.526	76.92	70.45	91.59
Denpasar City	72.96	76.61	14.14	13.97	11.87	11.13	21.429	19.234	85.66	82.89	96.77
Bali Province	70.28	74.03	13.48	13.23	9.68	8.21	16.940	13.465	78.74	73.85	93.79

Gender construction can be one of the important aspects to be seen regarding the life expectancy of men is shorter than women. The factors of higher smoking habits in men, cultural acceptance of men who consume alcohol, staying up late (irregular sleep patterns), not having clean and healthy living behavior, and lack of movement (less exercise and lots of service) can be trigger factors life expectancy a men is lower. For women, gender construction also opens up opportunities for women to behave in a healthier way, for example by having parenting tasks for women which opens up opportunities for women to learn about family nutrition and realize the importance of consuming vegetables and fruit. Cultural demands on women who are beautiful, clean, and fragrant encourage women to pay more attention to a clean and healthy lifestyle. A number of gender constructs that are examples of the above cause women to be healthier than men which have implications for women's longer life expectancy than men.

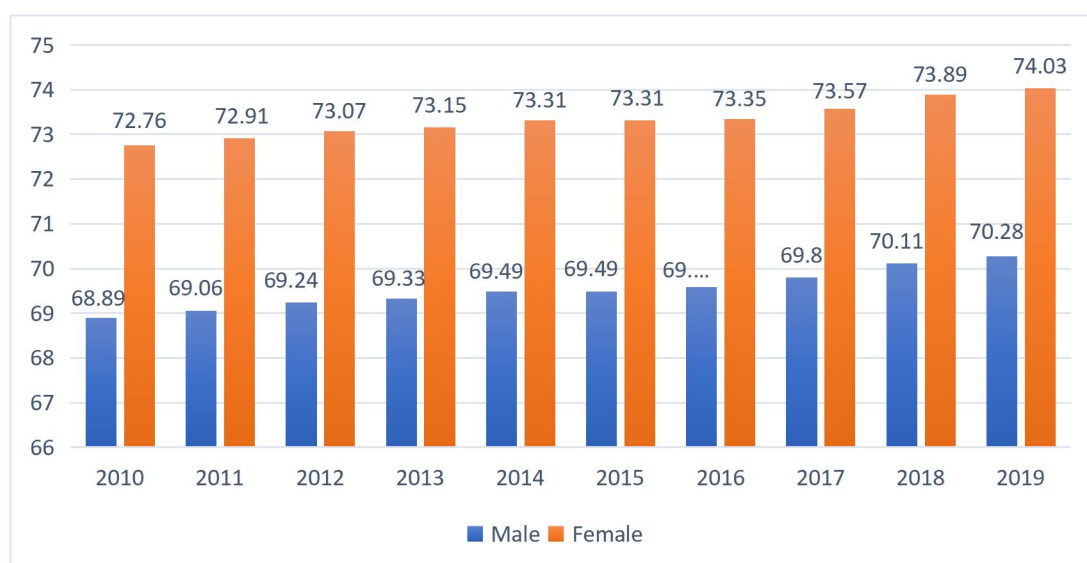
### **3.2 Gender Empowerment Inequality in Bali**

Apart from the Gender Development Index, the gender gap can also be seen from the Gender Empowerment Index or the Gender Empowerment Measure. The Gender Empowerment Index is obtained from the arithmetic average of three indices formed from three components, namely the involvement of women in parliament, women as professionals and the contribution of women's income. Although both are used to measure the achievement of gender equality, the Gender Empowerment Index is different from the Gender Development Index discussed in the previous discussion. The Gender Development Index measures the achievement of gender-disaggregated human development quality in terms of health, education and economy. While the Gender Empowerment Index looks at the extent to which gender equality has been built through women's participation in politics, decision-making, and



the economy [17]. Currently, the efforts that have been made by the government to promote gender equality in various fields of life have begun to show results. Quantitatively, many women have held strategic positions that allow women to play a role as decision makers. However, from the quality aspect, there are still many things that need to be improved related to the competencies possessed by women [18].

The Gender Empowerment Index is measured based on three components, namely the representation of women in parliament, women as professionals, such as managers, administrators, and technicians, and the contribution of women's income. The following is a graph of the development of the Bali Province Gender Empowerment Index from 2010-2020.



**Figure 3** Graph of the Development of the Gender Empowerment Index of Bali Province from 2010-2020 (Badan Pusat Statistik Provinsi Bali)

The graph above illustrates the trend of the Bali Province Gender Empowerment Index since 2010-2020 which has increased. In 2010 the Gender Empowerment Index was 58.53% and in 2020 the Gender Empowerment Index had reached 72.16%. This can be interpreted that the role of women in decision-making (women's representation in parliament), women's work as professionals, and the contribution of women's income are moving towards a better direction although they tend to be slow. There was a sharp increase in the Gender Empowerment Index in 2019 which was 72.27% from the previous year in 2018 of 64.18%

because in 2019 Indonesia held a general election. This political incident resulted in a change in the percentage of one of the indicators of the Gender Empowerment Index, namely the indicator of women's representation in parliament, which in previous years did not experience changes in the data.

To provide a clearer picture of the Bali Province Gender Empowerment Index, the following is the Gender Empowerment Index and its components based on districts/cities in Bali Province in 2020.

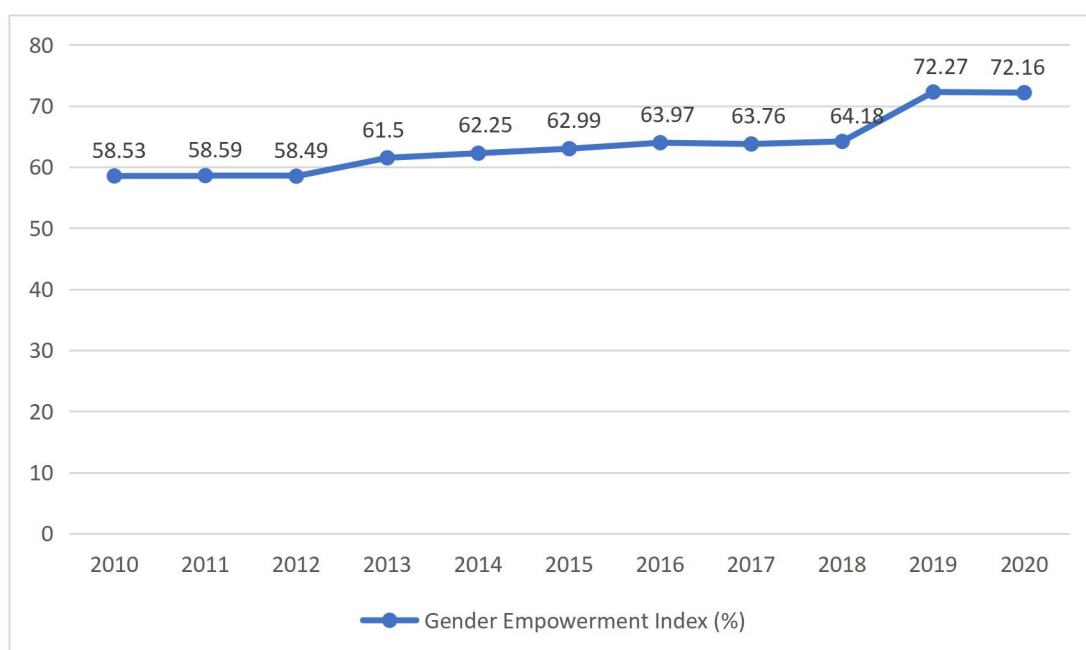


Figure 4 Gender Empowerment Index and its components by district/city in Bali Province in 2020  
(Badan Pusat Statistik Provinsi Bali)

The data shows that in 2020 the percentage of women's involvement in parliament or in the political field is only 16.36%. The gap in women's involvement in politics can also be seen in districts/cities in Bali Province. The district with the lowest level of Women's Involvement in Parliament occurs in Karangasem Regency with a percentage of 6.67%, followed by Denpasar City at 8.89%. While the districts/cities with the highest involvement of

women in Parliament are Tabanan Regency at 25%, then Jembrana Regency, Badung Regency, and Klungkung Regency each at 20%.

The discrepancy of women's involvement in politics above can occur because party support for women is still low because it is supported by party policies that are gender biased and decision making is still dominated by men. This situation is further weakened by the fact that public education carried out by the media to encourage women's representation in parliament is still not optimal. As a result, public knowledge about the urgency of choosing female candidates is still not widely realized because the news has not fully strengthened the alignment with women's representation. Other factors that are considered to be obstacles are poverty, control over the sources of campaign funds in the family, and gender relations between women and their husbands. Sometimes, women are still found to have doubts about participating as candidates for members of the council and struggle to be elected because of concerns that they may be trapped in immoral and unlawful acts such as corruption or others.

The professionalism of women in the world of work is also a component of the Gender Empowerment Index which is used to measure women's participation in decision making through the percentage of women as professionals in the formal work sector. In 2010 the percentage of women who became professionals in Bali Province was 43.19%, in the following years there was a decrease of 41.32% in 2011 and 39.5% in 2012. Then in 2014 there was an increase by 41.79%, until 2020 the percentage of women who become professionals in Bali Province is 49.12%.

Table 2 Development of the Percentage of Women as Professionals in the Province of Bali in 2010-2019  
(Badan Pusat Statistik Provinsi Bali)

Region	Involvement of Women in Parliament	Women as Professionals	Women's Income Contribution	Gender Empowerment Index
Jembrana Regency	20.00 %	52.45 %	38.66%	74.39
Tabanan Regency	25.00 %	46.67 %	38.22%	77.95
Badung Regency	20.00 %	49.65 %	36.43%	75.49
Gianyar Regency	10.00 %	51.45 %	37.91%	66.14
Klungkung Regency	20.00 %	47.52 %	46.95%	78.36
Bangli Regency	10.00 %	41.79 %	38.21%	65.16
Karangasem Regency	6.67 %	38.51 %	44.22%	63.61

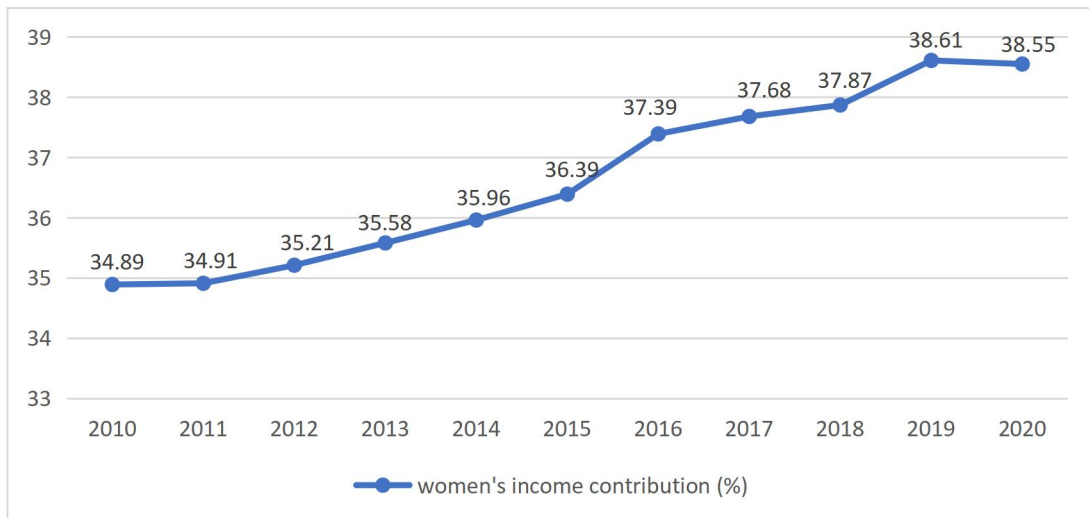
Buleleng Regency	17.78 %	45.53 %	39.34%	72.89
Denpasar City	8.89 %	50.41 %	42.63%	67.26
Bali Province	16.36 %	49.12 %	38.55%	72.16

Based on the achievements in 2020, gender empowerment in the professional field still needs to be increased by 0.88 percent to reach the level equivalent to men. This information shows that although it is slow, in recent years women's professionalism has continued to increase. Even though the achievement of women as professionals is still below 50 percent, the tendency to increase in the percentage achieved indicates that the recognition of women's professionalism continues to improve.

The Gender Empowerment Index also stipulates economic factors as one of the important indicators in measuring the development of gender empowerment. The economic aspect in the gender empowerment index is measured through the contribution of women's income which can show how women play a role and contribute financially.

The contribution of women's income also reflects the position of women in the labor market and how women have or have not been taken into account in the world of work. The contribution of women's income also indicates the existence of women's economic independence which can have an impact on more equal relations and autonomous control abilities.

Although a number of achievements obtained by women in the economic and labor fields are still low, women's participation in income generation continues to increase from time to time. In Bali Province there is a positive trend of increasing the percentage of women's income contributions from 2010-2020. Figure 5 shows that in 2010 the contribution of women's income was 34.89%, in 2011 it was 34.91%, and in 2019 it reached 38.61%. In 2020 due to the COVID-19 pandemic, the contribution of women's income decreased to 38.55%.



**Figure 5** Development of Percentage of Women's Income Contribution in 2010-2020 in Bali Province  
(Badan Pusat Statistik Provinsi Bali)

#### 4. Conclusion

The Gender Development Index is a comparison between the Human Development Index of men and women's seen from the quality of the dimensions of education, health, and economy. Dimensional measurement is understood from (1) the education dimension uses the expected length of study and the average length of study, (2) the health dimension uses life expectancy, and (3) the economic dimension uses adjusted per capita expenditure. The Gender Development Index in Bali Province shows that males score better than females covering almost all of the Gender Development Index variables, such as expected years of schooling, average length of schooling, and per capita expenditure. Only the life expectancy variable shows that the life expectancy of women is better than that of men. The male gender development index in 2020 was 78.74%, meanwhile, the female gender development index in 2010 was only 73.85%. In 2020, the expected length of schooling for women is 13.23 years, while for men it is 13.48 years. The average length of schooling in Bali Province shows that the average length of schooling for women is 8.21 years while that for boys is 9.68 years. In the expenditure variable per capita (adjusted for million rupiah/person/year) men are Rp. 16,940, while for women Rp. 13,465. Only the life expectancy variable shows that the life

expectancy of women is better than that of men, namely in 2020 the woman's expectancy is 74.03 years, while that of men is 70.28 years.

Furthermore, the gender empowerment index is used to measure the active participation of women in the economic, political and managerial fields in Bali Province. The three indicators used are the percentage of women's contribution to work income, women's involvement in parliament, and women's involvement in decision-making. The Bali Province gender empowerment index in 2020 is 72.16%. In 2020 the percentage of women who become professionals in Bali Province is 49.12%, the percentage of Women's Involvement in Parliament or in the political field is only 16.36%, and the contribution of women's income is 38.55%.

Based on data from the Gender Development Index or Gender-related Development Index and the Gender Empowerment Index or Gender Empowerment Measure, it still shows that there are discrepancy or gaps in human development according to gender in Bali Province. The Gender Development Index figure describes the gap or gap in human development between men and women. While the Gender Empowerment Index measures equality in political participation and gender empowerment in the economy. Gender gap data on aspects of the Gender Development Index and Gender Empowerment Index in Bali Province are expected to help local governments, both provincial, district/city and village/kelurahan governments or other local institutions to be able to create programs to reduce gender discrepancy or gaps. Strong coordination from all stakeholders is the main key to address various issues related to gender inequality.

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