

JURNAL ILMIAH MANAJEMEN BISNIS DAN INOVASI
UNIVERSITAS SAM RATULANGI (JMBSI UNSRAT)

OPTIMIZATION OF GENDER EQUALITY IN THE EDUCATION SECTOR TO
ACCELERATE THE DEVELOPMENT OF SULAWESI UTARA PROVINCE

Rafael O. Wijayanto

Manado Independent School

ARTICLE INFO

Keywords: Gender, Education, Development

Kata Kunci: Gender, Pendidikan, Pembangunan

Corresponding author:

Rafael O Wijayanto

Rafaelonkei@gmail.com

Abstract. Gender issues in education for development acceleration require more targeted data-based handling. Especially if this issue is developed within the framework of optimizing regional social capital. However, there has been no quantitative analysis that comprehensively dissects gender data within the framework of utilizing social capital for accelerating regional development in more depth, especially in the education sector. This study aims to obtain deeper information about the gender equality profile in education for development acceleration in Sulawesi Utara Province. Using secondary data from the 2022 SUSENAS, BPS data collection of 8,536 respondents spread across all regencies/cities in Sulawesi Utara. Descriptive quantitative analysis was carried out on the variables of education, employment and gender. The results of the study stated that there has been progress in reducing the gender gap in education in Sulawesi Utara. However, there are still challenges, especially in rural areas. Greater efforts are needed to improve access, quality, and awareness of education for women in order to achieve better gender equality in education

Abstrak. Isu gender dalam pendidikan untuk percepatan pembangunan memerlukan penanganan berbasis data yang lebih terarah. Apalagi jika isu ini dikembangkan dalam kerangka optimalisasi modal sosial daerah. Namun, belum ada analisis kuantitatif yang membedah data gender secara komprehensif dalam kerangka pemanfaatan modal sosial untuk percepatan pembangunan daerah secara lebih mendalam, khususnya di sektor pendidikan. Penelitian ini bertujuan untuk memperoleh informasi yang lebih mendalam tentang profil kesetaraan gender dalam pendidikan untuk percepatan pembangunan di Provinsi Sulawesi Utara. Menggunakan data sekunder dari SUSENAS 2022, pengumpulan data BPS terhadap 8.536 responden yang tersebar di seluruh kabupaten/kota di Sulawesi Utara. Analisis kuantitatif deskriptif dilakukan terhadap variabel pendidikan, ketenagakerjaan, dan gender. Hasil penelitian menyatakan bahwa telah terjadi kemajuan dalam mengurangi kesenjangan gender dalam pendidikan di Sulawesi Utara. Namun, masih terdapat tantangan, terutama di daerah pedesaan. Diperlukan upaya yang lebih besar untuk meningkatkan akses, kualitas, dan kesadaran pendidikan bagi perempuan guna mencapai kesetaraan gender yang lebih baik dalam pendidikan.

INTRODUCTION

Sulawesi Utara's vision for 2021-2024 is Making Sulawesi Utara Advanced and Prosperous as Gateway of Indonesia to the Asia Pacific. One of its missions is to improve the quality of Sulawesi Utara's people. In line with the SDGS principle "No One Left Behind", improving the quality of Sulawesi Utara's people must also pay attention to every element of the nation as a pillar of Sulawesi Utara's development program, without any gender differences.

Women often being forgotten and marginalized. The rights of women in social and economic aspects are sometimes only complementary elements in the household. The patriarchal cultural system in socio-economic life in community groups is suspected to be one of the causes. This was also conveyed by Jamaludin (2020) who stated that the constellation of gender relations between women who are still considered second-class citizens, while the inferiority of men is due to the culture and structure built in a social reality that is still patriarchal.

However, it is not yet empirically known what the profile of women's education is and their role in supporting the family economy and their social role as the bearer of household management in the context of development in Sulawesi Utara Province. For this reason, this study raises the theme of optimizing gender equality in the education sector to accelerate development in Sulawesi Utara Province.

This study aims to obtain deeper information about the profile of gender equality in the education sector in supporting development in Sulawesi Utara Province. This study is expected to provide useful information to stakeholders in implementing programs related to women's empowerment to support more targeted development acceleration (evidence-based policy).

LITERATURE REVIEW

Gender Equality in Development

Gender equality refers to a state of equality between men and women in fulfilling rights and obligations. Achieving gender equality and empowering women is the fifth goal in the Sustainable Development Goals (SDGs). This shows that gender equality is an important issue that is being fought for throughout the world. The Indonesian government is also committed to achieve gender equality by issuing President Instruction No. 9 year 2000 concerning Gender Development Strategy (GDS) in National Development, namely by requiring all public officials including governors and regents/mayors to carry out GDS throughout Indonesia. GDS must carry out the entire development process from planning, implementation, monitoring and evaluation from a gender perspective with the participation of male and female citizens.

One of the targets of the development plan stated in the 2005-2025 RPJM is improving the quality of human resources, including the role of women in development. Gender mainstreaming is a strategy built to integrate gender into one of the integral dimensions in the planning, formulation, implementation, monitoring and evaluation of national development policies and programs. Gender equality will strengthen the country's ability to develop, reduce poverty, and have better quality human resources. Therefore, promoting gender equality is a key part of the

development strategy in order to empower women and men to escape poverty and improve their standard of living.

The seriousness of the Sulawesi Utara's government to participate in fighting for gender equality is stated in the Regulation of the Governor of Sulawesi Utara Number 60 of 2016 concerning the Position, Organizational Structure, Duties and Functions and Work Procedures of the Women's Empowerment and Child Protection Service of the Sulawesi Utara Province. The implementation of W20 (Women Twenty) which took place in Likupang in 2023 is proof that the Sulawesi Utaragovernment continues to support gender equality in promoting equality, security, and welfare by eliminating discrimination against women. The population of Sulawesi Utara is 2.68 million people in 2023 and around 48.91 percent are women. This shows that the male population of Sulawesi Utara is still more than the female population. However, the number of male and female residents is not much different.

The Importance of Gender Equality in Sulawesi Utara

Gender equality in Sulawesi Utara is critical to the overall development and well-being of the region. By promoting equal opportunities and rights for all genders, the province can optimize the talents and abilities of its entire population, leading to a more prosperous and inclusive society. This is particularly important in Sulawesi Utara, where traditional gender roles and stereotypes may still persist, hindering the full participation of women and other marginalized groups in various sectors of society. To address these challenges and achieve sustainable development goals, it is critical to prioritize gender equality in all aspects of development planning and implementation. For example, by promoting equal access to education and employment opportunities for women in Sulawesi Utara, the province can tap into a larger pool of skilled labor and entrepreneurs, contributing to economic growth. Additionally, challenging gender norms and stereotypes can help create an inclusive and supportive environment for equality to flourish in all communities. In practice, however, the implementation of equality policies in Sulawesi Utara is hampered by cultural beliefs that men's roles in society are essential. While there are efforts to promote equal access to education and employment for women, systemic barriers such as limited resources and lack of political progress hinder the achievement of gender equality in governance.

Overview of Gender Equality Initiatives in Sulawesi Utara

Despite these challenges, significant progress has been made in promoting gender equality in Sulawesi Utara. One key initiative that shows promise is the establishment of a women's empowerment program that aims to provide women with the skills and resources needed to succeed in a variety of fields. Additionally, grassroots organizations and community leaders have played a critical role in raising awareness of gender issues and driving change. By forging partnerships between government agencies, NGOs, and local communities, there is potential to overcome cultural barriers and create a more equitable society for all genders. These partnerships have resulted in the implementation of policies that support women's rights and address gender inequalities in education, employment, and health care. Through collaborative efforts, progress is being made to challenge traditional gender norms and create a more inclusive and supportive environment for women in Sulawesi Utara. With continued dedication and commitment from all stakeholders, the region has the potential to become a model for gender equality in Indonesia.

RESEARCH METHODS

This study uses a descriptive quantitative research method. Quantitative research is a method of researching numerical data collected through survey methods or other research techniques. This research method is not used to test a particular hypothesis but is used to describe certain variables as they are (Sapputra, 2015)

The quantitative method is a study that comes from deductive logic which then uses theory to derive research hypotheses with empirical measurements and testing statistically, so that research results can be obtained that are believed to be true. (Yoliana, 2021).

This study uses secondary data sources from the Statistics Office of Sulawesi Utara Province with a research locus in Sulawesi Utara Province. The data used is CrossSection data from the March 2022 Socio-Economic Survey (Susenas) data collection. The respondents to this survey were 8,536 respondents spread across all regencies/cities in Sulawesi Utara Province. The survey sampling used the Two Stage One Phase Stratified Sampling method.

The variables used in this study are variables related to the education profile and socio-economic conditions of Sulawesi Utara's women.

RESEARCH RESULTS AND DISCUSSION

Central Statistics Office's data release, the population of Sulawesi Utara is 2.68 million people in 2023 and around 48.91 percent are female. This shows that the male population of Sulawesi Utara is still more than the female population. However, the number of male and female residents is not much different. This is a great asset for Sulawesi Utara to carry out all development programs in various lines.

The composition of the population of Sulawesi Utara is an important factor to support the acceleration of development. The population growth process can affect the goals of economic development in improving people's standard of living and income distribution for the community (Tambunan, 2022). Based on Figure 1, it shows that 68.83 percent of the population of Sulawesi Utara in 2023 is a population that is entering productive age. The composition of the female population of 68.81 percent is slightly lower than the male population of 69.74 percent. Productive age is the age when someone is still able to work and produce something. Productive age is a great asset to improve the economy, welfare, income, and also regional competitiveness. The composition of the productive age population which is almost the same between men and women is a concern so that the female population also has the same opportunity to have a high income, better welfare, and avoid discrimination

Meanwhile, the non-productive age group which includes children and the elderly also has almost similar characteristics, where the number of male and female residents is not much different. The population at the age of children is the golden age where someone is able to absorb

knowledge perfectly compared to other ages. Equal education for boys and girls from an early age is one effort to increase equality for men and women to receive equal education.

The dependency ratio is one indicator of the demographic bonus. Areas with a low dependency ratio tend to have a high Human Development Index (HDI) (Parwawidiyono, 2022). The dependency burden figure for Sulawesi Utara has decreased from 44.58 in 2021 to 44.32 in 2022. This shows a reduction in the economic burden for the productive age population who support the non-productive age population. The number of women of productive age is smaller than men, but they actually bear a greater burden. This is shown by the female dependency burden figure (46.46) which is greater than the male dependency burden figure (44.18).

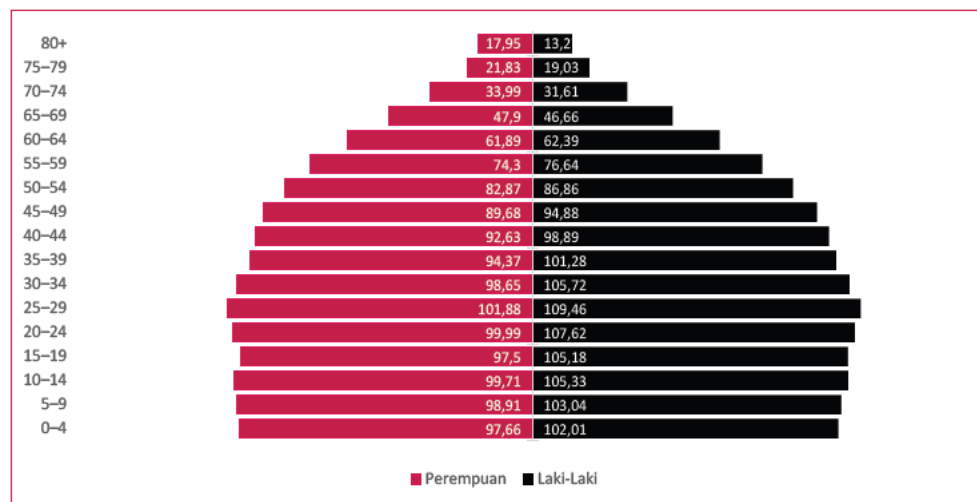


Figure 1. Population Pyramid Sulawesi Utara, 2023

The level of education affects the quality of the population. The higher the level of education of the local population, the higher the quality of the population in the area. Statistic Office (BPS) shows that more than half of the population aged 15 years and over in Sulawesi Utara (53.35 percent of male population and 54.92 percent of female population) have high school and university degrees. Currently, more urban residents have a bachelor's degree or higher, and the proportion of women is higher than that of men. In rural areas, most men and women still have less than a university degree. Access to education is better in urban areas than in rural areas. Based on the data, Manado City has 47 junior high schools and 30 universities, while many other districts and cities do not yet have universities, such as Bolaang Mongondow Regency and Minahasa Tenggara Regency. By providing access to education, such as universities in the area, residents in the area are motivated to continue their education at the university.

The percentage of women who have a high school diploma or higher exceeds the percentage of men, which is 48.86% in rural areas and 59.86% in urban areas. This shows that the education gap between men and women is narrowing. However, in several districts and cities, the number of women who have university-level diplomas is still much lower than women who have high school diplomas. The female population in Kotamobagu City, Bolaang Mongondow Timur

Regency, Bolaang Mongondow Selatan Regency, Minahasa Tenggara Regency, and Bolaang Mongondow Regency is still dominated by high school graduates or below, or elementary and junior high school equivalents. This shows that educational equality still needs to be improved in all districts/cities in Sulawesi Utara, especially at the high school and college levels.

The percentage of female population who are no longer in school in all age groups is less than that of men, this shows that female population tends to be more able to continue their education, more skilled in following and completing higher levels of education. In addition, the dropout rate for female population is smaller than that of male population. The large percentage of the population who are no longer in school/dropped out of school needs to be a concern for the government to be able to continue to be suppressed so that all residents who are still of school age can complete school. If the status of no longer in school continues to decrease in percentage in each age group, it can encourage a higher average learning of the population who are able to complete school up to college.

CONSLUSION AND RECOMMENDATION

Conclusion

Although there has been progress in reducing the gender gap in education in Sulawesi Utara, challenges remain, especially in rural areas. Greater efforts are needed to improve access, quality, and awareness of education for women in order to achieve better gender equality in education.

The implementation of policies that focus on gender equality in education is essential to improve access and quality of education for women in Sulawesi Utara. With the right steps, it is hoped that the gender gap in education can be minimized, thus supporting the development of better quality human resources.

Recommendation

Here are some gender-related policy suggestions that can be implemented to improve gender equality in education in Sulawesi Utara :

Improving Access to Education:

Building and improving education infrastructure in rural areas to ensure that all children, especially girls, have equal access to quality education. This includes building high schools and colleges in underserved areas.

Scholarship and Financial Support Programs:

Developing scholarship programs specifically for girls from low-income families so that they can continue their education to a higher level. In addition, providing financial support for transportation costs and other educational needs.

Training and Raise The Awareness :

Conducting training programs for parents and communities on the importance of education for girls. Raising awareness of the benefits of education for girls can help change people's views and attitudes.

Gender-Based Curriculum:

Integrating gender perspectives in the education curriculum to educate students about gender equality and women's rights. This can help build better understanding among the younger generation.

Strengthening Gender Mainstreaming Policies:

Ensuring that all education policies take gender perspectives into account. This includes regular monitoring and evaluation to assess the impact of policies on gender equality.

Teacher Quality Improvement:

Provide training for teachers to address gender bias in teaching and create inclusive learning environments. Trained teachers can be more effective in supporting all students, regardless of their gender.

Partnerships with Civil Society Organizations:

Work with gender-focused civil society organizations to develop programs that support girls' education and gender equality in the community.

Monitoring and Evaluation:

Establish effective monitoring and evaluation systems to measure progress in achieving gender equality in education. Accurate and up-to-date data will help in better decision-making.

REFERENCES

- Jamaluddin, H., Larisu, Z., Tombili, T., (2020). Curahan Waktu dan Kontribusi Ekonomi Wanita Dalam Rumah Tangga Miskin. *Jurnal Neo Societal.*, 5(1) Pp362-373
- Khairina Tambunan, M.E.I Arfan Tanjung, Muhammad Fawwaz Eljawahir Hsb, & Achmad Al Hafiz Lubis. (2022). Pengaruh Kualitas Penduduk Dan Pembangunan Ekonomi Di Suatu Daerah Untuk Meningkatkan Perekonomian Masyarakat. *Jurnal Ekonomika Dan Bisnis*, 2(1), 955–958. <https://doi.org/10.47233/jebbs.v2i3.375>
- Parwowidiyono, Witono (2022), Analisis Kaitan Angka Beban Ketergantungan dengan Indeks Pembangunan Manusia dalam Pemanfaatan Bonus Demografi.
- Sapputra (2015), Persepsi Siswa Tunanetra tentang Program JAWS di Fakultas Ilmu Pendidikan Universitas Negeri Padang
- Yonggara, Y., Murni, S., & Tulung, J. E. (2021). Analisis Komparatif Kinerja Keuangan Berbasis Tingkat Struktur Modal Pada Industri Barang Konsumsi Yang Terdaftar Di BEI. *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis dan Inovasi Universitas Sam Ratulangi)*, 8(1).