



GENDER EQUALITY AND CAREER OPPORTUNITIES AMONG FEMALE CIVIL SERVANTS FOR BETTER PUBLIC SERVICES IN WEST JAVA – INDONESIA

Nurhaeni Sikki¹, Nefi Aris Ambar Asmara²

¹Sangga Buana University, Indonesia

²Politeknik STIALAN Bandung, Indonesia

Email: Nurhaeni.sikki@usbypkp.ac.id¹, nefi-asmara@yahoo.com²

ABSTRACT

This paper discusses gender equality and career opportunities among female civil servants for better public services in a regency in West Java, Indonesia. Those two areas have not been considered comprehensively in terms of the goals of gender equality and career opportunities. The purposes of this paper are to describe the number of available positions in relation to the number of female civil servants, the socio-cultural outlook on female civil servants in relation to gender equality and career opportunities and socio-cultural views on gender equality and a career in politics. To achieve these three objectives, this paper used a qualitative approach with survey and interview techniques. The results showed that only 37% of the official positions were presided by female civil servants. In contrast, male civil servants occupy 63% of the available positions, the sociocultural view of female civil servants affirms that they are still regarded as male companions; in addition, female civil servants do not need to compete with gender opponents, including the fact that women enter politics because the political world is considered dirty for women.

Keywords: Gender Equality, Career Opportunities, Female Civil Servants, Indonesia

INTRODUCTION

The involvement of women in the government/legislature institutions is not new one (Llanos & Tibi Weber, 2022; Sari & Firdaus, 2022). They have long played roles in the government and the legislature (Araújo, 2020; Schwartz & Scott, 2022). However, the roles they have are not fully in accordance with the wishes of the government that is women are given more space so that their roles and contributions are even greater (Afshan et al., 2021; Obaideen et al., 2022). In fact, government wishes are also supported by pro-democracy

activists who demand more space for women to be decision makers and therefore greater representation of women in formal institutions becomes a necessity and this will affect policies and programs related to women. Why, the roles of women is considered important? Because in fact various problems that arise in various fields and in various parts of the world are inseparable from the problem discriminatory behavior towards women (Junaidi, 2023; Paisal et al., 2023). It means that, without involving women, poverty, education, health, unemployment, and even violence are not easy to solve. In the context of democracy, the involvement of women in development and public decision making is a necessity because the current strategic development issues do involve three things, namely improving the quality of life, involving community participation, and also environmental conservation. Without the involvement of the community and also the women in particular, it will be very difficult in achieving optimism.

For Indonesia, the involvement of women in various development activities and decision making will be a very realistic action because the number of women in Indonesia is indeed 50% more than the population (Adhikari et al., 2023; Carnegie et al., 2020). Therefore it is very normal for women to be empowered so that they can play an active role in the decision making process. But unfortunately even though constitutionally women are recognized as equals to men and encouraged to be able to take part in various aspects of life both political, economic, legal, social and cultural, in practice the constitutional recognition is still limited to a normative nature. This is very clearly seen in the practice of political life and government. The representation of women in parliament and in government institutions is still very small in number, especially if we focus attention on the involvement of women in strategic positions.

In the labor data record in Indonesia also shows that women's involvement in the public sector is not satisfactory. For example, for example, although Law No. 12/2003 has mandated affirmative action on 30% quota of women in the legislature, until the 2009 election results the number of women in parliament is still very far because only around 9% while male MPs reached 91%. In the government institutions, women have little influence so that the silent majority is very significant. Whereas the potential of large women should be empowered so as to strengthen the birth of more equitable development policies and programs, especially for women. The involvement of women in the field of government is also becoming increasingly important, not only in the framework of effective use of development resources, but also in the framework of equal opportunity for women in the decision-making process in government. Of course for this purpose it is not only necessary to increase the number of women who are included in the government sector as Civil Servants, but also how to improve the quality of their equality with men to be able to compete for strategic positions in government.

The Indonesian government also seems to show a genuine commitment to realize gender equality efforts through the implementation of Gender Mainstreaming (PUG), where gender issues are used as a mainstream in the development and empowerment of women (Bandiyono & Marbun, 2022; Silfiah & Humiati, 2023). With Presidential Instruction No. 9 of 2009

concerning Gender Mainstreaming, it is also mandated to be carried out by all government agencies including the Provincial dan Regional Government. It is therefore interesting to see the extent to which these policy policies have an impact on the opportunities of female civil servants in obtaining strategic positions in government. The opening of equal access and opportunities for women to obtain and occupy strategic positions in government will essentially be a parameter of the quality of gender equality. Based on the various descriptions above, the quality equality research is conducted with a focus on two main things that will be studied, namely: (1) What are the opportunities for female civil servants in the Purwakarta regency government to obtain structural positions?, (2) What factors determinants are for female civil servants in obtaining these structural positions?

RESEARCH METHODS

This research is descriptive qualitative to obtain a comprehensive picture of the opportunities of female civil servants in obtaining structural positions in the Purwakarta Regional Government in West Java Province (Ataro, 2020; Renjith et al., 2021). Collecting data and information is done through: In-depth interviews with various information sources in several SKPD and OPD and also Baperjakat within the Purwakarta District Government. Data analysis is carried out by reducing various statements obtained through interviews and at the same time interpreting the trends of statements submitted by sources of information.

RESULTS AND DISCUSSION

Women's Civil Servant Opportunities in Obtaining Structural Position

Civil Servants are state apparatuses whose existence is regulated by the Law concerning the Principles of Employment. As a state apparatus the main function of the Civil Servants is to provide services to the community. Civil Servants are also an important element in running the government. Therefore, Civil Servants are also required to work by upholding professionalism. As a public servant, it is natural that in carrying out the task of being pro-active, it is not the other way around doing omission and being indifferent to people who need service, or even just placing themselves as projouk pangreh who ask to be served by the community (Redjeb et al., 2022). The importance of understanding the position of civil servants as public servants was also expressed by Prijodarminto who stated that: "The position of civil servants is in some respects different from ordinary citizens, because to them entrusted with the task of carrying out general functions, they must serve the community, not be served, they are the first -The first must obey the laws and regulations "(1992: 8) (Kusmayanti & Ramadhanty, 2021).

Unfortunately the image that has been built so far has not fully shown their figure as public servants. Even more concerning is the widespread assumption that is growing in the community that most civil servants in Indonesia have not been able to work professionally. Even former State Secretary of State Civil Servants Taufik Effendi once stated that the number

of civil servants who were unable to work professionally reached more than 50%. Related to this condition, the selection process for civil servants is often blamed as the cause.

The civil servant recruitment process is allegedly not free from corruption, collusion and nepotism which causes the entry of people whose qualifications are not appropriate, including their low moral integrity. This fact ultimately has implications for the low professionalism of civil servants. Whereas the Law concerning the Personnel Principles and the Civil Service Regulations explicitly stipulates the recruitment mechanism for civil servants which emphasizes an open, honest and fair process. If civil servant recruitment is indicated, irregularities occur, what about structural positions that ultimately adhere to various privileges in the position? Does this phenomenon also occur in the Purwakarta Regency Government? What is the real condition of employment in the Purwakarta Regency Government and how are the opportunities for female civil servants to be able to win the competition in obtaining the structure position? Next I show data comparison structural positions based on gender in Pem.Kab.Purwakarta as follows:

Table 1. Structural Position in Purwakarta Regency on the Base of Gender

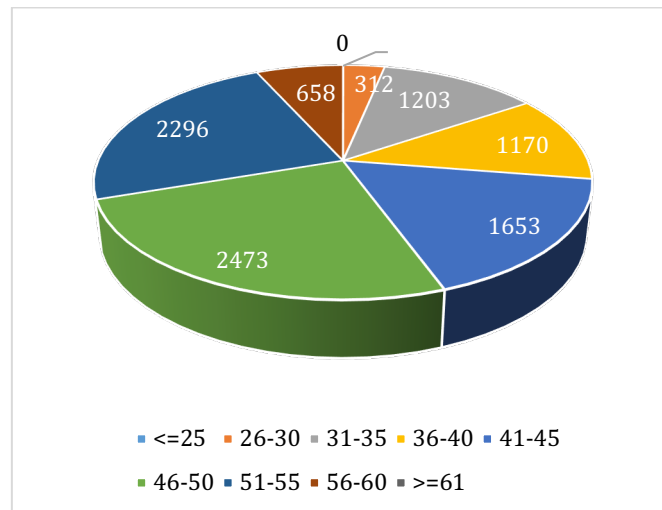
No	Echelon	Female Civil Servant	Male Civi Servant	Number
1	II	2	26	28
2	III	24	136	160
3	IV	179	457	636
4	V	15	55	70
Totally Civil Servant		220	674	894

Source: From BKD Purwakarta Regency (2020)

As part of the West Java Province, Purwakarta Regency can actually be used as a barometer of the success of civil servants in providing functions service to the community, as well as in developing a career development system for its employees, which in this case is carried out by implementing the Personnel Agency and training and training in Purwakarta Regency. Is the career development system of employees in Purwakarta District able to structurally create the quality of gender equality? Associated with the involvement of women in the bureaucracy in Purwakarta Regency actually shows an encouraging thing, especially in terms of quantity because the number of female civil servants reached 8,533 people (52.3%) compared to the number of male civil servants with 7,786 people (47.7 %). This condition also significantly shows the increasing level of education achieved by women so that access is open for them to become civil servants. Unfortunately, the large number of women in the

bureaucratic ranks has not been able to keep up with the quality aspect in relation to the position of female civil servants as leaders in government. The number of female civil servants in Purwakarta District who occupy echelon III to III is still small compared to male civil servants as can be seen in the following table:

Figure 1. Composition Diagram of Human Resource on the Base of the Number of Civil Servants between Men and Women



Source: From BKD Purwakarta Regency (2020)

Data Comparison of the Number of Civil Servants between Men and Women according to Esselonering levels, shows that for employees who occupy leadership is still dominated by male civil servants (63%) while female civil servants who hold leadership are only around 37%. While for positions that have a big chance in the decision-making process such as the SKPD Head from 37 SKPD there are only eight women in it. Because the number of female civil servants occupying the strategic echelon is still small, it becomes very likely that the products of decisions or policies taken by the government in general still do not fully pay attention to and fulfill women's interests and ensure fairness and gender sensitivity between women and men in a balanced manner. . Whereas in terms of education level, the number of female civil servants with undergraduate education is also greater.

CONCLUSION

Based on the findings of the study, the following conclusions were drawn. Knowledge producing institutions are considered as an important source of information for industry innovation. Likewise, University-industry linkage serves as an engine in facilitating the economic development of many developed countries; it contributes more on solving the real technological problems and modernizing the practice and systems of industries. Even though

the link between university and industry is expected to achieve meaningful results in the area of internship, externship, training and development, consultancy, R&D and business incubation, the study conducted on AASTU, DBU and six industries in Ethiopia reveals that, the practice of working jointly is at low stage, and the link is not fully functional beyond signing memorandum of understanding (MoU) and generally the result expected from the strategic university-industry partnership is not realized. Furthermore, creating the link between university and industry doesn't get priority attention by both the university leaders and academicians, industry owners and managers due to attitudinal problem and lack of awareness on the significance that can be derived from the link, lack of commitment by university and industry leadership, high focus of leaders on routine tasks and bureaucratic issues, lack of incentive and encouragement for academicians and industrialists working on university-industry linkage, lack of bidding policy framework, lack of practical skill by university academicians on solving industry problem, lack of continuous controlling and monitoring on the progress of university industry linkage by government institutions who are responsible to this assignment, industry owners dependency on foreign technology and expertise rather than giving value for local technology and expertise, high focus of academicians on school teaching and theoretical knowledge Therefore the study has shown that, the overall status of the UIL is at an infant stage and more efforts have to be exerted to strength the link and to drive what is expected from the partnership of university and industry.

BIBLIOGRAPHY

- Adhikari, D., Gazi, K. H., Giri, B. C., Azizzadeh, F., & Mondal, S. P. (2023). Empowerment of women in India as different perspectives based on the AHP-TOPSIS inspired multi-criterion decision making method. *Results in Control and Optimization*, *12*, 100271.
- Afshan, G., Shahid, S., & Tunio, M. N. (2021). Learning experiences of women entrepreneurs amidst COVID-19. *International Journal of Gender and Entrepreneurship*, *13*(2), 162–186.
- Araújo, S. M. V. G. de. (2020). Environmental policy in the Bolsonaro government: the response of environmentalists in the Legislative Arena. *Brazilian Political Science Review*, *14*.
- Ataro, G. (2020). Methods, methodological challenges and lesson learned from phenomenological study about OSCE experience: Overview of paradigm-driven qualitative approach in medical education. *Annals of Medicine and Surgery*, *49*, 19–23.
- Bandiyono, A., & Marbun, I. A. N. A. (2022). Gender Responsive Planning And Budgeting Mechanism In Indonesia. *Journal of Positive School Psychology*, *6*(8), 441–460.
- Carnegie, M., Cornish, P. S., Htwe, K. K., & Htwe, N. N. (2020). Gender, decision-making and farm practice change: An action learning intervention in Myanmar. *Journal of Rural Studies*, *78*, 503–515.
- Junaidi, H. (2023). The perishment of the economics sector in women's domestication during the COVID-19 pandemic in Indonesia. *International Journal of Economics and Business Research*, *26*(4), 484–498.
- Kusmayanti, H., & Ramadhanty, N. T. (2021). Legitimacy of a Sirri Marriages (Second and So on) By the

- Pair of Civil Servants. *DiH: Jurnal Ilmu Hukum*, 17(1), 373548.
- Llanos, M., & Tibi Weber, C. (2022). *Facing the Stress Test: Courts and Executives during the COVID-19 Pandemic*.
- Obaideen, K., Abdelkareem, M. A., Wilberforce, T., Elsaid, K., Sayed, E. T., Maghrabie, H. M., & Olabi, A. G. (2022). Biogas role in achievement of the sustainable development goals: Evaluation, Challenges, and Guidelines. *Journal of the Taiwan Institute of Chemical Engineers*, 131, 104207.
- Paisal, F. I., Syaripah, R., Lidya, N., & Kristianto, J. (2023). Description of Physical Activities and Anxiety Disorders in Polling Women in The DKI Jakarta and Depok Regions. *Asian Journal of Engineering, Social and Health*, 2(9), 1046–1054.
- Redjeb, D. M., Mandagi, M., & Mamonto, F. H. (2022). Performance Accountability of Civil Servants at the Community and Village Empowerment Service Regency East Bolaang Mongondow. *Technium Soc. Sci. J.*, 38, 10.
- Renjith, V., Yesodharan, R., Noronha, J. A., Ladd, E., & George, A. (2021). Qualitative methods in health care research. *International Journal of Preventive Medicine*, 12.
- Sari, N., & Firdaus, V. (2022). The Influence of Leadership, Work Environment, and Work Discipline on Employee Performance at the Technical Implementation Unit of the Krian Health Center Service. *Asian Journal of Engineering, Social and Health*, 1(2), 61–94.
- Schwartz, A., & Scott, R. E. (2022). The political economy of private legislatures. In *The Creation and Interpretation of Commercial Law* (pp. 61–120). Routledge.
- Silfiah, R. I., & Humiati, H. (2023). The Relevance of Gender Mainstreaming in Indonesia to Women's Rights in Islamic Law. *Lampung Journal of International Law*, 5(1), 15–28.

Copyright holder:

Nurhaeni Sikki, Nefi Aris Ambar Asmara (2024)

First publication right:

Asian Journal of Engineering, Social and Health (AJESH)

This article is licensed under:

