



Gender Inequality in Women's Roles in Village Development

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Leadership;
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Abstract

This study aims to identify factors that hinder women's roles in village development and propose solutions to overcome gender inequality. The method used is a literature review, examining various literature, legal documents, previous research findings, and field observations. The results of the study indicate that the main barriers to gender inequality stem from patriarchal culture, gender stereotypes, double burdens, and limited access to education and resources. On the other hand, affirmative policies and community support have proven to be significant factors in enhancing women's role in development. This study concludes that to address gender inequality in village development, collaborative efforts are needed between the government, community groups, civil society, and women themselves. The implications of this study are the need for policy reform and increased collective awareness to create an environment that supports gender equality in villages.

Kata Kunci

Ketidaksetaraan
Gender;
Partisipasi Perempuan;
Pembangunan Desa;
Kepemimpinan;
Keadilan Sosial

Abstrak

Penelitian ini bertujuan untuk mengidentifikasi faktor-faktor yang menghambat peran perempuan dalam pembangunan desa dan mengusulkan solusi untuk mengatasi ketidaksetaraan gender tersebut. Metode yang digunakan adalah kajian literatur, dengan meninjau berbagai literatur, dokumen hukum, hasil penelitian terdahulu, serta observasi kondisi di lapangan. Hasil penelitian menunjukkan bahwa hambatan utama ketidaksetaraan gender berasal dari budaya patriarki, stereotip gender, beban ganda, serta keterbatasan akses terhadap pendidikan dan sumber daya. Di sisi lain, kebijakan afirmasi dan dukungan dari komunitas terbukti menjadi faktor pendukung yang signifikan untuk meningkatkan peran perempuan dalam pembangunan. Penelitian ini menyimpulkan bahwa untuk mengatasi ketidaksetaraan gender dalam pembangunan desa, diperlukan upaya kolaboratif antara pemerintah, kelompok masyarakat, masyarakat sipil, dan perempuan itu sendiri. Implikasi penelitian ini adalah perlunya reformasi kebijakan dan peningkatan kesadaran kolektif untuk menciptakan lingkungan yang mendukung kesetaraan gender di desa.

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INTRODUCTION

The role of women in development has become a crucial issue that continues to be debated, especially amid the reality of gender inequality that is still deeply rooted in the social and cultural structures of communities in various regions (Ariyani & Lindawati, 2025). Traditional gender role stereotypes that assign women to domestic tasks and view them as "second-class citizens" have significantly marginalized them in various aspects of life, including participation in village development. Although the 1945 Constitution guarantees equal rights and obligations for all citizens, women are often hindered from actively participating, which ultimately limits the quality of their contributions compared to men (Maretha et al., 2025). This situation is exacerbated by various negative impacts of gender social construction, such as low participation of women in decision-making and leadership positions, high rates of early marriage, the double burden borne by women, and disparities in access to resources and information. However, women's involvement is essential for advancing village development (Manembu, 2018).

Gender inequality in rural development remains an issue that requires serious attention. Although women play an important role in villages' social and economic life, they are often neglected in decision-making and development planning processes (Afdhal, 2023). Cultural factors, traditions, and gender stereotypes in rural communities often hinder women's active participation in public sectors such as politics, the economy, and leadership (Harahap & Jailani, 2024). This results in low representation of women in village governance structures, which affects the formulation of more inclusive and gender-equitable policies.

In addition, women's access to resources and opportunities to develop their potential is also limited (Yansyah et al., 2024). Although women in villages are involved in agriculture, education, and health, they often do not receive equal recognition for their contributions (Rahaju, 2025). This inequality exacerbates the condition of women, hinders more equitable development, and widens the gap between men and women in various aspects of life. Therefore, it is important to encourage social change to increase women's active participation in village development, thereby creating a more just and equitable society (Rahmawati, 2020).

Previous studies have highlighted the challenges and potential role of women. Studies on women's leadership in the Qur'an show that although Islamic history often places women in inferior positions due to classical interpretations influenced by patriarchal culture, the Qur'an itself upholds equality between men and women (Lutfiyah & Diyanah, 2022). Similarly, research on women's participation in politics emphasizes that patriarchal culture is a significant obstacle for women in government policy-making, despite efforts to increase women's political participation in general elections in Indonesia (Nursyifa et al., 2023). Furthermore, in a broader context, paradigm shifts in the era of globalization have paved the way for women to hold high-ranking positions as leaders, demonstrating efforts to achieve equality and gender equality (Malihah et al., 2024). Optimizing women's leadership roles is also key to building gender equality. However, the shackles of patriarchy remain a polemic that often leads to women being viewed as inferior and only suited to domestic work (Maharani et al., 2024).

This study is relevant for further analysis of women's participation and role in village development. Although gender equality has been achieved, structural and cultural inequalities remain significant challenges. This study aims to comprehensively understand women's contributions to village development and identify factors influencing their participation and leadership.

The inequality of women's roles in village development is a crucial issue affecting Indonesia's overall development process. Although women in villages contribute significantly to social, economic, and cultural aspects, their roles are often marginalized and limited by social norms and gender-biased policies. This research is important to identify and understand the various factors that cause this inequality and explore solutions that can strengthen women's roles in village development. By highlighting this inequality, this research aims to provide new insights that can be used to promote

more inclusive policies and support women's active participation, thereby creating gender-equitable development at the village level.

This study aims to analyze the factors that hinder women's role in village development and to find solutions that can overcome gender inequality. This study aims to explore the obstacles faced by women, such as patriarchal culture, gender stereotypes, and limited access to education and resources. In addition, this study aims to explore policies and best practices that can support women's empowerment in village development, focusing on collaborative efforts between the government, the community, and women themselves.

METHOD

The method used in this study is library research, which relies on data from various written sources to thoroughly examine the issue of women's participation and leadership in village development. This method was chosen because it is suitable for examining theories, concepts, and empirical findings that have been published previously, and it allows researchers to develop a comprehensive framework based on theoretical studies, academic references, and scientific documentation relevant to the socio-cultural context of women in rural areas.

Literature research collects information and data by examining various written sources available in libraries, such as books, journals, articles, documents, magazines, and historical records (Mardalis, 1999). This method aims to obtain a theoretical foundation and understand the values, norms, and culture that develop in a particular social context by studying relevant literature (Sugiyono, 2012). In this study, the primary data sources are secondary data obtained from various references, including previous research results, relevant theories, scientific articles, academic books, and supporting documents, which are then reviewed by the sub-variables of the research topic.

The data collection techniques and instruments in this study use documentation techniques. According to Sugiyono (2014: 227), documentation techniques in research are a method of collecting data by examining various documents, such as written notes, newspapers, archives, and activity agendas, which are included in the category of secondary data. This technique is used to identify patterns of participation and forms of women's involvement in village government structures based on published records or studies.

Data analysis was conducted using an inductive approach, which involves drawing conclusions based on data found in documents, rather than from pre-determined theoretical assumptions. The data analysis is carried out in three stages: data reduction, data presentation, and conclusion drawing. With this approach, the research aims to present a deep conceptual understanding based on written facts as a starting point for examining the complex social reality related to women's involvement at the local level.

RESULTS AND DISCUSSION

Result

1) Key Findings of the Study

Women's leadership in villages is a social phenomenon becoming increasingly apparent and important, despite facing substantial structural and cultural challenges. Research from various sources indicates that women not only play a complementary role in village communities but are also key actors capable of bringing about change through leadership in various social, economic, and political fields. From an Islamic perspective, no normative prohibitions limit women from becoming leaders. Islam emphasizes the principle of equality between men and women regarding position, dignity, ability, and opportunities to work and contribute to society. In the Quran, several surahs and verses describe the land of Saba, where a woman ruled the kingdom. In the Quran, Surah An-Naml, verse 22, this verse describes a woman who ruled a kingdom. She was Balqis binti Syurahil (Lutfiyah & Diyanah, 2022).

Queen Balqis's leadership is that of a wise leader, a democratic leader, a diplomatic leader who loves peace, and an intelligent leader.

However, the social reality in Indonesia shows that gender discrimination and stereotypes remain the main obstacles preventing women from emerging and being accepted as leaders in villages. Traditional gender role stereotypes place women in domestic tasks and consider them as "second-class citizens," which leads to the marginalization of women in the village development process. Nevertheless, women have proven their capacity in various village organizations, such as PKK, Posyandu, Fatayat, and Muslimat, which are important village forums for social and economic development. This shows that women also have the potential and ability to lead a group on an equal footing with men and can make a real contribution to the village's progress.

2) Significance of Findings and Why They Matter

The results of this study challenge the long-held view that women belong only in the domestic sphere and affirm that women are capable of playing a strategic role in village development. In sustainable development, women's involvement in village leadership is key to realizing inclusive, responsive, and socially just village governance. This study also proves that women often have different perspectives and approaches to problem-solving, especially those related to basic community needs such as health, education, and social welfare.

Women's participation in village leadership also impacts the quality of local democracy, as it broadens the base of community participation and strengthens the principle of gender equality guaranteed by the constitution. Thus, these findings are not only relevant for the advancement of knowledge but also have significant practical implications for accelerating the achievement of sustainable development goals at the village level. On the other hand, the research results also underscore the importance of social reforms and affirmative policies that support women assuming leadership roles in villages.

3) Support for Answers with Study Results

Research results show that although Islam does not differentiate between men and women in terms of rights and obligations, in practice, discrimination and injustice against women still occur. Cultural stereotypes such as "konco wingking" in Java, which places women only in domestic tasks, are still deeply rooted in society. However, the reality on the ground proves that women can break through these barriers and emerge as effective leaders in community organizations and village government structures. Women active in village organizations such as PKK, Posyandu, Fatayat, and Muslimat have shown they can drive social and economic development in their villages.

Through the activities they organize, women fight for their rights and encourage broad community participation in the village development process. This participation ultimately increases women's access to resources, strengthens their capacity, and builds their confidence to take on leadership roles in the village.

4) Linking Findings to Similar Studies

Research on women's leadership in villages aligns with previous studies highlighting the importance of women's roles in community development. Studies in various countries, including Indonesia, show that when women are given space to lead, they can make significant contributions to decision-making, improving the quality of public services, and rural communities' economic and social empowerment.

Theoretically, women can bring about positive change in managing organizations and communities at the village level, such as leadership skills, teamwork, courage to take risks, and a transformational leadership style that tends to be democratic and innovative. Ironically, women face social and cultural challenges due to gender stereotypes and societal norms that continue to reinforce the belief that women are not suitable or worthy of leadership positions. As a result, despite their capabilities and opportunities, they remain underrepresented and undervalued. Additionally, women

in villages face difficulties in gaining complete trust from the community and securing strategic positions, often due to stereotypes that reinforce the notion that women are incapable of leading, resulting in their positions being undervalued or underappreciated. However, research findings and theories indicate that women's leadership styles are more democratic, inclusive, and capable of driving social change.

At the global level, the success of women in leading community organizations, becoming village heads, or serving as members of village legislatures has positively impacted the quality of life of communities, particularly in education, health, and social protection. These studies confirm that women are not only capable of leading but also bring new perspectives that are more inclusive and responsive to the needs of communities, especially vulnerable groups such as children, the elderly, and people with disabilities.

5) Considering Alternative Explanations for Findings

Several alternative factors can be used to explain the success of women's leadership in society, including social and cultural changes that have raised public awareness of the importance of gender equality, statements made by the government such as quotas for women's representation in district government, and support from the community, families, and civil organizations that encourage women to participate in leadership.

However, significant obstacles remain, such as cultural resistance to women leaders, lack of education and leadership training, and the double burden women face between domestic and public duties. These obstacles require more systematic and integrated efforts to create an environment that supports women in their leadership roles in villages.

6) State the Clinical Relevance of the Findings

In the context of village development, the clinical relevance of these findings lies in the tangible impact of women's leadership on the welfare of village communities. The study results show that villages led by or actively involving women in leadership tend to have better social welfare, particularly in maternal and child health, education, and family economic empowerment.

Women's leadership also encourages the creation of village policies more responsive to the needs of women, children, and other marginalized groups. In addition, women's involvement in village leadership strengthens social capital in the community through solidarity, mutual assistance, and active participation in development. Thus, women's leadership not only improves the quality of life of the village community but also strengthens the social and cultural foundations that support sustainable development.

Discussion

Village development is one of the priorities in national development as stipulated in Law No. 6 of 2014 on Villages. Community involvement plays an important role in this process, including the role of women, who still have limited opportunities to voice their aspirations regarding village development. Therefore, strengthening the role of women is crucial to ensure that policies affecting women's interests are accommodated, enabling village development to proceed fairly and achieve gender equality. The legal basis for ensuring the protection and strengthening of women's rights in national development comes from Law Number 7 of 1984 concerning the Elimination of All Forms of Discrimination against Women. Legal policies that support increasing women's participation aim to channel their aspirations to make a real contribution to protecting women's rights locally, especially in villages.

Within society, women are often confined to domestic roles, leading to gender inequality and discrimination (Apriliandra & Krisnani, 2021). However, policy changes indicate that women increasingly need to participate in public spaces because their perspectives are important. At the same time, men must also be more sensitive and actively involved in domestic activities, as both genders hold equal value.

Women's opportunities to participate in decision-making remain limited, despite their important roles in various aspects of life (Nurcahaya & Akbarizan, 2023), including as mothers, additional breadwinners, and community leaders in organizations such as the Family Welfare Empowerment (PKK) and Integrated Health Service Posts (Posyandu).

This dual role often becomes a burden that can hinder their involvement in the broader public sphere. Meanwhile, many women work in the informal sector, which is often unrecorded, even though their contribution is significant in micro and small businesses.

In the context of the Indonesian workforce, more than 70% of women contribute to the country's foreign exchange or support their families' economies (Tuwu, 2018). Therefore, it is important to increase women's representation in decision-making to address their interests, given their significant contributions to the country.

Islamic teachings and the 1945 Constitution also emphasize the importance of gender equality, so that the issue of marginalized women should not exist. Participation refers to the active involvement of individuals and groups in political activities, both in electing state leaders and influencing the direction of government policy, either directly or indirectly (Perangin-angin & Zainal, 2018).

This form of participation includes various actions, such as voting in general elections, attending public forums, lobbying government or legislative officials, becoming part of a political party, and so on (Arniti, 2020).

Law No. 2 of 2008 stipulates that political parties must include 30% women in their leadership structures or at the time of their establishment. However, the implementation of this regulation often faces obstacles. In practice, women's participation in politics remains minimal, and the 30% quota is often only fulfilled symbolically. When this quota is not met, the General Elections Commission (KPU) declares that the political party does not meet the requirements, meaning they cannot participate in elections. This situation highlights the gap between regulations and on-the-ground realities, with various factors contributing to the limited active participation of women in politics (Bagaskara & Ma'ruf, 2025).

Kollo identifies several external factors that hinder women's political participation (Arianti & Adnan, 2024). The first factor is the marginalization of women from public spaces, which often limits their involvement in political activities and decision-making. In addition, competence issues are also an obstacle, as women are often perceived as lacking the necessary skills or experience to engage in politics. Non-inclusive recruitment mechanisms are also a hindering factor, as women are often not given equal opportunities in the political selection process. Internal party regulations that do not support women's participation in strategic positions also exacerbate the situation. Furthermore, bureaucratic barriers and economic difficulties often prevent women from participating in politics. Finally, challenges in accessing education, where women often face difficulties obtaining equal education, also limit their ability to participate in the public sphere.

Furthermore, internal obstacles influence women's political participation (Adriani & Maulia, 2024). First, the lack of interest in politics among women is one of the main factors, with many women not feeling interested or involved in political activities. Second, women's limited political capabilities are also an obstacle, as they may feel they lack the knowledge or skills to participate in politics actively. Third, low political awareness among women also contributes to limiting their participation, as many women do not fully understand the importance of their involvement in the political decision-making process, so they are less inspired to participate.

Direct involvement from the community is essential to encourage increased political participation in the legislature and other political institutions. This support enables women to appear more confident in their roles in the public sphere. However, integrating women into the public sphere remains a challenge. On the one hand, women are expected to contribute to national development. On the other hand, they are still burdened with expectations not to forget their natural role as women (Fauzah et al.,

2023). Women's involvement in the public sphere is important in achieving gender equality in various fields.

Women who enter politics or the public sphere often face negative societal stereotypes, as if they are taking over roles that should belong to men (Aula, 2023). This condition shows that social pressure and discriminatory views are still significant obstacles. Discriminatory practices are still prevalent in society, including the lack of quotas for women's representation, which further narrows their opportunities to participate. Therefore, establishing quotas for women in political parties is expected to increase the number of women in parliament and strengthen their representation in voicing women's interests.

Several factors that influence the difficulty of women's participation in politics and public decision-making include gender concepts, the feminist movement, affirmative action policies, participation in politics, and individual motivation. Gender concepts refer to the division of roles and responsibilities between men and women that are shaped by social and cultural norms, reflecting the different roles played by each gender in society (Silitonga et al., 2025). The feminist movement, as a social and political movement, aims to create equality between men and women. This movement influences conventional politics and expands the meaning and forms of political participation in theory and practice. Furthermore, affirmative action is a strategic effort to overcome gender-based discrimination through specific measures that support justice and equality. Women's participation in politics and the public sphere refers to the level of community involvement in political activities and decision-making, both directly and indirectly, as well as actively and passively. Motivation is also an important factor, where internal drives within individuals to engage in politics and the public sphere play a role in determining their level of participation.

Strategies to increase women's involvement in politics or the public sphere can be implemented through various approaches. First, it is important to instill political understanding from an early age through the family environment so that girls can better understand their roles in society and politics. Furthermore, encouraging women's participation in various social, political, and public organizations is essential to provide them with space in decision-making. In addition, advocating for the importance of women's involvement in decision-making can raise public awareness and encourage more inclusive policies. Finally, guiding girls from an early age to recognize and understand how to participate will help them feel more confident and motivated to engage in various political and social activities in the future.

Women's participation in village development is vital because it aligns with regional and national development goals, especially in creating gender equality (Rahmawati, 2020). To achieve this equality, it is important to take concrete steps to address issues of protection for women, such as violence that still often occurs in society.

The government has initiated steps to support gender equality and justice by integrating the experiences, needs, aspirations, and challenges women and men face in all policy stages, from planning to evaluation. Women's participation in village development can be seen concretely through the extent of their involvement in the development process at the village level.

CONCLUSION

This study reveals that despite progress in policies and awareness regarding gender equality, women's participation in village development and their leadership roles are still far from optimal. Structural, cultural, and social constraints such as domestic role stereotypes, double burdens, and lack of political and social support remain significant barriers for women to participate in decision-making at the village level. Nevertheless, women continue contributing significantly to the socio-economic sector through active roles in community organizations such as PKK, Posyandu, and Fatayat. Their involvement demonstrates the great potential for advancing more inclusive and equitable village development that is more responsive to the needs of various groups, especially vulnerable groups.

The urgency of this research lies in the importance of promoting social change through policy reforms that support the enhancement of women's capacity, as well as the strengthening of institutions focused on their empowerment in village development. This study emphasizes that to achieve sustainable development goals and social justice, women's participation must be an integral part of every policy-making process and development implementation. Without women's equal participation, the achievement of fair and inclusive development will not be maximized. For women's participation and leadership in village development to be considered optimal, various parties must take concrete steps. Village governments should not only comply with regulations, but also actively provide space and training to increase women's capacity in decision-making. In addition, it is important to build collective awareness in the community that women's involvement is not merely complementary but an important part of successful village development. For future researchers, conducting field studies to enrich understanding of social dynamics in a more contextual manner is recommended, while also formulating women's empowerment strategies that are appropriate to local conditions.

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