

The Role of Women in Creating Indonesia's Golden Generation 2045

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ABSTRACT

Penelitian ini merupakan penelitian kualitatif dengan pendekatan deskriptif, yaitu pendekatan yang memiliki karakteristik naratif deskriptif terhadap topik-topik utama dalam penelitian ini yang meliputi Peran Perempuan, Peran Gender, dan Indonesia EMAS 2045. Data yang digunakan dalam penelitian ini merupakan data sekunder yang peneliti peroleh dari berbagai sumber yang kredibel seperti artikel ilmiah, buku, dan sebagainya yang umum digunakan dalam setiap penelitian. Data yang diperoleh peneliti dianalisis dengan tahapan pengumpulan data, pemilihan data, reduksi data, dan penarikan kesimpulan. Kesimpulan dalam artikel ini menunjukkan bahwa perempuan memiliki keterampilan yang lebih fleksibel, lebih cermat, memiliki tingkat kepedulian yang lebih tinggi, dan memiliki tingkat kekebalan yang lebih tinggi dibandingkan dengan laki-laki. Keunggulan yang dimiliki perempuan hendaknya dimanfaatkan sebaik-baiknya agar dapat terlibat dalam pemerintahan, perusahaan negara dan swasta, dan kelompok lainnya untuk meningkatkan tata kelola perusahaan yang baik dalam lingkup pemerintahan, perusahaan, dan kelompok lainnya yang pada akhirnya dapat bekerja sama dalam mewujudkan Indonesia EMAS 2045. Keterlibatan untuk mencapai Indonesia EMAS sejalan dengan semangat feminisme dan gender.

This research is a qualitative study with a descriptive approach, namely an approach that has descriptive narrative characteristics to the main topics in this study which include the Role of Women, Gender Roles, and Indonesia EMAS 2045. The data used in this study are secondary data that researchers obtained from various credible sources such as scientific articles, books, and so on which are commonly used in every study. The data obtained by researchers are analyzed with the stages of data collection, data selection, data reduction, and drawing conclusions. The conclusion in this article show that women have more flexible skills, are more careful, have a higher level of concern, and have a higher level of immunity compared to men. The advantages that women have should be utilized as well as possible so that they can be involved in government, state and private companies, and other groups to improve good corporate governance in the scope of government, companies, and other groups which can ultimately work together in creating Indonesia EMAS 2045. Involvement to achieve Indonesia EMAS is in line with the spirit of feminism and gender.



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INTRODUCTION

Gender is the way in which social practices are regulated. In everyday behavior, gender is often associated with the reproductive arena. In other words, gender is a view or belief formed by society about how a woman or man should behave or think. For example, the view that the ideal woman should be a good cook, good at self-care, and gentle, or the belief that women are sensitive, emotional creatures who always wear jewelry. In contrast, a man is often depicted as a leader, protector, head of the household, rational, assertive, and so on. According to (Subhan 2015), the concept of gender is a concept where the division of roles between men and women is not based on biological and normative understanding but rather looks at qualities and skills based on social conventions.

According to (Tandio 2016), she sees gender not only as a constitutive element of social relations based on perceived differences between the sexes, but also as a primary means of signaling power. This contrasts with Terrell Carver's explanation, which explains that gender is often unhelpfully viewed as loosely synonymous with "sex" and more closely identified with women. According to Scott, among the vast traditional Western literature on the state that emerged from liberalism and Marxism, gender relations are not explicitly presented as part of the analysis, despite implicit assumptions about gender as its foundation. In the context of gender roles, changes in structure can be seen in the roles played by men and women based on the division of labor and status. Therefore, women are always placed in the minority and men in the more dominant position.

Feminism emerged as a result of the unequal relations between men and women in society, leading to awareness and efforts to eliminate this imbalance. Essentially, feminism is a form of implementing awareness to create gender equality within the framework of democracy and human rights. Mary Wollstonecraft argued that women should have the same rights as men. Rationalist feminism largely argues that the state is the central actor defining international relations, both in empirical practice and as a discipline, and that the state can be treated as a utilitarian actor concerned with its own survival. Feminism (Salsa, Shary, and Pattipeilhy 2020).

Freedom is something that humans have always fought for. Feminism is a women's resistance movement against patriarchal culture. Feminist ideology is not only held by women as free human beings; men also share feminist beliefs. Within society, both men and women are victims of patriarchy. Feminism comes from the Latin word *femina*, which means woman or can also mean having feminine characteristics (RIDWAN 2020). Many experts have provided definitions of feminism from various aspects, but essentially, feminism is an awareness of the existence of systematic injustices against women throughout the world. It is rather difficult to define feminism comprehensively, considering the conditions of women who have been socially reconstructed. It was not until 1933 that the Oxford dictionary included the word feminism, which was given the meaning of "views and principles for expanding the recognition of women's rights" (Kencana 2023).

Women do not have to be feminists to understand all their needs and freedoms as human beings. Every woman only needs to have self-awareness to understand all the oppression that happens to her and every woman who fights against every oppression that happens to her is feminism. The definition of feminism according to Kamla Bhasin and Nighat Said Khan is an oppression and exploitation of women in society, in the workplace and in the family while according to Mansour Fakhri feminism is a movement of awareness from the assumption that women are basically oppressed and exploited and efforts to end this oppression and exploitation (Alwi 2022).

The feminist movement developed in the 15th-18th centuries AD, specifically in Europe. The earliest movement was discovered by Christine de Pizan who wrote about the injustices experienced by women. Feminism grew in the mid-18th century when women's rights in social aspects were questioned. During the Enlightenment and the French Revolution, women began to challenge the definition of women as submissive in all social aspects (Aulia 2017). In the mid-19th century, many women's groups began to demand change and advancement in women's roles in political, social, and economic aspects. The feminist movement grew with the emergence of feminist organizations in the 60s and 70s that fought for women's rights in civil and political rights, such as in obtaining a decent education. This research is in line with the spirit of feminism which aims to create a balanced role between men and women. This research aims to analyze the role of women in creating Indonesia GOLD 2045 (KODARYANI 2023).

METODE

The next stage is the researcher's methodology stage which has a focus on the objectives of this study, namely analyzing the role of women in creating Indonesia EMAS 2045 using feminist theory and gender theory (Sugiyono 2019). This research is a qualitative study with a descriptive approach, namely an approach that has descriptive narrative characteristics to the main topics in this study which include the Role of Women, Gender Roles, and Indonesia EMAS 2045 (Rukin 2019). The data used in this study are secondary data that researchers obtained from various credible sources such as scientific articles, books, and so on which are commonly used in every study (Amane et al. 2023). The data obtained by researchers are analyzed with the stages of data collection, data selection, data reduction, and drawing conclusions with a more complete explanation below (Cosmas 2020).

RESULTS AND DISCUSSION

Background Analysis

Gender is the way in which social practices are regulated. In everyday behavior, gender is often associated with the reproductive arena. In other words, gender is a view or belief formed by society about how a woman or man should behave or think. For example, the view that the ideal woman should be a good cook, good at self-care, and gentle, or the belief that women are sensitive, emotional creatures who always wear jewelry. In contrast, a man is often depicted as a leader, protector, head of the household, rational, assertive, and so on. According to (Subhan 2015), the concept of gender is a concept where the division of roles between men and women is not based on biological and normative understanding but rather looks at qualities and skills based on social conventions.

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The Role Of Women In Creating Indonesia's Golden Generation 2045

Indonesia Emas 2045 is a strategic and comprehensive vision to realize Indonesia as a developed, prosperous, just, and globally competitive nation. Achieving this vision is not only about economic growth, but also includes quality human development, good governance, and sustainable use of natural resources. A holistic integration of inclusive economic development, effective and transparent governance, and development (Wikipedia 2024). Indonesia will celebrate its centenary of independence in 2045. This momentum is an important milestone for the nation in realizing the vision of Indonesia Emas 2045, namely to become a developed nation with a strong economy, a prosperous society, and sustainable and inclusive development. Indonesia's socio-economic projections in 2045 are based on various factors, including economic growth, demographic developments, technological advances, and development policies implemented by the government. Along with global transformation, Indonesia faces various challenges and opportunities in achieving its long-term development targets (Fanani 2023).

With a population estimated at over 320 million, the demographic bonus represents a potential asset for economic growth. However, this also requires readiness in the education, health, and employment sectors to ensure the younger generation is highly competitive globally. Economically, Indonesia is targeting stable growth by relying on technology-based industries, the digital economy, and sustainably managed natural resources. Investment policies, infrastructure strengthening, and green energy transformation are key factors in achieving inclusive and equitable growth. Socially, Indonesia is expected to create a more inclusive, tolerant, and civilized society in line with the values of Pancasila. Improving the quality of human resources, alleviating poverty, and strengthening the social welfare system are top priorities in building a more prosperous and harmonious society (Ananta 2020).

In 2045, Indonesia is expected to experience a demographic bonus, meaning the number of productive-age residents between 16 and 65 years old will increase significantly, while the birth and death rates will tend to decline. This situation presents a significant opportunity to increase economic growth and public welfare, thus driving national progress (Kumpanan 2023). The demographic bonus can be a major factor in accelerating development if managed properly, particularly in the areas of education, employment, and the economy. With a growing population of productive age, Indonesia has the potential to increase productivity and global competitiveness through a larger and more diverse workforce. However, appropriate policies must be established because this condition can also pose challenges for Indonesia, such as rising unemployment if not balanced by adequate job creation. Therefore, the government and various stakeholders need to design effective strategies to optimize the demographic bonus. One important step is improving the quality of education and skills training so that the Indonesian workforce can compete in the global market. In addition, strengthening the industrial sector, digitalizing the economy, and developing small and medium enterprises (SMEs) are crucial aspects for absorbing the growing workforce (Ma'ruf 2023).

The demographic bonus does not discriminate between men and women in terms of productive age. Researchers consider the role of women to be very necessary in creating a GOLDEN Indonesia 2045. Here are the facts about women's superiority over men (Nationalgraphic 2014): 1. Women are more multi-talented than men: A team of psychology researchers from England found scientific facts in two studies that prove that women are more multi-talented than men. In the first experiment, they asked men and women to demonstrate different tasks on a computer. For example, counting and guessing shapes. Researchers found that men were slower in searching and calculating than women. While in the second experiment, they asked two groups to find a restaurant on a map and look for lost keys in the field while simultaneously calculating simple mathematics and talking on a cell phone. Women were

able to complete the entire task in eight minutes and were perfect with better methods and management than men. 2. Women's immunity levels are higher than men's: Women's immunity levels are stronger than men's. Based on research from Ghent University, an additional X chromosome in women means we have more microRNA. MicroRNA functions as an immune system booster and inhibits the growth of cancer cells. Research also found that the hormone estrogen is enriched with an enzyme called Caspase-12, which can help immunity. Then, Professor Katsui Hirokawa from Japan discovered that women's immune systems age more slowly than men's. This is what causes women to live longer than men. The study also found that high testosterone levels in men can reduce the immune response. Thus, men are more susceptible to disease than women. 3. Stress makes women more caring: According to research published in Psychoneuroendocrinology, women under stress are more caring towards their surroundings. Meanwhile, when stressed, men act more selfishly and have difficulty understanding others around them. According to Giorgia Silani, the head of the study, women's caring attitude is due to the fact that when stressed they are more social when they are stressed to seek support and help. Meanwhile, men prefer to find solutions or solve their problems themselves. In addition, hormonal factors also play a role. The hormone oxytocin in women is produced more during stress, so the body naturally makes women more sociable than men.

Based on the explanation above about the advantages of women above, it can be concluded that women have more flexible skills, are more careful, have a higher level of concern, and have a higher level of immunity compared to men. The advantages that women have should be utilized as well as possible so that they can be involved in government, state and private companies, and other groups to improve good corporate governance in the scope of government, companies, and other groups which can ultimately work together in creating Indonesia EMAS 2045. Involvement to achieve Indonesia EMAS is in line with the spirit of feminism and gender.

CONCLUSION

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