

ADVANTAGES AND DISADVANTAGES OF THE POLICY OF INVOLVEMENT OF 25 PERCENT WOMEN IN STATE-OWNED ENTERPRISES

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Abstract

One of the new and different policies from previous governments is the policy of gender empowerment through the involvement of a minimum of 25% of women in State-Owned Enterprises to create gender equality (Sugiyono 2019). On the one hand, we think this policy is good for implementing gender equality and women have a number of emotional and skill advantages where women are usually more detailed and more diligent than men. However, on the other hand, a number of groups consider that this policy is not necessary because if the women who are categorized as having the skills and emotions that are conveyed, they will automatically get a position/position in a company without having to require a minimum policy of 25%. Therefore, researchers aim to analyze the advantages and disadvantages of implementing 25% women's involvement in BUMN. The research is qualitative research with a descriptive approach, namely describing things related to women. The data used in this research is secondary data that researchers obtained from scientific manuscripts, books and other references that are usually used in every research. These data were analyzed using the SWOT analysis technique

Keywords: 25 Percent, Women , State-Owned Enterprises

INTRODUCTION

One of the main issues in human development is gender issues. Various government efforts have been made to achieve gender equality even though there are still gaps between women and men in various fields such as education, health, economics, politics and socio-culture. Gender is described as a set of roles with costumes and masks in the theater, which convey to other people that someone is feminine or masculine (Lusiarista 2022) . Meanwhile, according to (Giyono 2021) , gender is interpreted as differences in roles and behavior between men and women which are socially constructed. Gender is not inborn, gender is a social form that is formed from several factors such as region, culture, state ideology, politics and economics (Utaminingsih 2014). Gender issues are one of the goals in the Sustainable Development Goals (SDGs). One of the goals of SDGs point 5 is to achieve gender equality and empower all women and girls.

Gender equality is a strategy that can be used to encourage regional development. Increasing women's participation in the development process, starting from preparing plans, carrying out the development process, to achieving benefits from

development programs, is one way that gender equality can be achieved (Giyono 2021). Gender inequality has a negative impact on various aspects of development from economic aspects to national security and defense (Utami 2023). KemenPPPA explains that gender inequality is a phenomenon caused by gender that occurs due to different treatment or views. Gender discrimination is also related to other factors such as race, socioeconomic status, age, geographic location, and other factors. Women and men basically have equal and fair privileges as human beings in various issues both in the economic, political and other fields. However, the fact is that there are still many cases of violence against women. Catahu (Annual Notes) 2022 Komnas Perempuan reported that in 2022 there were 338,496 cases of Gender-Based Violence (KGB) against women (et al. 2021).

Empowerment gives someone greater power or authority and/or freedom regarding their choices and activities (Choudhary 2010). In this context, equal gender empowerment is aimed at achieving equal access for men and women in decision making and involvement in various aspects of life, both in the public and domestic spheres. This is also in line with one of the goals of the Sustainable Development Goals (SDGs), namely ensuring full and effective participation and equal opportunities for women to lead at all levels of decision making in political, economic and public life. Inequality should not occur because women are residents of half the world (Chattopadhyay 2004).

Minister of State-Owned Enterprises (BUMN) Erick Thohir wants women to occupy 25 percent of directorship seats in state-owned companies at least by the end of 2023. This step is a form of implementing gender equality in the work environment. Through Srikandi BUMN, the Ministry of BUMN wants to create an inclusive work environment for everyone regardless of gender or other background. For this reason, various programs have been prepared, ranging from talent recruitment to creating a comfortable and safe work environment for women. He considered the Srikandi BUMN Goes To Campus activity to be a good opportunity for the younger generation, to get to know more closely the important role of BUMN in moving the wheels of the nation's economy. Chairman of Srikandi BUMN, Tina T Kemala Intan, said that this activity was part of amplifying BUMN's progress in accelerating sustainable development (SDGs), both within the company and in its role as an agent of change in society (Kencana 2023).

Based on this, this research aims to analyze the advantages and disadvantages of implementing the policy of involving women of at least 25% in state-owned enterprises. The profits and losses are analyzed using the standard SWOT analysis tool technique. If there are strengths and opportunities then they can be categorized as profits and if there are many weaknesses and losses then they can be classified as losses.

METHODS

One of the new and different policies from previous governments is the policy of gender empowerment through the involvement of a minimum of 25% of women in State-Owned Enterprises to create gender equality (Sugiyono 2019). On the one hand, we think this policy is good for implementing gender equality and women have a number of emotional and skill advantages where women are usually more detailed and more diligent than men (Abdurahman 2016). However, on the other hand, a number of groups consider that this policy is not necessary because if the women who are categorized as having the skills and emotions that are conveyed, they will automatically get a position/position in a company without having to require a minimum policy of 25% (Lexy J. Moleong 2018). Therefore, researchers aim to analyze the advantages and disadvantages of implementing 25% women's involvement in BUMN. The research is qualitative research with a descriptive approach, namely describing things related to women (Imam Gunawan 2014). The data used in this research is secondary data that researchers obtained from scientific manuscripts, books and other references that are usually used in every research. These data were analyzed using the SWOT analysis technique (Rimbawan, Susantiaji, and Hermanyanti 2023).

RESULT AND DISCUSSION

Advantages And Disadvantages Of The Policy Of Involvement Of 25 Percent Women In State-Owned Enterprises

One of the main issues in human development is gender issues. Various government efforts have been made to achieve gender equality even though there are still gaps between women and men in various fields such as education, health, economics, politics and socio-culture. Gender is described as a set of roles with costumes and masks in the theater, which convey to other people that someone is feminine or masculine (Lusiarista 2022) . Meanwhile, according to (Giyono 2021) , gender is interpreted as differences in roles and behavior between men and women which are socially constructed. Gender is not inborn, gender is a social form that is formed from several factors such as region, culture, state ideology, politics and economics (Utaminingsih 2014). Gender issues are one of the goals in the Sustainable Development Goals (SDGs). One of the goals of SDGs point 5 is to achieve gender equality and empower all women and girls.

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SWOT Analysis

Table 1
SWOT Analysis

Strenghts	Weaknesses	Opotunities	Threats
Women have a number of emotional advantages	Women have a number of other emotional deficiencies compared to men	Creating gender balance	Many heads of families are unemployed
Women have more detailed characteristics	Women have physical weaknesses compared to men	Creation of an inclusive work environment	Many workers cannot be completed properly
Creating gender balance in the work environment	Can degrade men's abilities		

CONCLUSION

Based on the comprehensive explanation above, it can be concluded that the advantages and disadvantages of implementing the minimum 25 percent women's involvement policy in State-Owned Enterprises include the following:

1. The implementation of a policy of involving women in State-Owned Enterprises of at least 25 percent is basically aimed at creating gender equality, gender justice and gender balance which can create an inclusive environment. This policy was adopted due to the minimal involvement of women in State-Owned Enterprises.
2. This policy has a number of shortcomings, including being able to degrade the position of qualified men. Policies that were initially aimed at creating gender equality, development and justice can be contradictory to these goals. In another view, it is clear that to realize gender equality there is no need for a 25 percent threshold for women's involvement. Gender equality can be realized simply by not discriminating between genders and allowing those who are most capable and qualified to occupy positions/positions in State-Owned Enterprises.

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