

## WOMENS AWARENESS IN BANDUNG CITY TOWARD GENDER EQUALITY DURING THE COVID-19 PANDEMIC

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### Abstract

*The COVID-19 pandemic has had a significant impact on the people of Indonesia, especially in Bandung, which is marked by an increase in the number of layoffs and unemployment. Unemployment dominated by working-age people is a threat to gender equality due to uncertain economic conditions that have a worse impact on women than men. This phenomenon also has an impact on increasing violence against women and divorce in Bandung City in the era of the COVID-19 pandemic, showing that women's awareness of the values of gender equality, women's empowerment, and sustainable development goals have not been realized. This article uses descriptive quantitative research methods supported by SPSS software. The data sources we need to obtain include secondary and primary data. In the analysis that has been done, the data shows that women have shown empowerment, which can be seen from their involvement in activities carried out by women in the city of Bandung. The active role of the government and related institutions is still needed to strengthen awareness of gender equality issues by all parties as a very important factor in achieving equitable and sustainable development.*

**Keyword :** COVID-19, Gender Equality, Sustainable Development Goals, Women's Empowerment

### Abstrak

Pandemi COVID-19 telah memberikan dampak yang signifikan bagi masyarakat Indonesia, khususnya di Bandung, yang ditandai dengan peningkatan jumlah kasus PHK dan pengangguran. Pengangguran yang didominasi oleh masyarakat usia produktif merupakan ancaman bagi kesetaraan gender karena kondisi ekonomi yang tidak menentu yang berdampak lebih buruk bagi perempuan dibandingkan laki-laki. Fenomena ini juga berdampak pada meningkatnya kekerasan terhadap perempuan dan perceraian di Kota Bandung di era pandemi COVID-19, menunjukkan bahwa kesadaran perempuan akan nilai-nilai kesetaraan gender, pemberdayaan perempuan, dan tujuan pembangunan berkelanjutan belum terwujud. Artikel ini menggunakan metode penelitian kuantitatif deskriptif yang didukung oleh perangkat lunak SPSS. Sumber data yang perlu kita peroleh meliputi data sekunder dan primer. Pada analisis yang telah dilakukan, data menunjukkan bahwa

perempuan telah menunjukkan pemberdayaan, yang terlihat dari keterlibatannya dalam kegiatan yang dilakukan oleh perempuan di Kota Bandung. Peran aktif pemerintah dan lembaga terkait tetap diperlukan untuk memperkuat kesadaran semua pihak terhadap isu kesetaraan gender sebagai faktor yang sangat penting dalam mencapai pembangunan yang berkeadilan dan berkelanjutan.

**Keywords:** COVID-19, Kesetaraan Gender, Tujuan Pembangunan Berkelanjutan, Pemberdayaan Perempuan

## Introduction

Gender inequality still occurs in all aspects of life, both in Indonesia and around the world. This is despite rapid progress in achieving gender equality.<sup>1</sup> The extent and forms of discrimination vary in different countries and regions.<sup>2</sup> There are gender gaps in many areas, including economics, power, political participation, and other aspects that are still common.<sup>3</sup> Women are significantly negatively impacted by gender inequality, such as the risk of termination and loss of livelihood, are vulnerable to violence, and face a double burden in the household.<sup>4</sup> It is women who are most burdened by existing inequalities. Therefore, achieving gender equality is a key goal in a very important development effort.

Since 1978, there has been a women's empowerment programme in Indonesia. Through these empowerment efforts, several regions have managed to achieve adequate results in increasing women's capacity, improving their economic conditions, improving their health, and improving their quality of life.<sup>5</sup> However, there are still many

women in Indonesia who have not benefited from this empowerment programme, both in urban and rural areas.<sup>6</sup>

Women's empowerment involves a process of awareness-raising and capacity-building to achieve broader participation, including in supervision, decision-making, and transformation aimed at achieving greater equality between women and men in terms of degree or position.

The COVID-19 pandemic has shaken the economic sector,<sup>7</sup> especially in Indonesia, including Bandung City. As a result, there has been an increase in cases of termination of employment and unemployment in the city of Bandung. Based on data from the Social Security Organisation Agency (BPJS) in Indonesia, as many as 12,024 workers in Bandung City were laid off in 2021.<sup>8</sup> There was an increase in the unemployment rate in Bandung City by 42,000 people, from 105,670 people in 2019 to 147,081 people in 2020.<sup>9</sup>

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<https://www.djkn.kemenkeu.go.id/artikel/baca/15799/Pandemi-Covid-19-dan-Upaya-Pencegahan.html>, (diakses pada 5 April 2023).

<sup>6</sup> Mia Siscawati and others, 'Gender Equality and Women Empowerment in The National Development of Indonesia', *Journal of Strategic and Global Studies*, 2.2 (2020), 39–63, <https://doi.org/10.7454/jsgs.v2i2.1021>.

<sup>7</sup> Luisa S. Flor and others, 'Quantifying the Effects of the COVID-19 Pandemic on Gender Equality on Health, Social, and Economic Indicators: A Comprehensive Review of Data from March, 2020, to September, 2021', *The Lancet*, 399.10344 (2022), 2381–97, ([https://doi.org/10.1016/S0140-6736\(22\)00008-3](https://doi.org/10.1016/S0140-6736(22)00008-3)).

<sup>8</sup> Boy Firmansyah Fadzi, 'Terdampak Pagebluk, Belasan Ribu Buruh Korban PHK Di Kota Bandung Menanti Solusi', 2021, pp. 2–5, <https://bandungbergerak.id/article/detail/1043/dampak-pagebluk-belasan-ribu-buruh-korban-phk-di-kota-bandung-menanti-solusi>, (diakses pada 8 April 2023).

<sup>9</sup> Agus Warsudi, 'Akibat Badai Pandemi Covid-19, 42.000', 2021, pp. 1–6, <https://jabar.inews.id/berita/akibat-badai-pandemi->

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<sup>1</sup> Manuel Santos Silva and Stephan Klasen, 'Gender Inequality as a Barrier to Economic Growth: A Review of the Theoretical Literature', *Review of Economics of the Household*, 19.3 (2021), 581–614, <https://doi.org/10.1007/s11150-020-09535-6>.

<sup>2</sup> A.S. Wani, 'Gender Inequality - A Global Issue', *International Journal of Research*, 05.19 (2019), 383–95, (<https://doi.org/ISSN:2348-6848>).

<sup>3</sup> Alexandra N. Fisher and Michelle K. Ryan, 'Gender Inequalities during COVID-19', *Group Processes and Intergroup Relations*, 24.2 (2021), 237–45, (<https://doi.org/10.1177/1368430220984248>).

<sup>4</sup> Meraiah Foley and Rae Cooper, 'Workplace Gender Equality in the Post-Pandemic Era: Where to Next?', *Journal of Industrial Relations*, 63.4 (2021), 463–76, (<https://doi.org/10.1177/00221856211035173>).

<sup>5</sup> Siska Nadia, 'Ikuti Kami KNPedia', *Kementerian Keuangan Republik Indonesia*, 2022, pp. 1–2,

This unemployment is dominated by young people, productive age, or the millennial generation, with details of 92,013 men and 55,008 women.<sup>10</sup>

This phenomenon has implications for the decline in the level of household welfare due to not getting a salary or income. This situation psychologically disturbs the husband, making him more frustrated and at risk of committing acts of violence against his partner. One example of violence against women occurred in Bandung City, where there were 300 cases of domestic violence based on data from the Integrated Service Centre for Women and Children Empowerment (P2TP2A) in Bandung City. This resulted in divorce cases in Bandung City increasing by 1,449 lawsuits during the pandemic as of June 26, 2020, based on data from the Bandung City Religious Court report.<sup>11</sup>

Through the research questions we have made before, we understand that the research we will conduct can provide significant data for similar research in the future. Especially for the purpose of this study, we hope to answer the questions that arise related to how much awareness there is among women in Bandung City on issues of women's empowerment and gender equality in accordance with the values of the SDGs as an output of the research conducted. Therefore, we conducted our research entitled Analysis of Women's Awareness of Gender Equality During the COVID-19 Pandemic in Bandung City.

In this study, of course, we use descriptive quantitative research methods. Primary data was obtained through a questionnaire instrument (Google Form) distributed to women aged 15–64 who live in Bandung City. In addition, secondary data

sourced from books, journals, websites, and other supporting documents is also used to explain the issues contained in the background and theory of gender equality in the theoretical framework. The determination of questionnaire questions is based on the Pollocks model framework, which consists of conceptual definitions, operational definitions, variables, attributes, and values with reference to SDG targets and indicator No. 5 (gender equality). Sustainable Development Goal (SDG) No. 5, which focuses on gender equality, is used as an indicator because of its relevance to the specific issue being studied. SDG 5 specifically targets gender equality and aims to empower women and girls. During the COVID-19 pandemic, gender-based inequalities have been exacerbated. Analyse women's awareness in Bandung City about gender equality in line with the SDG 5 goal to ensure that women have equal opportunities and access to resources and decision-making processes.

Theoretically, this research is expected to contribute to complementing the concept of women's empowerment in the study of international relations, especially in explaining women's awareness and gender equality during the COVID-19 pandemic in Bandung City. Meanwhile, the practical benefit is that this research is expected to provide information about women's empowerment and its application in the city of Bandung. This research is also expected to be a reference for the government and the community in Bandung City in terms of strategies for handling gender equality issues in the future, as well as a reference for researchers who want to research similar things.

### Method

This research uses descriptive quantitative research methods supported by SPSS software because it provides a systematic and objective data analysis approach. Using SPSS software, researchers can ensure that analyses are performed in a standardised and unbiased manner, which improves the generalizability of findings. It is important to understand the overall level of women's awareness of gender equality in Bandung City during the pandemic.

covid-19-42000-warga-kota-bandung-menganggur, (diakses pada 7 April 2023).

<sup>10</sup> Tiah SM, 'Pengangguran Di Kota Bandung Bertambah , Sejak Pandemi Covid-19 ', 2021, pp. 8–10, <https://jabar.tribunnews.com/2021/07/29/pengangguran-di-kota-bandung-bertambah-sejak-pandemi-covid-19-banyak-yang-kena-phk>, (diakses pada 2 April 2023).

<sup>11</sup> Bandung Bergerak, 'Program Pengurangan KDRT Di Bandung Belum Menyentuh Akar Persoalan', pp. 7–10, <https://bandungbergerak.id/article/detail/246/program-pengurangan-kdrt-di-bandung-belum-menyentuh-akar-persoalan>, (diakses pada 4 April 2023).

The sampling technique used is stratified random sampling with a margin of error of 10%. Validity and reliability analysis is used using SPSS software. The distribution of respondents' answers by age group and profession regarding understanding forms of discrimination against women and Bandung City's comprehensive services for victims of violence against women was explained through crosstab analysis.

**Discussion**

**A. Analysis of Respondent Characteristics**

Using a stratified random sampling technique covering 30 sub-districts in Bandung City, a sample of 100 respondents was determined based on a margin of error (MoE) calculation of 10% of the proportional female population in Bandung City according to the 2020 population census. As for this study, there were questionnaire results that obtained 121 respondents with the following criteria: 71.9% of respondents were students, 15.7% were workers, 9.1% were students, and 3.3% were housewives. Most respondents came from Antapani District, with as many as nine respondents, and Coblong District, with as many as eight respondents. The lowest number of respondents came from Bandung Wetan, Cinambo, and Sumur Bandung sub-districts. The majority of respondents were 19 years old, with a percentage of 27.3%, and 20 years old, at 14.9%.

**B. Validity Test Results**

The concept of validity testing has evolved over more than 60 years, and various definitions of validity have been proposed. A more fundamental definition of validity is the extent to which a test measures what it is supposed to measure. Although this definition is relatively general and straightforward, it simplifies matters a bit. A better definition, reflecting the most contemporary perspective, is that validity testing is to measure the extent to which evidence and theory support the interpretation of test scores required by the proposed use.<sup>12</sup>

In the validity test process carried out for this study, the results have been proven to

be good based on the provisions of research fulfillment. Researchers have tested the validity of questions from questionnaires that have been distributed. The results of the validity test that has been carried out are as follows:

**Table 1.1 Validation Test Results**

<i>Quest ions</i>	<i>N of Item</i>	<i>Vadility Values</i>	<i>Minimum Limit of Validity</i>	<i>Descrip tions</i>
P1	30	0,47	0,25	Valid
P2	30	0,62	0,25	Valid
P3	30	0,45	0,25	Valid
P4	30	0,30	0,25	Valid
P5	30	0,30	0,25	Valid
P6	30	0,55	0,25	Valid
P7	30	0,59	0,25	Valid
P8	30	0,25	0,25	Valid
P9	30	0,36	0,25	Valid
P10	30	0,28	0,25	Valid
P11	30	0,30	0,25	Valid
P12	30	0,65	0,25	Valid
P13	30	0,56	0,25	Valid
P14	30	0,32	0,25	Valid
P15	30	0,72	0,25	Valid
P16	30	0,64	0,25	Valid
P17	30	0,56	0,25	Valid
P18	30	0,63	0,25	Valid
P19	30	0,54	0,25	Valid
P20	30	0,28	0,25	Valid
P21	30	0,30	0,25	Valid
P22	30	0,65	0,25	Valid
P23	30	0,62	0,25	Valid
P24	30	0,51	0,25	Valid
P25	30	0,62	0,25	Valid
P26	30	0,63	0,25	Valid
P27	30	0,25	0,25	Valid
P28	30	0,42	0,25	Valid
P29	30	0,54	0,25	Valid
P30	30	0,57	0,25	Valid

Source : The Primary Data of Validity Test Result<sup>13</sup>

Based on the table above, every time that has been tested with a total of 30 questions on the research questionnaire for each indicator, it has met the predetermined level of validity with a

<sup>12</sup> R. Michael Furr and VerneR. Bacharach, *Psychometrics: An Introduction*, SAGE Publication (Amazon: SAGE Publication, 2013).

<sup>13</sup> Mohammad Apridio Salahuddin Hakim and others, 'The Test Result of Validity and Reliability by SPSS' (Bandung: SPSS, 2023), pp. 1–13.

minimum limit of 0.25. Therefore, the results of this research validity test are valid so that they are suitable for use as data collection and can be analyzed further.

### C. Reliability Test Results

Reliability tests were performed to determine to what extent the instruments in the study were constituent, error-free, and stable in measuring what they wanted to measure, even after repeated tests on subjects under similar conditions.<sup>14</sup> Reliability tests are closely related to validity tests.<sup>15</sup> Reliability test measurements are based on Cronbach's alpha, which is a measure of internal consistency. Cronbach's alpha will show how reliable the question is.<sup>16</sup> These tests measure latent or unobserved variables, such as individual awareness or openness, that are difficult to measure in real life.<sup>17</sup> The more Alpha coefficients close to 1, the stronger the reliability of the instrument.<sup>18</sup> A more complete reliability test can be seen in the following table:

**Table 1.2 Reliability Test Results**

<i>Variable</i>	<i>Alpha Coefficient</i>	<i>Interpre-tation</i>
Women's Understanding in Bandung City	0,914	Reliable

<sup>14</sup> Maria Cellina Wijaya and Yudhistira Pradnyan Klopung, 'Validity and Reliability Testing of the Indonesian Version of the EHealth Literacy Scale during the COVID-19 Pandemic', *Health Informatics Journal*, 27.1 (2021), <https://doi.org/10.1177/1460458220975466>.

<sup>15</sup> Michael Franzen, *Reliability and Validity in Neuropsychological Assessment (2nd Ed.)*, Plenum (New York: Springer, 2000), XXI, <https://doi.org/10.1007/BF00821030>.

<sup>16</sup> E. Johnson, *Cronbach's Alpha. In: Volkmar, F.R. (Eds), Encyclopedia of Autism Spectrum Disorders* (New York: Springer Link, 2013), (<https://doi.org/10.1007/978-1-4419-1698-3>).

<sup>17</sup> Kioumars Razavipour and Behnaz Raji, 'Reliability of Measuring Constructs in Applied Linguistics Research: A Comparative Study of Domestic and International Graduate Theses', *Language Testing in Asia*, 12.1 (2022), (<https://doi.org/10.1186/s40468-022-00166-5>).

<sup>18</sup> Keith S. Taber, 'The Use of Cronbach's Alpha When Developing and Reporting Research Instruments in Science Education', *Research in Science Education*, 48.6 (2018), 1273–96 , (<https://doi.org/10.1007/s11165-016-9602-2>).

of SDG No. 5:  
Gender Equality

**Source :** *The Primary Data of Reliability Test Result*<sup>19</sup>

Based on the table, the alpha coefficient of the reliability test is more than 0.6, which is a condition of reliability. The results of this reliability test show that all questions in this study are reliable. The level of reliability in this study can also be said to be very strong because it has an Alpha coefficient that is very close to 1.

### D. Discussion of SDG Indicator No. 5 Based on Respondents

#### Discrimination Against Women (5.1)

Questionnaire data shows that most women aged 15–64 years in Bandung City have excellent knowledge about forms of discrimination against women, which is 50.4%. On the other hand, it can be said that only a small percentage do not know the forms of discrimination against women, which is only 0.8%. This means that women's knowledge has strong positive responses when it comes to discrimination against women.

#### Violence Against Women (5.2)

Questionnaire data shows that the knowledge of women aged 15–64 years in Bandung City about forms of violence against women is very high. This is shown by 72.7% of women in Bandung City who really know this, while only 0.8% of women in Bandung City do not know this. The data provides an interpretation that shows a high awareness of violence against women.

#### Early marriage and FGM/C (5.3)

Based on questionnaire data, it can be seen that 57.9% of women in Bandung City are very aware of the risks of early marriage before the age of 15 and 18 years, and only 1.7% are very unaware of these risks. These findings are very interesting and show that women actually know a lot about the risks of early marriage, despite the high rate of early marriage in West Java. Their responses showed that they provided high awareness of child marriage and FGM/C.

#### Carer and Housewife Protection Services (5.4)

In the understanding of the Bandung City women's community with the protection

<sup>19</sup> Hakim and others.

services of carers and housewives, especially in the attitude of the government that provides public service facilities, they are aware. Statistically, 18.2% were very conscious, 34.7% were conscious, 31.4% were quite conscious, and 15.7% were very unconscious. The data provide interpretations that provide high awareness of the protection services of carers and housewives.

#### **Women's Representation (5.5)**

Based on questionnaire data, it is known that the average women's community in Bandung City does not know the representation of women in Bandung City who occupy roles from the central to regional levels. 47.1% did not know, 28.9% knew, 16.5% were very unconscious, and 7.4% were very conscious. The data provide interpretations with positive responses to women's representation.

#### **Sexual and Reproductive Health (5.6)**

Based on questionnaire data, it can be seen that 57.9% of women in Bandung City are very aware of the benefits of contraception, and only 2.5% are very unaware of the risks. This finding is very interesting and shows that women actually know a lot about the benefits of contraception, which is needed as a tool to maintain women's sexual and reproductive health in Bandung. The data provides positive awareness of sexual health and reproductive indicators.

#### **Right to equal resources (5.7)**

Because the knowledge of women in Bandung City about equal rights to land ownership is quite high, this is also related to their knowledge of the laws that regulate it. This is reflected in a total of 49.6% of highly knowledgeable respondents, followed by 30.6% who are knowledgeable. Then about 14.9% did not know it, and only 5% of respondents were very unaware of it. The data shows a great positive impact on interpretation in terms of equal rights to resources.

#### **Use of Technology (5.8)**

Women's knowledge in Bandung City regarding the level of interest in mastering technology is quite high. This is evidenced by half of the respondents, 36.4% of women who really know, and 29.8% who know. However, not a few respondents also do not know this,

as evidenced by 24.8% of respondents who do not know and 9.1% who really do not know it. Interpretation of the data shows women's awareness has high quality in the use of technology.

#### **Policies and Laws on Gender Equality (5.9)**

Women's awareness in Bandung City about gender equality can be proven by the fact that the majority are aware of policies and laws regarding gender equality. 34.7% knew, and 24.8% actually knew. However, this was followed by 28.9% not knowing and 11.6% completely not knowing. This means that only some respondents are aware of policies and laws on gender equality.

#### **E. Crosstab Analysis**

In this analysis, we have tested the data with the distribution of respondents' answers by age group and profession regarding the understanding of forms of discrimination against women and comprehensive services in Bandung for women victims of violence.

##### **a) Women's Understanding of Forms of Discrimination Based on Age Groups**

Women's knowledge of forms of women's discrimination in Bandung City can be assessed quite highly. This can be proven by 75 people filling in the very know and 68 knowing. Based on age, women aged 19 and 20 know the forms of discrimination against women. It seems that women in Bandung City have begun to realise the issue of discrimination against women. The results of the data form show that women in Bandung City have a high understanding of discrimination based on age groups.

##### **b) Women's Understanding of Forms of Discrimination Based on Professional Groups**

The results of the crosstabs test above show that the knowledge of women in Bandung City are predominantly very aware of forms of discrimination against women. Respondents were obtained from professions consisting of housewives, students, workers, and students. In this result, there were 75 respondents who really knew, and 68 respondents knew. Based on the results of these data, it can be interpreted that women in Bandung City provide a positive response and awareness of women's

understanding of forms of discrimination based on professional groups.

### c) Women's Understanding of Bandung City Comprehensive Services Based on Age Groups

Women's knowledge in Bandung regarding comprehensive services for victims of violence against women in Bandung City is still very low. In fact, women aged 17–22 who currently live in the era of social media and have become accustomed to discussing gender equality issues do not know whether the Bandung City government has provided comprehensive services for women victims of violence. So, it means that the government must improve the quality of services for women victims of violence to be better in the future.

### d) Women's Understanding of Bandung City Comprehensive Services Based on Professional Groups

It is known that women's knowledge in Bandung City about the existence of comprehensive services for victims of violence against women is divided into professional groups. Most women who work as housewives, students, and university students answered that they did not know the existence of this service, while women with working professions are mostly aware of services for victims of violence in the city of Bandung. If you look at the total, it can be concluded that women's knowledge in Bandung about the existence of comprehensive services for victims of violence against women is still quite low (70 respondents), with only a few really knowing about these services out of a total of 17 respondents. The results of the data show a fairly low level of service. This means that the government must be more active in improving comprehensive services for women in Bandung City.

## Citations and References

### A. Women Empowerment

Empowerment can be viewed as a means of creating a social environment where one can make decisions and choices both individually and collectively for social transformation.<sup>20</sup> It

reinforces innate abilities by means of acquiring knowledge, strengths, and experience.<sup>21</sup> In addition, empowerment is also defined as the process of giving authority to individuals to think, take action, and control their work autonomously.<sup>22</sup> It is a process by which a person can gain control over his fate and life circumstances.<sup>23</sup> Empowerment includes control over resources (physical, human, intellectual, and financial) and over ideology (beliefs, values, and attitudes).<sup>24</sup> This is not only a greater feeling of extrinsic control but also fosters an intrinsic capacity, greater self-confidence, and an internal transformation of one's consciousness that allows one to overcome external barriers to accessing resources.<sup>25</sup>

Women's empowerment is basically the process of improving the economic, social and political status of women who have traditionally been underprivileged in society, that is, the process of protecting them from all forms of violence.<sup>26</sup> Women's empowerment

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*Sociology*, 8 (2023),  
(<https://doi.org/10.3389/fsoc.2023.893898>).

<sup>21</sup> Marc Völker and Philippe Doneys, 'Empowerment as One Sees It: Assessment of Empowerment by Women Participants of Development Projects', *Development in Practice*, 31.1 (2021), 125–38, (<https://doi.org/10.1080/09614524.2020.1828284>).

<sup>22</sup> World Vision, 'Understanding Women's Empowerment', 2020, 1–8, <https://www.worldvision.com.au/womens-empowerment/>, (diakses pada 5 May 2023).

<sup>23</sup> Mahbub Mahbub, 'Paper Title : Women Empowerment , Definition , Theory , Process , Practice and Importance- An Analysis Course Director Department of Political Science University of Dhaka Department of Political Science Univesirty', *Gender and Politics*, June, 2021, 1–10, ([https://www.researchgate.net/publication/353444239\\_-\\_Women\\_Empowerment\\_theory\\_practice\\_process\\_and\\_importance/link/60fd1eb4169a1a0103b5c8a6/download](https://www.researchgate.net/publication/353444239_-_Women_Empowerment_theory_practice_process_and_importance/link/60fd1eb4169a1a0103b5c8a6/download)).

<sup>24</sup> Anthony Roberts and Ronald Kwon, 'The Interplay of Female Empowerment and Subjective Beliefs about Women in 51 Countries', *International Journal of Comparative Sociology*, 62.1 (2021), 3–31, <https://doi.org/10.1177/0020715220988571>.

<sup>25</sup> I Gusti Ayu Purnamawati and Gede Adi Yuniarta, 'Womens Empowerment Management Models For Local Economic Development', *Relevance: Journal of Management and Business*, 3.1 (2020), 1–12, (<https://doi.org/ISSN:2615-8590>).

<sup>26</sup> Rigaud Joseph, 'The Theory of Empowerment: A Critical Analysis with the Theory Evaluation Scale', *Journal of Human Behavior in the Social Environment*, 30.2

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<sup>20</sup> Najla Mouchrek and Mark Benson, 'The Theory of Integrated Empowerment in the Transition to Adulthood: Concepts and Measures', *Frontiers in*

involves building a community and a political environment in which women can breathe without fear of oppression, exploitation, fear, discrimination, and the general feeling of persecution that comes with being a woman in a traditionally male-dominated structure.<sup>27</sup> Women's empowerment is very important for community development.<sup>28</sup> Empowerment means that individuals gain the power to think and act freely, exercise choices, and fulfil their potential as full and equal members of society.<sup>29</sup>

Thus, empowerment means a psychological sense of personal control or influence and concern with actual social influence, political power, and legal rights.<sup>30</sup> It is a multilevel construction that refers to individuals, organisations, and communities.<sup>31</sup> Then, empowerment refers to an ongoing international process centred in local communities involving mutual respect, critical reflection, caring, and group participation in which people who do not have an equal share of valuable resources gain greater access to control these resources.

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(2020), 138–57,  
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<sup>27</sup> Resti Fauziah, Nandang Mulyana, and Santoso Tri Raharjo, 'Pengetahuan Masyarakat Desa Tentang Kesetaraan Gender', *Prosiding Penelitian Dan Pengabdian Kepada Masyarakat*, 2.2 (2015), 259–68, <https://doi.org/10.24198/jppm.v2i2.13536>.

<sup>28</sup> Rui GU and Feng ying NIE, 'Does Empowering Women Benefit Poverty Reduction? Evidence from a Multi-Component Program in the Inner Mongolia Autonomous Region of China', *Journal of Integrative Agriculture*, 20.4 (2021), 1092–1106, ([https://doi.org/10.1016/S2095-3119\(20\)63436-0](https://doi.org/10.1016/S2095-3119(20)63436-0)).

<sup>29</sup> Dillip Kumar Mallik, 'Women Empowerment and Gender Equality: A Study of Indian Constitution', *Academia.Edu*, 9.4 (2021), 2321–9467, <https://www.academia.edu/download/66264614/E09042733.pdf>.

<sup>30</sup> Ana Maria Ventura and others, 'Women's Empowerment, Research, and Management: Their Contribution to Social Sustainability', *Sustainability (Switzerland)*, 13.22 (2021), (<https://doi.org/10.3390/su132212754>).

<sup>31</sup> Naila Kabeer, 'Women's Empowerment and Economic Development: A Feminist Critique of Storytelling Practices in "Randomista" Economics', *Feminist Economics*, 26.2 (2020), 1–26, (<https://doi.org/10.1080/13545701.2020.1743338>).

## B. Gender Role Theory

We already know that in human social life, there are different expectations for men and women.<sup>32</sup> There are roles and responsibilities for each sex that have been "established" by society as stereotypes. This is commonly referred to as 'gender role, where it is a concept that expresses social norms and behaviours in a particular society or culture that are widely considered appropriate for individuals of a particular sex.<sup>33</sup>

These stereotypes often dictate the duties and responsibilities assigned to men and women, as well as boys and girls. Specific roles are often conditioned based on the structure of the household, such as the assumption that women should be in the kitchen and not allowed to have careers or that men are always required to be the backbone of the family.<sup>34</sup> The roles assigned to each gender in society mean how a person is expected to dress, act, behave, and speak according to their gender. For example, girls are expected to dress femininely and modestly, while boys are expected to be aggressive and bold.<sup>35</sup>

Gender stereotypes are considered dangerous because they can limit the capacity and opportunities of men and women to develop personal potential, advance careers, and make life choices. It's even worse when gender stereotypes intersect with other stereotypes that negatively affect certain groups, such as women with disabilities. Gender stereotypes are considered dangerous because they can limit the capacity and opportunities of men and women to develop personal potential, advance careers, and make life

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<sup>32</sup> Nan Zhu and Lei Chang, 'Evolved but Not Fixed: A Life History Account of Gender Roles and Gender Inequality', *Frontiers in Psychology*, 10 July (2019), (<https://doi.org/10.3389/fpsyg.2019.01709>).

<sup>33</sup> UNICEF, *Glossary Of Terms And Concepts, UNICEF Report* (Nepal, 2017), [https://www.unicef.org/rosa/media/1761/file/Gender\\_glossary\\_of\\_terms\\_and\\_concepts.pdf](https://www.unicef.org/rosa/media/1761/file/Gender_glossary_of_terms_and_concepts.pdf).

<sup>34</sup> Naznin Tabassum and Bhabani Shankar Nayak, 'Gender Stereotypes and Their Impact on Women's Career Progressions from a Managerial Perspective', *IIM Kozhikode Society and Management Review*, 10.2 (2021), 192–208, <https://doi.org/10.1177/2277975220975513>.

<sup>35</sup> A. Sheldon, 'Talking Power: Girls, Gender Enculturation and Discourse', *Gender and Discourse*, 2014, 225–44, <https://doi.org/10.1007/978-94-007-0753-5>.



choices. It's even worse when gender stereotypes intersect with other stereotypes that negatively affect certain groups, such as women with disabilities.<sup>36</sup> Gender stereotypes will go in the wrong direction if they result in violations of human rights and fundamental freedoms.<sup>37</sup>

The influence of the pandemic on employment dynamics can have consequences for gender roles and attitudes regarding women's participation in paid work and the division of labor. Although the effects of the pandemic on women's employment may negatively impact gender equality in the short term, changes in work arrangements can also bring about changes in gender role attitudes, leading to broader implications for gender relations. The gender role attitudes of both men and women are shaped by their personal experiences, and they adapt these attitudes to align with their individual circumstances.<sup>38</sup>

### C. SDGs No. 5 (Gender Equality)

Gender equality is not only a fundamental human right, but also a necessary foundation for a peaceful, prosperous, and sustainable world.<sup>39</sup> Progress has been made in recent decades: more girls are attending school, fewer girls are forced into early marriage, more women serve in parliament and leadership positions, and laws are being reformed to promote gender equality.<sup>40</sup> Despite these achievements, many challenges

remain, such as discriminatory laws and social norms still in place, women continue to be underrepresented at all levels of political leadership, and one in five women and one in five girls aged between 15 and 49 say they have experienced physical violence or sexual intercourse by an intimate partner within 12 months.<sup>41</sup>

Women have the right to live with respect and without fear. Achieving gender equality is critical to progress and poverty reduction. When women are empowered, they positively impact the well-being and productivity of entire families and communities, thus creating better opportunities for future generations. However, despite substantial evidence highlighting the importance of women's empowerment in achieving human rights, poverty reduction, development, and addressing pressing global issues, gender equality continues to be a promise that has yet to be fully realised.<sup>42</sup>

Women and girls represent half of the world's population. Today, however, gender inequality remains ubiquitous and hinders social progress.<sup>43</sup> Women continue to be underrepresented at all levels of political leadership. Around the world, women and girls perform disproportionately paid domestic work.<sup>44</sup> The inequalities faced by girls can begin at birth and follow them throughout their lives. In some countries, girls lose access to health care or proper nutrition, leading to higher mortality rates. Shortages in education and a lack of access to limited skills and opportunities in the labour market have made

<sup>36</sup> Martin Eisend, 'Gender Roles', *Journal of Advertising*, 48.1 (2019), 72–80, (<https://doi.org/10.1080/00913367.2019.1566103>).

<sup>37</sup> Bettina J. Casad and Breanna R. Wexler, *Gender Stereotypes* (New York: SAGE Publication, 2017).

<sup>38</sup> Malte Reichelt, Kinga Makovi, and Anahit Sargsyan, 'The Impact of COVID-19 on Gender Inequality in the Labor Market and Gender-Role Attitudes', *European Societies*, 23 (2021), S228–45, (<https://doi.org/10.1080/14616696.2020.1823010>).

<sup>39</sup> Yeni Nuraeni and Ivan Lilin Suryono, 'Analisis Kesetaraan Gender Dalam Bidang Ketenagakerjaan Di Indonesia', *Nakhoda: Jurnal Ilmu Pemerintahan*, 20.1 (2021), 68–79, (<https://doi.org/10.35967/njip.v20i1.134>).

<sup>40</sup> United Nations, *Gender Equality: Why It Matters* (New York, 2020), [https://r.search.yahoo.com/\\_ylt=AwrPrhTv76pki44pT4jLQwx.;\\_ylu=Y29sbwNzZzMEcG9zAzEEdnRpZAMEc2VjA3Ny/RV=2/RE=1688952943/RO=10/RU=htps%3A%2Fwww.un.org%2Fsustainabledevelopment%2Fwp-content%2Fuploads%2F2018%2F09%2FGoal-5.pdf/RK=2/RS=BtAwZ36Bsw.BhMLRK.IqxLZgsXY-](https://r.search.yahoo.com/_ylt=AwrPrhTv76pki44pT4jLQwx.;_ylu=Y29sbwNzZzMEcG9zAzEEdnRpZAMEc2VjA3Ny/RV=2/RE=1688952943/RO=10/RU=htps%3A%2Fwww.un.org%2Fsustainabledevelopment%2Fwp-content%2Fuploads%2F2018%2F09%2FGoal-5.pdf/RK=2/RS=BtAwZ36Bsw.BhMLRK.IqxLZgsXY-)

<sup>41</sup> United Nations, *Goal 5 Achieve Gender Equality and Empower All Women and Girls, Sustainable Development Goals* (New York, 2020), <https://doi.org/10.5771/9783748902065-213>.

<sup>42</sup> Hurriyet Babacan, *Women and Development* (Paris: Encyclopedia of Life Support Systems (EOLSS), 2002), ii.

<sup>43</sup> Dede Nurul Qomariah, 'Persepsi Masyarakat Mengenai Kesetaraan Gender Dalam Keluarga', *Jendela PLS: Jurnal Cendekiawan Ilmiah Pendidikan Luar Sekolah*, 4.2 (2019), 52–58, (<https://jurnal.unsil.ac.id/index.php/jpls/article/view/1601>).

<sup>44</sup> Suneeta Dhar, 'Gender and Sustainable Development Goals (SDGs)', *Indian Journal of Gender Studies*, 25.1 (2018), 47–78, (<https://doi.org/10.1177/0971521517738451>).

gender equality one of the SDGs.<sup>45</sup> Empowering women and girls is essential to expand economic growth and promote social development.<sup>46</sup> Women's full participation in the labor force would add a percentage point to most national growth rates.<sup>47</sup>

In this study, the application of the concept of SDG No. 5 (gender equality) has indicators that become an important reference in the analysis process of the research analysis unit, especially among respondents in the awareness of women in Bandung City towards gender equality during the COVID-19 pandemic. This is an analytical tool used in obtaining primary data sourced from questionnaires through Google Forms that have been distributed to 30 sub-districts in Bandung City online.

Keeping in mind the analysis of women's empowerment and applying it to measurements made through Google Forms, it is expected to show that in the near future, policies on women will be needed, especially in Bandung and Indonesia in general. Thus, the recognition of women's empowerment will win, grow significantly, and contribute to a society that recognizes the important role of women more than ever before.

### Conclusion

In conclusion, this study highlights various factors that determine women's awareness of gender equality in Bandung. Through descriptive quantitative research methods and several stages of analysis of primary data obtained through questionnaires (google forms) prepared based on the Pollocks model framework consisting of conceptual definitions, operational definitions, variables, attributes, and values with reference to SDGs

<sup>45</sup> Walter Leal Filho and others, 'Promoting Gender Equality across the Sustainable Development Goals', *Environment, Development and Sustainability*, 0123456789, 2022, (<https://doi.org/10.1007/s10668-022-02656-1>).

<sup>46</sup> Lorraine Eden and M. Fernanda Wagstaff, 'Evidence-Based Policymaking and the Wicked Problem of SDG 5 Gender Equality', *Journal of International Business Policy*, 4.1 (2021), 28–57, <https://doi.org/10.1057/s42214-020-00054-w>.

<sup>47</sup> United Nations, *Goal 5 Achieve Gender Equality and Empower All Women and Girls, Sustainable Development Goals* (New York, 2020), <https://doi.org/10.5771/9783748902065-213>.

targets and indicators No. 5 (Gender Equality), and has been distributed to all women aged between 15 to 64 years living in Bandung, we have gained insights into women's perspectives on discrimination, violence, early marriage, FGM/C, protective services, representation, sexual and reproductive health, rights to/and resource allocation, technology use, and policies related to gender equality. While our findings point to a positive level of awareness among women in Bandung, further analysis reveals important considerations to align our research with SDG target and indicator No. 5 and to drive sustainable progress towards gender equality in the region.

Our research confirms that women in Bandung show significant awareness of gender equality issues, evident in their responses to everyday life experiences. However, we acknowledge that more focused efforts are needed to address areas where awareness remains limited, particularly regarding government policies and responses related to gender equality. The lack of socialisation of such policies poses important challenges; with this, we emphasise the need to improve communication and outreach to bridge this gap.

In addition, the COVID-19 pandemic has presented unique circumstances, demonstrating the resilience and empowerment of women in Bandung during difficult times. This is concluded based on proper analysis using citations and references. First, from the perspective of women's empowerment, women have shown the existence of empowerment, which can be seen from their involvement in activities carried out by women in Bandung City during the COVID-19 pandemic who have high awareness of gender equality. Secondly, from the perspective of gender role theory, it has been shown that there is a significant role for women in interacting in various aspects, such as social, political, and economic.

To advance gender equality positively, we urge policymakers, advocates, and stakeholders to consider the implications of our findings and work collaboratively to create an environment that fosters gender equality

awareness at all levels. By aligning the efforts made in SDG No. 5, it can certainly pave the way for equitable and sustainable development in Bandung and Indonesia as a whole.

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This research has been carried out objectively, looking at the object of the research problem that occurs.

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