

# Gender Phenomena: Increasing Knowledge And The Development Of Women's Capability In Issues Perspective

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## Abstraction

In the order of relationships involving the whole of society's potential and elements, it is not the physical and non-physical involvement of the human individuals as supporters of the formation of society, but to nurture, develop, and exploit all these potentials and elements for the assurance of human life, namely the well-being and happiness together. Thus, the meaning of the balance of rights and duties as the nature or form of togetherness and the crystallization of the will, is actually the regularity of the relationships that occur within the society itself. Such thinking or understanding is a social-society study that deals with human problems and the struggles of life in an environment of mutual influence, for the efforts to maintain and develop its life.

Based on these circumstances, some of the women give a transparent appreciation through organizations that have a purpose to conduct a review of gender equality issues in order to know and understand the issues in question. Findings in the study or tracing related to weakness or deficiency and strength regarding the position and role of women, as well as the capability development function related to the improvement of women's knowledge for the social and social environment. The overall knowledge and understanding of gender phenomena, through the findings of data, facts, and symptoms followed by strategic analyzes (measurable and applicable), are understood to address issues related to gender phenomena, and generate conclusions that form the basic for determining decisions operational.

**Keywords;** gender phenomenon, increasing knowledge, capacity development, issues

## 1. Introduction

### a. Background

In general (instinctive and real), it is understood that social intercourse can not be dindled from the existence of a distinguishing problem concerning attention, that is between men and women in society and covering all the layers and levels. Different attention or often referred to as gender phenomenon, there are differences of views between individuals who are not easy to adapt to those who can adapt and adopt, where each individual as an individual has value, hope and trust that is free. In particular, such situations and realities for women are a matter to be faced, as people as well as citizens who can not be separated from the common problems themselves.

In essence, the development of the capability and the increase of knowledge that has been achieved by women has been acknowledged by the society, considering that it is a distinctive achievement and is actually supported through the flexibility of thinking of the opposite sex, that's among men. This fact does not mean that the development of capability and the increase of knowledge as an achievement for the community environment, followed by increasing the position and role of women toward the function of ability and knowledge as free values, hopes and trust related to the balance of rights and obligations significantly in the community. On the based of this situation, some of the women gave a transparent appreciation through an organization that has a purpose to conduct a review of gender equality issues in order to know and understand the subject matter in question. Implementation of the decision, institutionally (organization) of women do various approaches to government institutions and fellow institutions that have similar ideas, in order to establish

cooperation to gain support in the effort to participate in socializing the knowledge about two provisions (society and state) which actually has the same purpose, but in its application there are obstacles.

To that end, the growing ability and increased knowledge that women are able to achieve as a step forward that can not be considered lightweight and should be managed as well as possible, given the progress strongly affects the regularity of relationships that occur in society. Likewise, for women who institutionalize moves to discover the functioning capabilities and knowledge they have for the balance of rights and duties, they also intensively apply them based on the principles of gender equality as a clause of their struggle.

### **b. Formulation of the problem**

Not apart from the problem of the development of capability and the increase of knowledge which is achieved by women in society, of course, have an effect on social relationship pattern related to various level (center, province, region). If the fact is referred back to the applicable provisions, then in accordance with the Preamble of the 1945 Constitution of the Republic of Indonesia (the 1945 Constitution), in the fourth paragraph stated, that; "... protecting the whole nation of Indonesia and the entire blood of Indonesia and to promote the common prosperity, the intellectual life of the nation, ... based on freedom, eternal peace and social justice, it is compiled ... in an Indonesian State Constitution, sovereignty of the people based on; Belief in the Almighty, a just and civilized Humanity, Indonesian Unity, and Democracy led by the wisdom of wisdom in the Deliberation / Representation, and by realizing a Social Justice for all Indonesian people "(TEAM MEDIA, tt.).

The rolling issue that surfaced since the beginning of the reform era in 1999 and was revisited back in 2004, it turns out that until now women are always waiting for its realization, reminding that "all citizens are at the same time in law and government" is very meaningful gender equality efforts as citizens. Based on a bit of the formulation of the problem, can be disclosed some of the issues of research, as follows; 1. Support the development of women's capabilities such as what can affect the position and role in the social environment-society? 2. Is there an influence of the increasing knowledge that women have in general on the development of capacity, both individually and socially in society? 3. Is there any effect of the process of changing the position and role of women in general as a society, in relation to the achievement of increased knowledge? 4. If the fact that the position and role of women undergoes a change in the sense of the functioning of capabilities and knowledge as part of the common gender phenomenon, what is the explanation given by women about the issue?

## **2. Theoretical basis**

### **a. Previous studies conducted**

The development of women's skill and knowledge enhancement has given warnings to socio-community relationships in various lines and in the realm of life, through activities that have the opportunity to actualize themselves in society. This means that the general progress can be achieved by society is inseparable from the role of women together with men and the whole is the personality of the whole community, without having to point out "who gets what, in what way" so that no events need to happen which is counter-productive. It is understandable that in analyzing perspectively about what, why, and how humans determine decisions to take action, ... human beings have a complex will inherent in their lives ... through the various activities they undertake .... Although the attachment is a human right, but ... the activities performed are not the same (FX Sudjatmoko, Bambang Martin Baru, 2009).

The more dominant attachment can be known through certain actions put forward, so that a visible image outwardly reflects the inner impulse. Such is the relationship between internal state and the external state and interactively influences the human mind and attitude, as well as determines the individual (human) and social character of man. More broadly, the events of such relationships take place within society as an interaction (action-reaction) between humans and the environment. Based on the activities, thoughts, and experiences of human beings in their interaction with the environment is a force that supports people to gather and cooperate in order to realize the complex will (wish, hope, aspiration, , dreams, demands, needs, interests, and goals) in life. ... man can cooperate with his fellow manifestly as the embodiment of society (FX Sudjatmoko, Bambang Martin Baru, 2009). It is,

inevitably, from the use of energy that produces certain actions individually or collectively by humans, in which case, the whole depends on what, why, and how it is done.

Noting the state of identity as an individual, it can not be attributed if women gather with their fellow citizens and collectively seek to prove "identity" through associations in society. Women-organized associations generally present socio-cultural, socio-economic, social-religious and other socio-cultural activities based on their individual experience (ability and knowledge) experience and / or achieve. With the formation of society, humans have an identity as individuals, as part of a certain group, have certain roles, positions, and functions so that the ability to adapt and adopt by each individual to the exposure coming from around them is their own strength within the groups community, according to their respective layers and levels. Personality traits possessed by society have in fact provided opportunities especially to women's ability and / or knowledge abilities on many occasions where involvement are based on the various potentials of women that can be seen through positions, roles, and functions as well as the capabilities and knowledge that each has. However, involvement of men in various activities is necessary, because after all the activities that take place contain confidence in the achievement of the objectives set forth in the activities, as expected.

Women's understanding of the reality of the social environment-such a society generally understands and is willing to comply fully with the attitudes and / or behaviors of everyday life, according to the position and role of women. In particular, women's awareness of the abilities and knowledge they are able to achieve leads to an understanding of the functional level, in which case, the development of their abilities and increased knowledge can not be separated from the support of men openly. Such a reality, to be an understanding for women, in which case, there are some of the trinkets of activity they can do, some of which must be done by men, and certainly others must be done together. In such circumstances, clarify the understanding that the real reality in the social-communities environment is available opportunities for the involvement of citizens in various activities that are held, freely and clearly visible balance as a supporter of maintaining the unity of relationships

#### **b. Literature study on knowledge improvement**

Informal education (in the family environment) and non-formal education (in the community environment) as the main basis of teaching in formal education (in the school environment), is the foundation for every human individual gained knowledge-knowledge in accordance with the interests and each talent. Such circumstances, being a strategic (measurable and operational) basis for human efforts to sustainably nurture an understanding of what it wants to know and do, in which case, education requires its presence in the midst of a human association known as term as the community. Such an opinion is the result of tests ... with explanations or explanations from ... various basic sciences (G. Kartasapoetra and LJB. Kreimers, 1987). The power in responding to the changing impacts of environmental influences becomes the benchmark for the actions it undertakes as the product of action is produced through action.

Every individual has a varied background, of course, social interaction is a concern that specifically guides the way of thinking toward the creation of experience-experience for the support of real and shared capabilities and wills. All such thoughts can not be separated from human efforts for the realization of a universally complex, universal will, despite the fact that human capacities and will have their limitations and variations. Based on the circumstances mentioned, it can be seen that in fact through the acquired knowledge achieved, the individual human beings have the power (potential) in behaving towards everything that affects and / or hits him, in which case, women as individuals members of the community have access to it can be involved to determine the decisions as the basis for the actions to be taken. Increased knowledge (coqnisi, affection, psikomotori), as a provision for each individual in the framework of life companions in order to form a role, determine the role, take role, and play a role in the environment co-exist side by side so that understanding and understanding social life-society, become more meaningful and productive benefits. Such thoughts, worthy of follow-up and manifest in the daily lives of people through the exchange of accessible information for flexible analyzes and screening of benefits and can be developed in a socio-societal environment.

In the case of such an exchange of information access and analysis process, considerable energy is required given that gender equality is not merely in the form of coordination, consu- bation, and

consultation, but rather it becomes a differentiating factor in expressing ideas, , and the development of the will of course also related to decision making, that the role of women in certain aspects that are considered important actually experience obstacles and / or obstacles. In fact women understand and understand what and how attitudes and / or behaviors in responding to the real situation in each individual (together and individual), for the effort to prove "identity". As a result, there are unpredictable polemics and debates that can be predicted "until when" (let alone declared enough, a new journey begins), so that gender equality rolls over time as a phenomenon within the social-social environment. Then from that point, the influence that is lacking or deemed to have no conformity can certainly be disisih-rim and then need not be mentioned as a study.

### **c. Literature review of skills development**

That every individual human being can decide to do self-adjusting action to other individual in interaction, through ways and ability of thinking, reason, and will, adjustment is social values of society which is not can be avoided by any individual, either within the group or within the community. Beginning with the knowledge that from birth to the end of his life, as individual human beings have "freedom" that can not be denied by anyone even by society, even by the state. Nevertheless, it is also understood that freedom as an "absolute right" for individual human beings, when confronted and confronted with other human individuals, means freedom can not be freely immutilized because human beings are brought into contact with the reality of the coming into force of norms, rules and values that must be respected and obeyed.

Basically, humans born in the world have the nature and state of "good" but also have the ability to defend or divert the nature and circumstances "good" is, through his actions. "... man realizes that he is in various situations and environments, such as; family, work, association, organization, and others. ... human beings have an identity as individuals, as members of a particular group, have positions and roles, as well as certain functions as well. ... individuals within the layers and levels of these peoples, in an organized manner have the potential to interact ... "(FX Sudjatmoko and Bambang Martin Baru, 2009). Human willingness to surrender some of its rights and obligations to society, also means that society regulates the sides of human life as individuals and togetherness, with the understanding that the arrangement can simultaneously manifest the complex will (desire, hope, dreams, dreams, ideals, demands, needs, interests, and goals) of human life together.

In gathering and working together, people are required to have the ability (brave and willing) in various circumstances and surroundings, so that the process and procedures that must be passed can actually create the character with the increasingly human capability itself. Processes and procedures applicable to social and community life can be enforced through sustainable activities within the family environment, the social environment, the work environment, the particular organizational environment that all have the direction and purpose of building human capabilities. The formation of individual characters takes place on the basis of "freedom" and the "good" nature and circumstances of humanity within the family environment can evolve continually through the process of adaptation and adoption in the community environment, where families live and grow. Thus, the ability (brave and willing) is supported by the character possessed by each individual human being as a citizen undoubtedly raises the recognition and affirmation of individual identity and / or group in each layer and social-society level.

### **d. Gender phenomenon**

In general, women and men establish social interactions within the same vessel that is society based on values (norms, values, social institutions) that institutions, in which case, the values relating to women are relatively stronger the burden is compared to the values of men. This fact is one of the obstacles and / or constraints for women in general through the opportunities in the various activities that they can actually engage in, in which case, the perspective of the value system aims to create a balance of patterns of relationship regularity and life in society. Changes that occur in the social environment-kemasya-rakatan, causing different attitudes and / or behavior between individuals with one another, as well as different ways of acting because of the validity of social norms, values, and institutions as a value system that gives more weight so that the ability to think, the use of reason, and direct the will becomes obstructed and / or constrained.

With the growing ability and increased knowledge achieved by women as citizens, the values of values as an inheritance continually undergo regular changes in accordance with the environmental realities that give rise to a change of ideas or ideas, acceptance and / or rejection by the previous generation of heirs and adjustments are made (cooperative - conflict) and developed in response to human interests. That a society with all the completeness of culture ... has asserted the continuity of ... the norms of character or character traits, personality, and institutional styles ..., for the preservation of situations in order to remain steady, directed and controlled. All the rewards or rewards and sanctions prevailing in that society push so greatly the movements of society to accept and obey their customary norms ... behavior nevertheless does not deviate from the rules of life ... (G. Kartasapoetra and LJB Kreimers, 1987) . The growing ability and increased knowledge attained by women as citizens, of course, the value of values as an inheritance constantly undergoes changes regularly in accordance with environmental realities that give rise to ideas or ideas, acceptance and / or rejection by generations previous heirs and made associative adjustments (koope-ratif - conflict) and developed in response to human interests

However, such changes, adjustments, and the development of such values have integrative and segregated properties in the application of values that demand the compliance of their citizens, individually or collectively. "... in terms of human life and association is a factor of integration and segregation. In the sense of integration may include (1) balancing, (2) integration, (3) merging, and (4) unifying all of these for the common good, the development of life in society. In the sense of segregation can mean separation, the isolation of this matter from the point of view of social goggles is not good because it wants separations ... or disguise ... others, ... how bad is it in society that there is separation of skin color, segregation of class or isolate class, ... unity is impossible, due to the pressure of the stability of society ... "(G. Kartasapoetra and LJB Kreimers, 1987). The development of the progress (abilities and knowledge) achieved by women in society and in accordance with that reality, in viewing the position related to its position and function in the perspective of the prevailing value system means experiencing the process of segregation, namely the separation of the gender position in which women have a role different.

Such a thing, being a differentiating factor in expressing the idea, the use of reason, and the development of the will which is of course also related to decision-making, in which case, it is clearly known that the role of women in certain important aspects is inhibited and / or constraints. Thus, the fact mentioned in life as a human being and as a citizen is ideally not justified that the process of segregation is excessive, given the continuous changes and demands for the realization of the complex will of human life urges to be able to immediately missed.

### **3. Research methods**

#### **a. Types of research**

The researcher uses a descriptive research type, which is a process and procedure aimed at describing, describing, and / or explaining the state related to the subject or object of research in accordance with the circumstances or the reality.

In his book "Social Research Methods", Hadari Nawawi states; "... descriptive research is a problem-solving procedure that is investigated by describing or describing the state of the subject or object of study" (Hadari Nawawi, 2001). Furthermore, Moh. Nasir in his book entitled "Research Methodology" provides an explanation that "... a method of researching the status of a human group in a process, the current state of thought and class of events and its purpose is to make a description or systematic, actual, -facts, traits, and relationships between the phenomena being investigated "(Moh Nasir, 1988).

#### **b. Variables and indicators of research**

The research can not be done well, if not have the variable and indicator of research that become the focus of attention, the emergence of variable and indicator of research give easiness to researcher in conducting research, especially discussion of data, fact, phenomenon, processing and analysis.

Suharsimi Arikunto through a book entitled "Research Procedure of a Practice Approach" states that "... variables are varied phenomena which become the object of research, whereas the indicator is

the solutions of the variables or sub variables which are the categories of data in research, these categories of data can be interpreted as indicators of variables "(Suharsimi Arikunto, 1992).

#### c. Population and sample research

In this study, the target of research in order to collect data and research information or known as the population as the entire subject of research is citizens.

Sugiyono through a book entitled "Research Methods Administration", reveals that the population is "... a generalization region consisting of objects or subjects that have a certain quantity and characteristic set by the researcher to be studied and then drawn conclusions (Sugiyono, 2001).

Considering such statements, the populations in this study were Madiun city residents and based on the latest data from the Central Bureau of Statistics - BPS of Madiun (2010) amounted to 172,829 (one hundred and seventy two thousand eight hundred and twenty-nine) of the soul, of adulthood. By sex the number of female population is more than 52% (fifty two per cent), approximately 89,871 (eighty nine thousand eight hundred and seventy one) souls, compared to 48% (forty eight per cent) more 82,958 (eighty two thousand nine hundred and fifty eight) souls.

The sample of research that researchers use based on the difference of population that is;

Number of adult female population, as many as	: 89,871 souls
Number of male population, as many as	: 82,958 souls –
Difference	: 6,913 souls

In the case of this sample, Hadari Nawawi revealed that the sample; "... part of the population that became the source of actual data in a study" (Hadari Nawawi, 1990). With that explanation, the sample used is through purposive sample method reviewed by Suharsima Arikunto as; "... the sample is aimed at taking the subject not based on a particular strata, random, or destination" (Suharsimi Arikunto, 1998).

#### d. Data source

##### • Primary data

In the study, primary data can be found and collected through the first source or research respondents directly in the field of research, on which case, Hadari Nawawi and Martini Nawawi explain that the primary data is "... authentic data or firsthand data from the first hand on the issues disclosed "(Hadari Nawawi and Martini Nawawi, 1990).

##### • Secondary data

As generally done research, in addition to requiring primary data also can not leave secondary data derived from the reference, such as; books of literature, thesis or thesis, research reports, documents, newspapers, magazines, bulletins and other titles with relevance to adequate research issues to support the completion of the study, as well as interviews with the parties related.

##### • Library studies

In order to obtain and collect accurate data and actual information related to the social sciences and concerned with issues of general gender phenomena, patterns of communication, involvement in activities, family characteristics, and social-community.

#### e. Data collection techniques

##### • Questionnaire

The questionnaire, in the research process, is a technique and / or means used by researchers to locate, locate, and collect accurate data and actual information directly in the form of a series of statements and / or questions submitted to the respondents. The objective is to reveal the res-pond's personal knowledge and / or beliefs based on self-reports or self-reports related to the subjects studied.

##### • Documentation

The next data collection technique is documentation, used as a complete analysis of research data, whether in the form of previous research results, literature, and / or other records that have relevance to the research process conducted in the field research. As its supporting statement is that documentation is "... a way of collecting data through written relics, mainly in the form of archives and including books on opinions, theories, propositions or laws and others relating to pen- shooting "(Hadari Nawawi, 2001).

##### • Observation

Technique of collecting data used by the researcher next is observation, that is by doing observation followed by recording related to requirement to research data. As regards this, the observations are expressed as; "... a deliberate and systematic study of the social phenomenon and natural phenomena by way of observation and recording. The goal of observation or observation is to understand the characteristics, extent, significance and interrelation of the elements of human behavior in complex social phenomena in particular cultural-kultural patterns "(Kartini Kartono, 1996).

In this study, the researcher is more concerned with the use of questionnaires while other data collection techniques are useful to complement and / or strengthen questionnaire techniques, if there are data and information that are considered insufficient or insufficient for the purposes of analysis.

#### f. Processing and data analysis

The first step that researchers take is data processing (classification, benchmarking, testing, weighing value), then conducted data analyzes related to the interpretation in accordance with the process of data collection, which emphasizes the use of questionnaire techniques. It was determined that the category of answers that would become the respondents' choice was 3 (three) categories, aiming to set range with the following score variations.

- Score 3 (three) indicate in category a, good classification.
- Score 2 (two) shows in category b, sufficient classification.
- Score 1 (one) indicates in category c, the classification is less.

The calculation results can be known position of each respondent that concerned is included in the classification which is in accordance with the size of the calculation (interval). Determination of the classification of large-interval, used the following formula.

The width of the interval

$$i = \frac{\text{Distance measurement (R)}}{\text{Distance interval (I)}}$$

Information:

i: interval width

R: the highest number of measurements minus the lowest number of measurements

I: number of intervals (Sutrisno Hadi, 1981)

## 4. Analysis and research results

### a. Field Overview of Research

There are two forms of support related to the position of women in society, namely the internal position in the personal sense and external position in terms of relationships with the environment closest to itself. Similarly, related to the role that is owned, namely the internal role in the meaning of relationships in the family environment and external role in the meaning of relationships in the social-community environment. The development of women's abilities, in terms of their own internal position, is one of the benchmarks for performance (attitudes, behavior, dexterity) in various activities in the family environment in which they are involved. In a position with an external meaning takes into account attitudes and behaviors as women, that is; adherence to social values, gentleness and modesty, and to be mindful of 'identity' as a woman. Such circumstances are reinforced through education in each family environment based on certain principles that become the belief of each family, because it is believed that all family members will have a role in their life.

Furthermore, the increased knowledge of women achieved through formal education is a strengthening of previously established character (families), so that women have an effort to develop stronger capabilities in order that their capabilities and knowledge can lead to a better on future. The ability, not to be separated from knowledge but a whole unity that must always be developed and enhanced at all times, so that women can "keep themselves" or maintain "identity" as women. The influence of increasing knowledge on the development of the abilities that exist in women is one of the process of character formation (character) which later on women have personality and become individuals with attitude and behavior as whole as woman. Taking into account the existence of

influence in the process of position and role change in general with regard to achievement of knowledge enhancement by women, it certainly gives a meaningful touch in social life-society. Increased knowledge achieved by women is inseparable from the education process within the families, positions and roles they possess, as well as the development of capabilities through the various layers and / or levels of performances they perform in the social-communities environment. Thus, the mutual supportive state of capacity building with increased knowledge has a positive effect on women's involvement in every activity and area of activities that they reasonably and naturally engage in.

Partly affects the transition of women's attitudes and / or behavior to the environment in which they are, in which case, the transition gives a distinct impression from the prevailing habits. The interaction pattern of women through various activities is intended as one of the efforts of women in order to prove the development of capability and knowledge enhancement openly supported by the community, with the transition of attitude and / or behavior as revealed means gender equality efforts encountered obstacles. This fact is an event that women must be concerned with, as well as an understanding of the linkage between the development of abilities with the increase of women's knowledge, as well as to values, hopes, and trust in the framework of gender equality in everyday life, on which, the direction of the equality is currently going on excitingly.

Furthermore, in relation to gender equality as an ongoing phenomenon in society, the process of changing the position and role of women in general has provided both idealistic (internal) and realist (external) insights through activities and / or actions. Based on the idealist (internal), putting forward the thoughts of what women should "do" to make changes to positions and roles that have been attached since women are in the environment of each family (the process of developing ability) , in society. While the improvement of knowledge as complement the value, hope, and trust by the society to the figure of women, in which, open support is provided that incidentally without "straightforward", full of hope for a better future and promise. However, when the success of women related to knowledge improvement can be achieved, in the course of the effort to manifest the values, hopes, and trust of the community towards women, it has not yet shown the promise of hope as a result and / or answer. Realistically (externally) in the effort to build, develop and uphold "identity," women have made decisions and have member in organizations whose vision, mission, and objectives are to elaborate between capabilities and individual knowledge or together. On the one hand, individually conducts studies on "what and how" is actually the position and role of the attachment that has been possessed through the process of capacity building based on in-formal education in the environment of each family and non-formal education of the social environment in society, on the other hand, collectively examine the "how to" function of increasing knowledge based on the formal education process at the elementary level up to college level and its effect on the development of such capabilities, for women themselves and for society at large.

#### b. Data presentation and analysis

Now it is time to explain about the content and data analysis that have been successful by the researcher to look for, find and collect in the field of research, that is in 3 (three) districts defined as the sample of research based on "purposive sampling", none other women (adult) residents in the city of Madiun with the number of 60 (sixty) research respondents who reside in the subdistrict of the district. The respondents, spread in the sub-districts as previously revealed, namely; the district of Taman with 2 (two) sub-districts, covering Kejuron sub-district as many as 10 (ten) research respondents, and Pandean sub-district with 10 (ten) research respondents. Next; Manguharjo sub-district with 2 (two) sub-districts, covering 10 (ten) research respondents sub-districts of Manguharjo, and 10 (ten) research respondents of Nambangan Kidul. In addition, Kartoharjo district area with 2 (two) sub-districts, including sub-district Kelun, as many as 10 (ten) research respondents, and sub-district Pilangbango, as many as 10 (ten) respondents research. Thus, the overall research respondents in the study that researchers do is as much as 60 (sixty) respondents research.

- The independent variable

The data accumulated in the tables related to the independent variables (questionnaire 1 - 17) into the flow of study for the deepening of the analysis of the subject matter of research that the researcher



conceptually do (table 3 - table 19), for efforts to approach real-on-the-field targets as research targets. Regarding the accumulation of data on independent variables, the following researchers as presented.

Taking into account the data recapitulation of the independent variables, it is known that the highest value of 50 and the lowest value is 36 so that the interval distance can be calculated based on the formulation;

$$i = \frac{50.5 - 35.5}{3} = \frac{15}{3} = 5$$

Thus based on the calculation of the number, the interval can be known to be classified hait in 3 (three) categories of values, namely as follows.

Good categories : 46 - 50  
 Sufficient categories : 41 - 45  
 Less categories : 36 - 40

Measurements as calculated intervals that have been done with the results of magnitude 5, and the classification that determines the value into 3 (three) categories namely; good category, sufficient category, and less category as described before, it can be displayed in the following table.

Classification of independent variables;  
 Capability development and improvement  
 knowledge of women

Classification of Values	Frequency	Percentage
Good (46-50)	12	20.00
Sufficient (41-45)	30	50.00
Less (36-40)	18	30.00
Amount	60	100.00

Source: Recapitulation of independent variable data.

Taking into account the category of values presented in the table, it is known that out of 60 (sixty) study respondents, including good category, there are 12 (twelve) research respondents or 20.00%. Then, as many as 30 (thirty) respondents research have sufficient category or 50.00%, followed by as many as 18 (eighteen) of respondents or 30.00% included in less value category.

With the category of values as presented in the table, it shows the variation of answer choices in the categories of answers determined by the research respondents to the questions and / or inscriptions asked to them. Furthermore, if we note the distribution based on the location of each domicile and the understanding of the choice of answers in the category of answers, it can be understood that the problem of increasing ability and increased knowledge achieved by women as societal characteristics, is in the category of sufficient value through 30 (thirty) research respondents or 50.00%. This situation, it can be seen that the support of women's struggle-related issues positions and roles toward the function, is in balance between the category of good value as many as 12 (twelve) research respondents or 20.00% with less as much category 18 (eighteen) research respondents or 30.00%.

• Dependent variables

Data on dependent variables to further understand the content and data analysis previously performed, based on the tabulation and in accordance with the statement and / or question submitted to the research respondents (questionnaire 18 - 33). Regarding the flow of the study for the deepening of

the analysis on the subject of research for the approaches to real conditions in the field as presented (table 20 - table 35) aims to find answers based on the research objectives. Here the researchers point out the interpretation of the data on the dependent variables.

The dependent variable data, it is known that the highest value 48 and the lowest value is 29 so that the interval distance can be calculated based on the formulation;

$$i = \frac{48.5 - 28.5}{3} = \frac{20}{3} = 6.67 \text{ rounded } 7$$

Thus based on the calculation of the number, the interval can be known to be classified into 3 (three) categories of values, namely as follows.

Good category : 42 - 48  
 Sufficient category : 35 - 41  
 Less category : 29 - 34

Based on the measurement as calculated interval that has been done with the result of magnitude 7, and the classification that determines the value into 3 (three) categories namely; good category, sufficient category, and less category as described before, it can be presented in the following table.

Classification of dependent variables;  
 the relevance of gender phenomena

Classification of Values	Frequency	Percentage
Good (42-48)	26	43.33
Sufficient (35-41)	20	33.33
Less (29-34)	14	23.34
Amount	60	100.00

Source: Recapitulation of dependent variable data.

Classification of the values presented in the table, it is known that from 60 (sixty) respected research people, with good value category there are as many as 26 (twenty six) research respondents or 43.33%. Furthermore, there were as many as 20 (twenty) research respondents entered in the category of sufficient values or 33.33%, and followed by 14 (fourteen) respondents or 23.34% included in the category of less value.

The classification of values presented in the table shows the variation of answer choices in the categories of answers determined by the study respondents to the statements and / or questions asked to them. Furthermore, concerns regarding the distribution of each individual and an understanding of the choice of answers in the category of answers, it can be understood that the issues related to gender phenomena, are in the category of good value based on the findings of 26 (twenty six) study respondents or 43, 33% own the value category. This situation, it can be seen that the support of women's struggle-related issues positions and roles towards the function, is in positive support although not maximally, considering as many as 34 (thirty four) research respondents or 56,67% (sufficient category and less category) is a force that should be able to maximally support. The second category, consisting of 20 (twenty) research respondents or 33.33%, is entered into the category of moderate value and the rest of the 14 (fourteen) research respondents or 23.34% are included in the category of less value.

- Comparison of the classification of the value of the independent variable with the dependent variable

The final result of the calculation between the categories of the value of the independent variable with the dependent variable, the category of good value, the sufficient value category, or the less value category as previously disclosed, the researchers can disclose the data presented in the table.

Comparison of the classification of intermediate values  
 independent variable with dependent variable

Categories	Research Variable (%)	
	Independent Variable	Dependent Variable
Good	20,00	43,33
Sufficient	50,00	33,33
Less	30,00	23,34
Amount	100,00	100,00

Source: classification of independent variable values and dependent variables.

The data presented in the table, is a confrontation and / or coordination between categories of values of independent variables; the development of women's ability and knowledge enhancement by the categories of dependent variable values; gender phenomenon, in addition to having the power of mutual-minded but also the power of complementarity. To that end, the categories of values that are embedded within them are the forces of mutual support, in which case, the development of the ability and the increased knowledge that women achieve can be applied, based on the open support of society (layers and levels) in general. In contrast, the gender phenomenon that develops within society is one of the divisions of societal characteristics that are meaningful for maintaining the regularity of relationships that occur in society, through the obedience of every citizen to the prevailing values.

The condition of such data, suggests that the comparison between independent variables and dependent variables intends to provide understanding to all parties to have attention and / or concern for gender equality issues that become phenomenon in the present, in society (layer and level). The changes occurring in various lines of life have influenced the mindset of some of the people, including women, through the pursuit of "values, hopes, trust" in order to bring about "function" as a part which is inseparable from their "position and role", as fellow citizens. Based on the results of the calculation of values against the data contained in the independent variables or data on the dependent variable, it is clear that for the category of sufficient value on the independent variable of 50.00% when compared with the category of good value on the dependent variable of 43.33%, is less power. The circumstances indicate that in general the community provides opportunities that can be utilized by women to engage more freely with creative innovations, based on an understanding of their abilities and knowledge and suitability for the purposes of the activities in which they are involved, as a vehicle and / or a means of doing business.

## 5. Closing

### a. Conclusion

Based on the data presentation followed by data analysis and study through interpretation of data, the results can be given more detailed research conclusions as described below.

- Independent variable

The pattern of women's interaction through various activities is intended as one of the efforts of women in order to prove the development of capabilities and increasing of public-supported knowledge. In fact, it is an event that women must be concerned with, as well as an understanding of the linkage between the development of capabilities and the increasing knowledge of women, as well as to values, hopes, and trust in the framework of gender equality in everyday life.

The situation, when considered in the calculation results based on the amount of value and classification, the development of capability and the increase of knowledge of women with good

category owned by 12 (twelve) research respondents so that it is in the strength of 20.00%. That is, the strength is relatively balanced with the less value category in the 18 (eighteen) research respondents at 30.00%, and with the strength of the category of the independent variable is at the sufficient value represented 30 (thirty) respondents research, that is 50.00%.

- Dependent variable

Gender equality as a phenomenon that takes place within society, the process change of position and role of women in general has given color both idealist (internal) and realist (external) through activities and / or action. Based on the idealist (internal), put forward the thoughts of "what should be" done by women for the effort to make changes to the position and role that has been the attachment since women are in the environment of each family (the process of developing the capability), in society. While the improvement of knowledge as a complement to community values, hopes and trust towards women, in which case, open support is provided.

Realistically (externally) in the effort to build, develop and uphold "identity", women have defined decisions and assembled within an organization whose vision, mission, and objectives are to elaborate between skills with good knowledge individually or collectively. On the one hand, the individual is conducting studies on "what and how" the actual position and role as the attachment that has been possessed through the process of capacity building based on in-formal education in the environment of each family and non-formal education from the environment in the community, on the other hand, collectively examines the "how-to" functions of increased knowledge based on the formal education process at the primary to the higher education levels, its influence on the development of women's ability itself as well as for society in general.

It is known that among women themselves found a difference in understanding the gender phenomenon that takes place in the social-society environment in which they are located. Factors that affect travel for women's efforts on gender equality are becoming increasingly complex and must be resolved by women on gender phenomena. The relevance of the circumstances, shown in the category of dependent variable values based on the number of values and the calculation of their classification, that's are the good value category of 43.33% is in 26 (twenty six) research respondents, with the balance being in the category of sufficient value equal to 33.33% designate as many as 20 (twenty) research respondents, which are equipped by the strength of the category of less than 23.34% by 14 (fourteen) research respondents. With such data presented, the independent variable are in the good category of having 43.33% strength.

- Comparison of independent variable with dependent variable

Recalling the study associated with the category of values is explained that the independent variables are in the sufficient value category, that is from as many as 60 (sixty) research respondents are represented by 30 (thirty) research respondents or 50.00%. Furthermore, the category of good score is in 12 (twelve) research respondents or 20.00% and for the category of less value as much as 18 (eighteen) research respondents or 30.00%. It says that the independent variable; the development of capabilities and development of knowledge achieved by women, has not been fully demonstrated so as to directly or indirectly affect their journey of struggle for the achievement of "value, hope, trust".

Such circumstances are of concern to the general public when women are reluctant to engage in various activities in which they can be a means and softwhare for them to take action. Based on the results of the study that researcher do, the reluctance of women to engage in activities is one form of constraints that can be nearly the journey of struggle itself. If it is further studied, that the category of good value has a smaller strength when compared with the category of less value on the independent variable, that is 12 (twelve) research respondents or 20.00% for the category of good value, while the party, less value category is the power of 18 (eighteen) research respondents or 30.00%.

The classification of values on the dependent variable is in the good value category of 60 (sixty) research respondents represented by 26 (twenty six) research respondents with the strength of 43.33%. Then, for the category of sufficient value is in 20 (twenty) respondents research or 33.33%, followed by 14 (fourteen) respondents research or 23.34% for less value category. Good value categories for

dependent variables mean that public support for the development of capabilities and increased knowledge of women is a possibility that can be appropriately and appropriated on the basis of decency. Furthermore, it can be seen that the category of sufficient value and the category of less value is a significant mix that is 33.33% and 23.34% is a greater strength when compared with the good score category of 43.33%. Thus, dependent variables can be understood as controlling the regularity of relationships that occur in society (layers and levels).

The comparison of the value categories of the two variables, resulting in a balance of women's capability development and knowledge increased in terms of gender phenomena, and indicating the existence of complementary forces. On the one hand, the sufficient value categories of the independent variables are indicated by the reluctance of women to engage further in various activities that take place in society, on the other hand, on the dependent variable based on the obedience of every citizen to the values apply within the community (layers and levels).

#### b. Suggestions

##### • Independent variable

The variation of answer choices in the categories of answers determined by the respondents of the study, the distribution based on the location of their respective domiciles and the understanding of the choice of answers in the categories of answers, the problem of the development of capabilities and the increased knowledge achieved by women as a characteristic the community, with sufficient value category and 30 (thirty) of the research respondents or 50.00% represent the highest strength of the independent variable. Support to the women's struggle on the issue of position and role to function, is in the balance between the good value category of 12 (twelve) research respondents or 20.00% with less value category as many as 18 (eighteen) research respondents or 30.00%.

In general, the less valued categories seen in the independent variables show the strength between skills and knowledge of women expressed as "lean", on which, if it is further noticed that the categories of good grades and less value categories are, for Kartoharjo sub-district is very significant. With the reality of such research data, it is certainly a driving force for women to be more passionate about socio-aligned understanding of gender equality efforts to citizens (layers and levels), and gradually leave a sense of reluctance or unwillingness to get involved in various activities that take place in the social-community environment.

##### • Dependent variable

The determination of answer choice in the category of answers, it can be understood that the issues related to gender phenomenon, are in good value category that is the finding of 26 (twenty six) research respondents or 43.33% in the category of value. This situation, it can be seen that women's struggle-related issues of position and role to function, get positive support although not maximally. If further observed, 20 (twenty) respondents or 33.33% of the study entered the category of sufficient values and the rest of 14 (fourteen) research respondents or 23.34% included in the category of less value.

Whereas the good value category in the dependent variable is in a relative position balanced with the category of sufficient value, that is 26 (twenty six) respondents research of 43.33% in the category of good value, and 20 (twenty) research respondents or 33.33%. Nevertheless, the strength of the less category represented by 14 (fourteen) research respondents or 23.34%, as the determinant for the dependent variable having a good value category.

Then the lesser value categories that occur in the dependent variable, of the strengths accrued by 14 (fourteen) research respondents or 23.34%, it is known that for the Taman district are represented by research respondent, as the smallest power in the less value classification. Thus, the contribution of Taman district strength to the dependent variables is significant for the support of gender equality issues which women have been struggling for in terms of the position, role, and function of the development of capabilities and increased knowledge achieved as a characteristic society.

##### • Comparison of independent variables with dependent variables

Although it has been mentioned that the two research variables have complementary strengths, that women's reluctance to engage more on the various lines of activities that take place within the

socio-society environment through independent variables is the support of the strength of the category of good values represented by as many as 12 (twelve ) respondents research or 20.00%. Under such circumstances, the challenge of the dependent variable with the 26 (twenty six) score of the respondents is 43.33%, which means that the community (layers and levels) support the involvement of women in the various lines of activity taking place in it. By such a comparison, through the knowledge gained, women as individual members of society have access to engage and determine decisions as the basic for the actions they will take.

Furthermore, the sufficient value categories of the two variables indicate that in independent variables relating to women's reluctance to engage further in the activity, one of them is tangent to the problem of access to information represented by 30 (thirty) research respondents or 50,00% is the power that dominates the independent variable. Meanwhile, on the dependent variable, it is seen that the category of sufficient value indicates a smaller strength of 22 (twenty two) respondents or 33.33%, and means that people's understanding (layer and level) of women's struggle in the issue of gender equality is quite significant, that is about the difference of 8 (eight) research respondents 26.67%.

With the category of less values contained in the two variables, for the category independent variable less value has greater strength of 18 (eighteen) research respondents or 30.00% than the category of good value with 12 (twelve) research respondents or 20, 00%. This means that between the categories of less value and the category of good value, has a significant influence on women's struggle in the framework of gender equality. While the category of less value in the dependent variable is the carrying capacity of the sufficient value category and the category of good value, in which case, each category of value applies regularly, that means the category of good value is represented by 26 (twenty six) research respondents or 43,33%, category of sufficient value represented by 22 (twenty two) research respondents or 33.33%, and then the category of less value there are 12 (twelve) research respondents or 23.34%.

All such thoughts can not be separated from human efforts for the realization of a universally complex, universal will, despite the fact that human capacities and will have their limitations and variations. Increased knowledge becomes a provision for each individual in the framework of life companions, in order to form a role, determine the role, take the role, and play a role in the environment co-operation side by side.

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