

## **Study on the Role of Women Empowerment in Tobacco Warehouse District Jember**

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**ABSTRACT:** *Purpose this research is Viewing profile women in warehouse tobacco Regency of Jember which covering activity of, access, participation, critical awareness and decision-making and Knowing the empowerment opportunities who needed women's in warehouse tobacco Regency of Jember. This study is the analysis technique using Harvard or often referred to as the Gender Analysis Framework (GFA). The results showed problems of gender in this study is not a pressing matters to be resolved does not mean this issue is not important, but from a low ranking on the issue suggests that the lack of sensitivity of women to gender issues that exist.*

**Keywords:** *Empower, the Role of Women*

### **I. INTRODUCTION**

Culture and ideology is not one thing that fell from the sky. He was in shape by humans and socialized from one generation to the next. Koentjaraningrat said cultural values is a mental factor that determines one's actions or society (Koentjaraningrat, in Erna, 2003). [1] Social norms and socio-cultural values, among which on the one hand, creating the status and role of women in the domestic sector's status as a housewife and carry out the work of household affairs, while on the other hand, creating the status and role of men in the sector public that as head of the family or household and breadwinner. Proposed by White and Astuti (1980) [2], in a kinship system, no customary marriage (marriage) which is usually a woman (wife) followed the man (husband) or live in the husband's relatives, is one factor that tends to be relatively affect the status and role of women, the status and role of women is lower than in men. In addition, women can not become the owner of the land and other wealth through inheritance, so that the status and role of women being weaker than men. Nature is biologically innate nature as a gift of God Almighty, which can not be changed all the time and can not be exchanged inherent in men and women. The consequences of that grace, man sex women, given the role of different natural human sex with men. Women's natural role is given: (1) menstruation, (2) containing, (3) labor, (4) feeding with breast milk and (5) menopause, known as the five M. While he was given the role of natural fertilize the egg of the woman known as M. Thus, the natural role of men and women was closely related to gender in this sense (Arjani, 2002 and the Supreme Aryani, 2002) [3].

Gender roles may also change from time to time, due to the influence of advancement: education, technology, economics, and others. That means, gender roles can be swapped between men and women (Supreme Aryani, 2002 and Tim Udayana University Center for Women's Studies, 2003) [4]. An alternative view of development about seen as an attempt to renewal fix human well-being and quality of life rather than efforts that target economic growth, so development is a multidimensional effort that included political correctness, cultural, socio-economic (Anonymous, 2001). [5] The involvement of women in the labor market only part of the strategy to help boost economic growth, opportunities for women to enter the public sector is open, there is little perceived improvement welfare but the conditions of life did not change significantly, in addition to women's wages are still low and social security existing limited service their rights (Kantjasungkana, et al, 2001). [6] This strategy is embodied in Presidential Instruction (Instruction) No.. 9 of 2000, [7] on Effect of virtue Gender in National Development. Effect of virtue gender, aimed at the implementation of the planning, implementation, monitoring and evaluation of national development policies and programs are gender perspective (Tim Udayana University Center for Women's Studies, 2003) [8].

Community development practice is to put more effort in concrete actions to improve the capability (quality) of human resources. Besides empowering practice is an attempt to change people's understanding or awareness of the broader rights and obligations of the people as legitimate citizens of an independent country a. Awareness of the rights and obligations of political, economic, social, cultural and legal (Mubyarto, 1994) [10]. In an effort to empower human resources in Indonesia by Gina Kartasasmita (1996) [9] is done through three processes:

- a. Creating an atmosphere or climate that allows potential growing community.

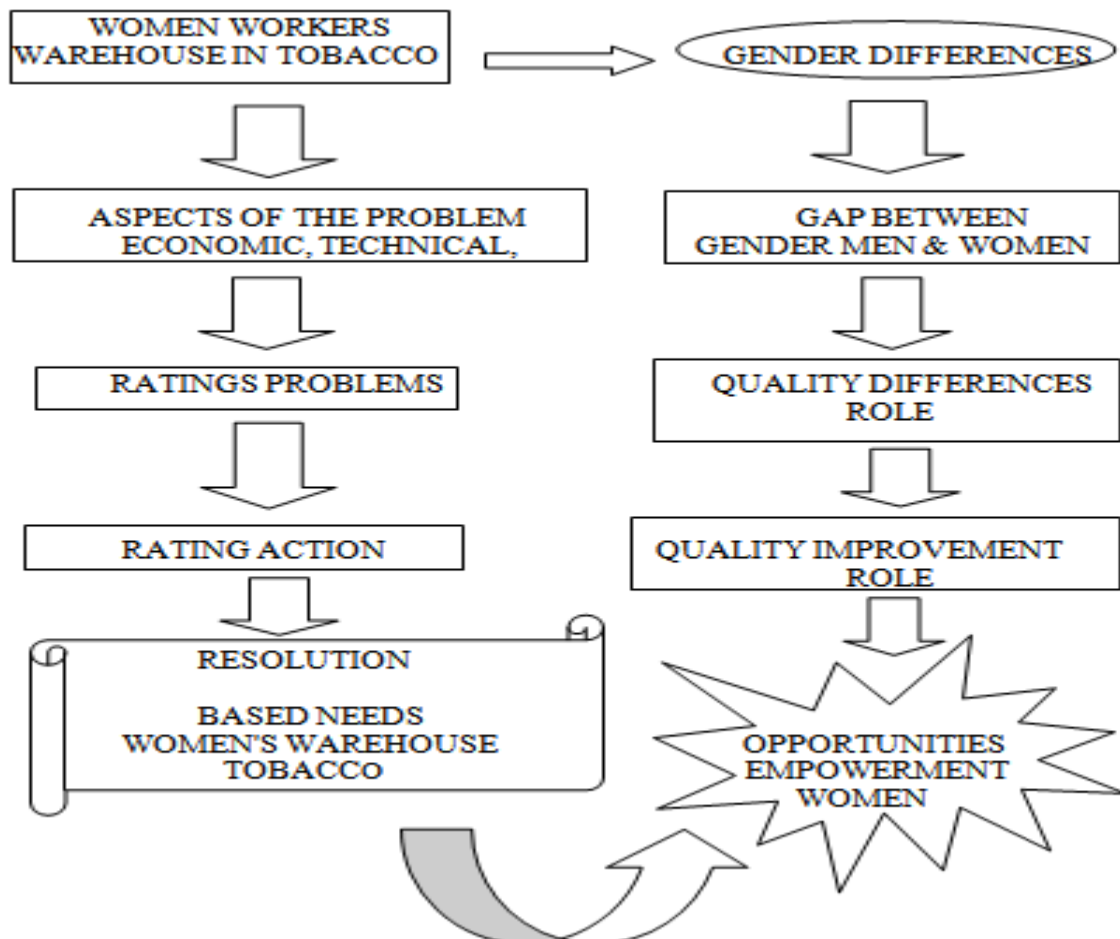
- b. Strengthen the potential or power held by the public.
- c. Empowering means to protect anyway.

Gender can be defined into two related languages, gender is defined as a second sex and social issues related to the gender as a social construction that distinguish the role and status of men and women, the difference is generally based on local cultural factors associated with propriety and not related to the ability (Astuti, 2002) [11]. According Wahyuningsih (2002) [12] The term comes from the word gender gender (English) which was first introduced by Ann Aukley the 1970s, as the analysis of the actual blade and position women from non-biological aspects, namely sociological or psychological aspects, gender comes from a patriarchal ideology which refers to the assumption that the position of men is higher than women, so that they become the actual bottom. Gender gap (gender gap) is a general term for the differences between women and men in employment and income. Theory of the gender gap is created at the beginning of the 1980s. (Anonymous, 2001). [5]

**1. CONCEPTUAL FRAMEWORK**

Step-step which performed for assess the needs and condition of society in warehouse tobacco which later used model of empowerment for women in warehouse tobacco is with digging existing problems in society relation with the activities who conducted in warehouse tobacco Regency of Jember. From here then the can looked for solution for overcome these problems. The problems and solution which in can be later be made rank problem and actions who where this case useful to know problems who most important solved and solution in accordance for done. From the study of the problems in the tobacco warehouse is then able to be used as reference to create a model of women's empowerment..

Framework conceptual inside dig empowerment opportunities women's in accordance the order needs of in warehouse tobacco Regency of Jember can be be seen on the image below this:



**Figure 1. In Exploring the Conceptual Framework for Women's Empowerment Corresponding sequence Needs Tobacco Warehouse Jember**

## II. METHODS

The study population was the people / women who worked in the tobacco warehouse in Jember District Patrang. The sampling method used is purposive sampling in accordance with the opinion of Malhotra (1999:416) [13] that a representative sample of at least 5 times the number of variables analyzed. Data were collected by way of questionnaires, in-depth interviews and observation. Interviews were conducted to sample 50 men and 50 women. Interviews were also carried out to community leaders / key informants such as tobacco warehouse foreman or supervisor. In this study the data is qualitative and quantitative, qualitative data were analyzed descriptively. To achieve the first objective used Gender Analysis of the Harvard method. Analysis techniques are often referred to as the Harvard or Gender Analysis Framework (GFA). That is an analysis that is used to see a gender profile of a social group and gender roles in the development project, which expressed the need for the three components of interrelation with each other, namely Activity Profile, Profile Access and Control Profile (Harsoyo, 1998) [14]. To view the activities and role of the community in Jember tobacco warehouse then use the matrix as in the table below: Table 1. Gender Analysis Matrix To Identify Activities and Roles Peoples Tobacco Warehouse in Jember.

Community Activities	women			man		
	S	KK	TP	S	KK	TP
<b>1. Productive activity</b>						
* Fermentation						
* Sorting						
* Measurement						
<b>2. Domestic Aktivitass</b>						
* Cooking						
* Washing						
* clean-up						
* Shopping						
* wafering						
* Take wafer						
<b>3. Social Activities</b>						
* Reclation						
* Arisan						
* Tahlilan						
* celebration						

## III. DESCRIPTION

In the column filled number of respondents (in percent) who perform activities on the benchmarks (S) Always, (KK) Sometimes, and (TP) Never, for shows who is involved in such activity.. Based on the flow of thinking / conceptual framework in Figure 1 to achieve the second objective of this study used a matrix as in

**Table 2: Empowerment Matrix Problems In Jember Tobacco Warehouse**

No	problems	Empowerment pattern at Tobacco Warehouse		
1	Technical aspects			
2	Economic Aspects			
3	Aspek Gender			

How to analyze grouped into three, namely:

**Table 3. Grouping masalah Empowerment In Tobacco Warehouse Jember.**

No	Permasalahan	Pola Pemberdayaan		
1	Aspek Tecnis			
	*			
	*			
2	Aspek Economic			
	*			
	*			
3	Gender aspects			
	*			
	*			

By using a table / metrics over all the problems identified both from the technical aspects, economic and gender. Issues explored based on interviews with respondents and key informants. Used to rank the 4 variables problem felt by many people, inhibits the increase in revenue, frequent and available potential to solve the problem. Of the 100 respondents, and discussions with key informants, the respondents answered four variables were summed. Of that amount, the highest mean value is an urgent issue that must soon find a way out. So pressing matters appropriate sequence number value. The higher the number the higher the value of the problem perceived by the public. determination ranking problem can be seen in

**Table 4 Determination Ranking Problem On Empowerment In Tobacco Warehouse Jember**

No	Problems	Perceived By Many People	Inhibits Increased Revenue	often Occur	Available Potential To Solve Problems	number of Ratings	The order of rating
1.	technical						
2.	economy						
3.	gender						

**Determination Troubleshooting /rating t actions.**

To find a way out of the problem ranking, matrix ranking measures used. By using three variables: the fulfillment of the needs of the people, support the potential increase in revenue and support to address the problem. The higher the number, the higher the value of the act to be done in an effort to resolve the problem. Or in other words it can be said that the higher the value of the higher rank actions empowerment opportunities. Thereby empowering the community is based on the needs of the bottom or targets. Policies resulting from the lower (Bottom Up), can be seen in Table 5: Table 5. Determination Troubleshooting / Rating Actions On

**Tobacco Warehouse Jember.**

Decent action	Fulfillment Needs of the Many	Support Increased Revenue	Support To Problems	Potential Overcome	number of Ratings	rating Actions

**IV. RESULTS AND DISCUSSION**

Activities undertaken by women workers in the tobacco warehouse there are three productive activities (public), reproductive (domestic) and social. Productive activities are activities that are rewarded with money or goods, reproductive activity is an activity that is not rewarded with money or goods, such as cooking, washing, etc., while social activities are activities undertaken within the scope is not limited to families, but also for public purposes.

Productive activities of women workers in Jember tobacco warehouse in general is:

Fermentation is a process to remove the moisture content of tobacco leaves under the auspices of which has gone through the filter stage (drying). This fermentation process is done by stacking the leaves of the warehouse on a regular basis and tidy. The position of the leaves should remain stretched and should not be folded, inverted leaves behind that color evenly and brightly. Further curing is done by closing leaf to avoid contact with air. In the fermentation stage is divided into four grade levels of quality, as following:

1. Grade A (nature)
2. Grade B (nature wrapper)
3. Grade C (light painting wrapper)
4. Grade D (painting wrapper)

During the period of fermentation temperature should always be supervised by putting a thermometer in the middle of tobacco leaves that have been in the staple. The division of this staple is as follows.:

**1. A fermented staple**

Cross-sectional area: 3 x 4 m

Sectional weight: 2 tons

Temperature: 45 ° C

Fermentation time: 1 week

**2. Fermentation Fermentation staple staple B B**

Cross-sectional area: 4x4m

Tobacco Weight: 4 tons

Temperature: 48 ° C

Fermentation time: 12 days

**3. Fermentation stapling C**

Cross-sectional area: 5 x 5 m

Tobacco Weight: 8 tons

Temperature: 50 ° C

Fermentation time: 18 days

**4. Fermentation staple D**

Cross-sectional area: 4.8 x 4.8 m

tobacco Weight: 8 tons

Temperature: 52 ° C

Fermentation time: 1 month

A staple after fermentation is quite mature and in accordance with the continued execution time staple B is to combine the two staple A. After stapling B qualified, the next leaf tobacco in "beer" or open the pages. Furthermore tobacco leaves is classified according to its quality. The quality of tobacco leaves are best, ie grade A and grade B, are included in "Bir". Whereas. for grade C and grade D is separated into two, namely, the quality is good for deklblad, the lowest quality to omblad, and inferior quality again grouped into lean (R) and oily. The next execution is a staple C which is the merger of the two staple two B. The same was done for staple D. In the fermentation process if a staple of in less than specified has reached the desired temperature, then staple it should be "reco". The point is made moist tobacco leaves and distapel again until the temperature implied. Their way to the warehouse floor is soaked with water or flushing warehouse. This method aims to place a damp fermentation.

Sorting is an activity classified as fermented tobacco leaves according to the quality that has been set as bold, color and specific size. Basic considerations sorting is done because each, fermented tobacco leaves skein there are few leaves that are not in accordance with the specified quality. As for sorting activities in detail: 1. block I

In this section tobacco disaggregated or aggregated according to the conditions of the situation, as follows:

\* Clean (cleanliness)

\* Oil (leaf assembled)

\* Striped (leaves are striped)

\* Glassy (leaves that are too thin so that it looks like glass)

\* Ubir (veins blue or green veins) which leaves or leaf veins stood out.

\* Nemor (tobacco water looks less dry and thick)

\* Raw (in the fermentation process is not perfect)

2. block II

In this part of the block after I snuff broken down into classifications heavy, moderate, and mild. For example, for the oil group I disaggregated down into oil, oil oil II and III. Especially for nemor and raw, before classified into heavy, medium and light, without first sorting sorted.

For nemor be:

1. Nemor light

2. Nemor weight

3. Nemor being

4. Glassy

5. frog skin

To be crude:

1. striped mass

2. Glassy mass

3. Blue veining mass

4. Green eyes (Cluring)

3. detail I

In this section are grouped according to the state tobacco leaf color is:

1. yellow

2. red

3. green

4. Detail II

Later in this section has been elaborated tobacco color is divided into

1. Pale yellow (KP)
2. Yellow (K)
3. Pink (MM)
4. Dark red (M)
5. Pale green (HP)
6. Light green (HM)
7. Hij old au (H)

measurement

Before the packed tobacco, first disaggregated aggregated according to a certain size. The size has become an international standard;

1. Is length: above 53 cm
2. In length: 48 52 cm
3. Length 2s: 42 47 cm
4. Length 2n: 39 41 cm
5. Length 3s: 37 38 cm
6. Length 3n: 33 36 cm

Note: S: super n: normal

### **Packing**

Packing stage classification process is done after the leaves tobacco implemented in accordance with the type of tobacco. Packing stage aims to:

1. Avoid the risk of damage to tobacco for marketing or sales process.
2. Facilitate delivery to the consumer.

Tobacco TBN then packed / packaged using cardboard boxes weighing 60 kg, 100 kg, 200 kg after packed later poisoned to avoid pest Lasioderma.

Women's empowerment programs in Jember there are two programs that are approved by the House of Representatives Jember and development programs that are not approved by the House of Representatives Jember. To program a program that has been approved and implemented in 2005, namely:

1. Tailoring training basic and advanced level in collaboration with NGOs and GOW and culinary training, and make crackers.
2. Socialization KKG in the District.
3. Drug dangers for teens, community leaders and parents.
4. Optimization of Gender Mainstreaming (PUG).
5. Socialization of violence against women and children (Law No. 23 Year 2002).
6. Implementation Mother Friendly Movement (GSI).
7. Workshops and seminars for officials and GOW.

While women's empowerment programs that are not approved by the Board for reasons of lack of funding are:

1. Increased resources in the form of training of women caring for women's bodies.
2. Optimization of gender equality and justice in the form of TOT Ladies Program.
3. Assistance to women organization combined (GOW) to support the activities.
4. accurate gender data base and analysis.
5. Optimization Mainstreaming gender in TOT form for the preparation REPETADA 2006.
6. Implementation of Gender Mainstreaming for those sectors which are Bottom Up.
7. Study visits to other districts in the women's empowerment. about society.

Of women's empowerment programs in 2005 in Jember to program is a program approved program → program for women in general and most programs are still programs that lead to properties owned by feminist women, although these programs are also aimed at improving the quality the role of women in society sectoral programs are submitted to the relevant government agencies, such as for people who work in the tobacco barn entrance at the Department of Agriculture. In Jember there is no data base on gender disaggregated data. This is unfortunate because the data base on gender data is very important to measure the success rate of female empowerment or development even though the data is not absolutely could describe success level of women's empowerment. But with the data base on gender disaggregated data, it can be seen whether there is an increase in quality of their role or the quality of their women empowerment program after program implementation is carried out without this it would be very difficult to portray the success..

Problems problem that arise for women who work in the tobacco warehouse in Jember include:

1. Technical aspects
  - Low education
  - The ability of limited resources
    - Experience a little / some

2. Economic Aspects

- Low income
- Revenue depending on the season

3. Gender aspects

- Education was prioritized for men although women have a lot out of educational high enough
- Lack of sensitivity to the conditions and issues surrounding women
- Access and control over resources related to the activities of the majority of jobs held by men
- Access to business development and application of technology, is controlled by men.

**Ranking Problem.**

From the results of research conducted on women workers in the tobacco warehouse in Jember of identification problems do the results obtained for ranking based on the first issue, it was felt by many people, both inhibit the increase in revenue, third, it is often the case, the four available potential to solve problem. For the first rank of this problem is the identification of low levels of education on average female warehouse workers are mostly primary school graduates to the level of ability of its resources is low. They work in the tobacco warehouse just based on experience and routine activities during tobacco season. Second rank their wage levels are still below the local minimum wage, warehouse receipts between one another is not the same, the average daily revenue they between Rp 10,000 to Rp 14,000 paid on a weekly basis, while the first local minimum wage of Rp 525.000/ month has now reached Rp 575.000/ month. As for the problem with the third rank access and control over resources related to the activities of the majority of jobs held by men..

The problems rank rating indicates where the urgent problems to be solved because of the problems the problems caused slow growth in labor income women in the tobacco warehouse. Solving the problems of the people dug themselves so that problem solving is offered in accordance with the conditions and needs of the people in the tobacco warehouse. The problems of ranking problems on gender aspects is not an urgent issue to be solved this does not mean there are no problems occurred, but more because of a lack of understanding of women's experiences to the problems that occurred. Women during this time and understand that the condition of the existing position is a natural as a woman so that despite the gap and disparities arise between the role of men and women it is not an issue but it is natural to be that way.

**Empowerment efforts**

Empowerment. women can not reach the right target when the gender ideology that has constructed since birth can not be eliminated, then the reconstruction program rather than the gender ideology needs to be done in a variety of fields, reconstruction targets for gender ideology is not only women but also men, without any effort this then program development program remains gender biased. In addition, for the empowerment of women to achieve the desired target, we need a study to make the concept of women's empowerment program that is suitable for women in this case women who worked in the tobacco warehouse, the steps can be done in an effort to empower is to excavation problems in some aspects of the issue namely the economic, technical, and gender, the problem of extracting created a ranking problem to find out which are the most urgent problems to be solved, with the problems it is necessary the existence of an act that can be done to solve these problems. In an effort to empower these women are also the most important thing to be done is the reconstruction of gender, it is important because of the excavation excavation problems found for the lowest rank is gender issues, this does not mean that there is no problem related to relationship problems between men and women but rather because of lack of understanding of women's issues that occur there. Gender reconstruction should be performed in both women and men to the need for cooperation between the government and the other parties to do so, other elements → element that can work together with the government are college and NGOs (Non Governmental Organization) that is sensitive to the problems of the problem women.

**V. CONCLUSIONS AND RECOMMENDATIONS.**

From the results of this study concluded that:

1. Activity profile of women working in the tobacco warehouse for productive activity that includes fermentation, sorting, measuring and packing..
2. Activity profile of women working in the tobacco warehouse for reproductive activities which include cooking, clean fetch water, wash, flush, overall spending is done by women.
3. Activity profile of women working in the tobacco warehouse to socio-religious activity carried out by men and women while other social activities related to the activities organized by the PKK or its overall growth monitoring sessions carried out by women.
4. Of productive activity, reproductive and social can be seen that there are still sexual division of labor that women only take part in activities domestic while men play a part in public activities.
5. Empowerment programs conducted by the government only Jember empowerment program that is still

a program in order to further enhance the role of women in society, not a program about how the role of women existing ones improved..

6. Of excavation problems that occur in tobacco barns for urgent problems to be solved is to increase revenues at least equal to the local minimum wage..
7. Gender issues in this study did not become an urgent problem to be solved does not mean this issue is not important, but from a low ranking on the issue suggests that women's lack of sensitivity towards gender issues that exist.

From the research that has been done I would suggest the following:

1. Need for gender disaggregated data base so that the efforts made efforts to empower women to know success..
2. Need for government cooperation with universities or NGOs to enhance the role and quality of women working in the warehouse tobacco, so that development policies are made not biased.
3. The government should make a policy of empowerment of women empowerment especially appropriate with potential, existing conditions..

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