

THE INVOLVEMENT OF WOMEN IN STRATEGIC LEADERSHIP IN LHOKSEUMAWE CITY (BASES ON WOMEN ACTIVIST POINT OF VIEW)

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Abstract.

The city of Lhokseumawe is a city in the province of Aceh, Indonesia which mining industry had grown rapidly in its time. The population of Lhokseumawe city is 195,186 people (Central Bureau of Statistics 2017) with 97,877 the number of women is not much different from the number of male population that is 97,299 inhabitants. But politically women are represented by only two women from 25 (twenty five) positions in the legislature. Of the 13 (thirteen) agencies in government city of Lhokseumawe, women are represented by only one person headed by women, namely the Women's Empowerment Office of Lhokseumawe. This study illustrates how the involvement of women in leadership in the city of Lhokseumawe which is the second largest city in the province of Aceh, Indonesia. Why women are statistically not as different from men, but their role in leadership, especially leadership in the public sector, seems to be limited by a variety of reasons. This research wants to describe the women organizations views. If the number of women is proportional to the number of men in these formal institutions, or at least 30% (thirty percent) of the quota, the decision-making and decision-making process will change because of different communication styles between men and women and interest in different issues.

KEYWORDS: Women in leadership, Women Leaders, Women's Issues, Lhokseumawe, Government City.

I. INTRODUCTION

Women still rarely get a strategic position in leadership including in Lhokseumawe City. A strategic position within the Government considered can only be filled by men who are thought to have more ability than women. Of the thirteen existing Limited Office in Lhokseumawe,

women only lead one Agency alone i.e. Department of Child Protection, The Empowerment of Women, Population Control and Family Planning abbreviated as KB.

A. Empowerment And Super leadership

In building loyalty and commitment are the involvements of leadership in a subordinate to do the child's empowerment. Empowering leadership means giving autonomy to its subordinates. As much as possible of the subordinate is permitted and encouraged to be able to carry out their responsibilities by it'self and adjust their goals with the goals of their leaders and the objectives of the organization. Empowerment is a form of individualized consideration, also involves elements of intellectual stimulation. To really empower, a leader must do ' hands-off ' approach in order to give the opportunity to take responsibility for his subordinates.

Super leadership is regarded as the primary means to empowerment by (Manz & Sims, 1987) in Bass. Empowerment super leadership educates the subordinates to learn how to act as a leader for your-self. The strategy used is to focus on the behavior and focus on the cognitive aspects in the lead myself. The strategy of behavior as an example of choosing a particular behavior that wants to change. Whereas cognitive strategies to consider what would be obtained from the work done.

Action Strategies:

- Observation of the self, that is, observe and gather information about a particular behavior that want to be changed
- Goal setting, that setting a target or a result of all the work hard
- Management cues, namely arranging and changing the cues in the work environment to facilitate private behavior that you want
- Exercise, i.e. the mental or physical exercise from work activities before actually implementing it
- The Awards themselves, i.e., give yourself an award worth up to achieve the desired behavior
- Punishment/criticism, that set up a penalty for yourself over behave in undesirable ways

Cognitive strategies: setting the basic wage into the task, the focus of the basic wage is thinking of building an effective mindset, cognitive strategies needed in carrying out the empowerment of servants in leadership.

B. Empowerment Value Improvement

(Menon & Desmond, 2001) in Bass mentioned that internalization of goals is an important component of employee empowerment successful. (Cohen & Ledford, 1994) completed all experiments to assess the effectiveness of the telecommunications company in team settings. Teams involved with customer service, technical support and administration and management teams. Those that do the arrangement team work more effectively than their units performing the same type of work. Making Empowerment to become is more effectively.

- Respond to the thinking of the Group
- Take action on subordinates who laze
- Representing the subordinates effectively
- The definition of leadership

II. LITERATURE REVIEW

A. Feminine and Masculine Leaderships

(Kark, Waismel-Manor, & Shamir, 2012) The notion of 'think manager-think male' has been demonstrated in many studies. The current study examines whether leaders are perceived as more effective when they have 'feminine', 'masculine' or 'androgynous' characteristics, and how this relates to the leader's and followers' sex. Using carefully matched samples of 930 employees of 76 bank managers, we studied the relationship between managers' gender-role identity (perceived 'femininity', 'masculinity' and 'androgyny') and how this relates to leadership effectiveness in terms of transformational leadership and personal identification with the leader.

(Eagly & Carli, 2003) Journalists and authors of trade books increasingly assert a female advantage in leadership, whereby women are more likely than men to lead in a style that is effective under contemporary conditions. We show that women have some advantages in typical leadership style but suffer some disadvantages from prejudicial evaluations of their competence as leaders, especially in masculine organizational contexts. Nonetheless, more women are rising into leadership roles at all levels, including elite executive roles. We suggest reasons for this rise

and argue that organizations can capture the symbols of progressive social change and modernity by appointments of women in key positions.

While masculine and feminine expressions of leadership qualities are different, one isn't necessarily better than the other. Both expressions are needed in different situations and with different people to be an effective leader. In fact, our survey participants rated more than 70 percent of leadership competencies, both masculine and feminine expressions, as equally effective. Yet, women are often criticized for acting too masculine or too feminine. Our research found a significantly lower perception of effectiveness when women express the masculine behavior in 57 percent of the 28 leadership competencies studied. In comparison, men were perceived significantly poorer when utilizing the feminine approach in 39 percent of competencies. <https://www.business.com/articles/women-masculine-leadership-style/>.

B. Patriarchy Culture

(Patil, 2013) the general shift in feminist scholarship from the use of the concept of patriarchy to the concept of inter sectionality from a transnational feminist perspective. It first reviews some central critiques of patriarchy (the problems of un-dimensionality, universality, and tautology) and then examines intersectional scholarship that emerged in response. Reviewing research applications of inter sectionality since the year 2000, it argues that these applications constitute an incomplete shift from the concept of patriarchy. That is, it argues that unrecognized problems with the concept of patriarchy continue to haunt contemporary intersectional applications. Specifically, intersectional scholarship tends to suffer from the ongoing legacy of patriarchy's reification of nation-state borders and its failure to interrogate the significance of cross-border processes for shaping gender relations and identities. Next, in contrast to such conceptualizations of patriarchy, this article examines the empirically specific classic and modern patriarchies of early modern and modern Europe. In doing so, it demonstrates the cross-border dimensions of these patriarchies, particularly their importance for imperial and colonial processes. It also discusses contemporary patriarchies in the anticolonial and postcolonial world in similar transnational perspective.

(Kambarami, 2006) The interplay between Feminity, sexuality and culture within the Shona culture in Zimbabwe. The three variables are interwoven intricately to the extent that any efforts to separate them are fruitless. In the Shona culture, patriarchal practices shape and

perpetuate gender inequality and strip women of any form of control over their sexuality due to the fact that: This paper will focus on one aspect of culture, namely, patriarchy. Attempts will then be made to highlight how patriarchy is bred through the socialization process, which begins in the family, and how it (patriarchy) infiltrates into other sectors of society like religion, education, the economy and politics. Lastly, patriarchal practices which lead to the control of female sexuality by males will be highlighted. The main argument in this paper is that patriarchy leads to gender inequality and subordination of women to the extent that females do not have control over their sexuality.

Religion and culture are not homogeneous ideas but emerge from social, political and economic contexts. They exist in specific historical time and geographies, and they are also constantly changing. One of the most important features of both religion and culture are that they are both linked to power and are described and defined by people in power (because of patriarchy, the people in power are often men). Both religion and culture reflect patriarchies and are used to maintain patriarchal structures. Articulations of patriarchy vary in different cultures and religions, nevertheless, cultures and religions privilege 'masculinities' while subordinating 'femininities'. Additionally, cultures and religions rely on specific masculinities and femininities to reproduce themselves, which more often than not is accomplished through violence <http://spl.ids.ac.uk/sexuality-gender-faith/culture-tradition-and-faith/tradition-culture-and-patriarchy>.

C. Women Voice in Policy Determination

(Krogh, Nikolaj, Cowi, Wendt, & Elkjaer, 2009) Why is employment important for poverty reduction Employment is often described as the most important link between economic growth and poverty reduction. Providing income earning opportunities through wage employment or self-employment for poor women and men is crucial to raising incomes and overcome poverty. However, currently women across the developing world enjoy limited access to fair and decent work compared to men. Two main arguments are presented in current debates on women and economic empowerment. The right-based argument focuses on increasing women's job opportunities and their freedom to work in security and dignity. The economic argument emphasizes women's economic capacities and potential contribution to economic growth. The economic argument draws on the fact that women tend to reinvest their income in improved nutrition, health and education for household members, thus increasing living

standards and reducing " non-income poverty " in the long term. The Decent Work agenda of the ILO supports both arguments in combining the poverty reduction agenda with the fundamental right to work in freedom through the four pillars: Opportunities, Rights, Protection, and Voice. Gender discrimination at the labor market has a significant cost.

(Snyder, Berry, & Mavima, 1996) Women and gender issues have received visibility in international development projects since the 1970s, yet data from a USAID study of 532 evaluation reports indicate they have not been very successful in reaching women. The involvement of women as designers, beneficiaries, and implementers is all low. This article outlines a framework for improving the performance of gender-inclusive policies in developing countries. The framework includes: (a) client and stakeholder participation in the design and implementation of policies and programs; (b) strong leadership to act as a voice for the interests of women; (c) clear statements of the strategic goals to be pursued; (d) appropriate choice of implementing agency; (e) improved organizational capacity, particularly mobilization of stakeholders; (f) streamlined relations between donors and recipients; and (g) performance indicators for evaluating the effectiveness of programs.

In the last two decades, decentralization of power and responsibilities from national to local levels has changed the face of governments around the globe. It has also given women new opportunities to participate in local politics and decision-making. Although formidable challenges remain, research supported by IDRC in Asia, Latin America, and Africa is showing how women are gaining access to and participating in public decision-making — and how that process could be improved. The studies have found a range of experiences and viewpoints. For example, a female district council member in Pakistan says, “The local government system is very good...Women are allowed to have opportunities to work through this system, to come out of their houses and work among and along with men.” At the same time, a woman in Nigeria complains, “I went for councillorship in my own ward and discovered that in these things women are men’s followers. Whatever music they play, women have to follow and dance to the music. Everything is manipulated, hijacked, and handled by men.”

<https://www.idrc.ca/en/article/giving-women-voice-government>

III. RESEARCH METHOD

The qualitative approach is with descriptive type an option in this research. Data collection method using interviews to some of the informants from among women engaged in women's

organizations in Lhokseumawe City. Data analysis is using interactive data analysis techniques namely cereal data reduction and data presentation (Sutopo, 2002:186). These Informants in this study:

1. Agustina Rahmi (24 years) KOHATI
2. Azharul Husna (27 years) women's Coalition Indonesia (KPI)
3. Nurlela (40 Years) Flower Aceh
4. Syifa Zakaria, (31 years) P2 TP2A
5. Roslina Rashid (45 Years) LBH Chic

IV. RESULT AND DISCUSSION

A. The View Of Leadership In The Government Of Lhokseumawe City

The number of women is in the role of life into one of the sockets a why not many women who successfully is located on the strategic position of the Government. So these roles in an outside domestic role household are given to males.

"If only in terms of its rule are still somewhat less if in Lhokseumawe because like I said earlier has not been 100% sampe still field his politics. While now issues seen from the personal issues are not of glasses what Yes, the absence of opportunity there but perhaps indeed because as we know women's multitude of roles that must be taken so that things like that are more given to men. Indeed's not cover possible kalo females can also take the role of there is perhaps not currently possible in the future because the right kayak last you say 1, 2, 3 which indeed comes from women because also kan kalo eg baseball or even less the leader of the women it will slightly hamper women itself. Because right know about the needs of the women depend on their selves"(Agustia)

Woman was considered worthy to be a leader in the Government of Lhokseumawe City- and is an achievement and the every human has rights and equal opportunities regardless of gender and backgrounds to become an excellence. But on the other hand, the role of domestic households is still considered the primary responsibility of women when already married. As delivered by Agustia.

"If it is arguably worthy or not, it is very worth it. Because it's becomes part of her accomplishments. This means that everyone's entitled to their respective achievements including women so right though do high school term ends at the kitchen too. By using the term that we should eliminate it. Although it is currently from the first till now not yet

improved that kitchen Affairs issues are still women's Affairs. But the women could quietly because we also have to do the feat outside but for the already married Yes preferred her own family first. But that has not been, that chance right is more wide open. Does that mean the women should not, have not got a load weighing women already married. "

While there is also the idea that women can lead decent at the level of head of Department in Lhokseumawe City were women themselves sometimes considers her-self unworthy. The confidence of a less bias embedded so caused by cultural factor in their place in the environment should be enlarged. That women alone put her placed isn't suitable. The Government itself is actually very important to explore the confidence of women in General and become leaders in the public sector.

In addition to the internal barriers, external obstacles also come from Parties that have the authority to provide education and opportunity to women to be in a strategic position of the City Government. Women themselves are considered degrading women still love each other. Women still lack opportunities in strategic government positions until the city government level village in the municipality of Lhokseumawe City because of women's own lack of courage in taking positions that are available as well as inactivity of women in looking for opportunities to be a leader.

B. The Obstacles For Women In Becoming a Leader in Lhokseumawe City

Barriers to the women themselves in leadership come from both internal and external. The internal factor, among others, was not aware of potential because the construction environment, a lack of self-confidence because of cultural creations, women are worthy of being a leader. The other obstacle is there are some men who made women as rivals.

Other barriers are women also sometimes do not get the support of her own people. Women get room to lead but later downplayed the issue of community by bringing propositions. Religion became an issue that most often used as a foundation to reject the leadership of women and denied the fact that in a religion there is the leadership of the women and the fact that the country had also been led by women. Often debate the trivia makes the essence of lead became lost and ended up arrange society in such a way.

C. Women Organization Involvement in the City Leadership

Women's organizations so far more involved only to the question of domestic violence such as Domestic Violence (Married Violence). It hasn't touched the public sectors such as health, education, the environment, trade and so on. In addition the KOHATI, KPIS matter to convey the same thing. That woman organization is more involved in the Affairs of the marrying violence, rape and the like. It hasn't touched other areas.

The Government actually understands that must involve women in the decision-making process. The presence of this Organization is as a representative of the public to provide input, the description of the condition of the field and the situation actually is a procedure and a process that should not be skipped.

The advantages of women in the lead are in thoroughness. Actually in reality, many woman are trust the capability of woman. It's just that they don't get access to occupy strategic positions of Government. Women who occupy strategic positions as head of Department in Lhokseumawe City was considered by activists in cooperation with women's organizations, she is very cooperative with them and trying to voice their aspires.

According to the activist women, current awareness of women not to be made only as a complement and puppets in politics already is much changed. The women expected to increasingly discerning future belongs in politics. Patriarchal culture is not only in males only. But also the woman already arranged their thought patterns by patriarchal culture so as not to give space on other women who want to progress on the public sector.

According to the activist women, the solution of the question of the leadership of the women is minimal with starting from Supreme Leader i.e. Mayor. The Mayor should have balanced thinking in carve out achievements, giving opportunities and equal opportunities as well as provide the same confidence of all parties in both men and women.

The Government should listen to input from various parties sincerely without were interfered by political interests of certain Affairs. Also impact by issues and rumors that leveled by particular parties. The solution is women need to support women who have the capacity to lead, and made women should smart in observing opportunities and make use of the space available.

Women made partner, changing the mindset of the leaders. Women have a lot to say in order to be heard. Government also should open the eyes of other towns by opening up to women in leadership positions.

V. CONCLUSIONS

The facts on the ground indicate that many women who are involved in the public sector both formal and informal. However, the reality does not make a lot of women are in a position as leader. It is such as the head of Department in the Government. In the reign of Lhokseumawe City, women's organizations are only involved issues related to women and children as the issues of domestic violence (Domestic Violence) while for environmental issues, education, culture and so forth there is no the involvement of women's organizations. The narrowness of perspective that women Affairs are only as on cases of violence against women, and the assumption that the other side is the masculine area is one of case which makes women with disabilities lead at strategic position in the Government of Lhokseumawe City.

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