

# Study of Women's Digital Era in Non-Bank Financial Institutions Development in Kupang City

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**Abstract**—This study aims to determine the abilities and roles of women in developing non-bank financial institutions. This research is a qualitative case study type, so this research is able to describe how this change can occur. The results of this study indicate that male workers still dominate than female workers. If more women administrators manage financial activity units, there will be more female investor membership, where the more members of the board are managed by women, the smaller the membership. The participation of women in financial institutions is still superior to men, both as instructors and as investment for women, which is still below in terms of stewardship by 45% while men are 55%, as well as women's investment is only 47% and vice versa men reach 53%. The role of women in the social aspect is simplified into two roles, namely the role of women in the family and the role of women in society. This proves that the level of education is very influential on the type of work. The higher the education, the greater the possibility of working in the formal sector.

**Keywords**—digital, women, financial institutions, non-bank

## I. INTRODUCTION

A study that was conducted in the city of Kupang, East Nusa Tenggara, Indonesia, to find out alternatives to increase the capacity of women and participants in the development of non-bank financial institutions. The problem includes the competence of women in various activities or business fields. After putting forward several propositions based on the concepts of a particular theory, research needs to reveal the research variables. The variables in this study are: women in supporting the development of non-bank financial institutions. This study aims to determine the abilities and roles of women in developing non-bank financial institutions. This research is a qualitative case study type, so this research is able to describe how this change can occur.

Digitalization offers various opportunities for women's empowerment and more equal participation of women in the labour market, financial markets, and entrepreneurship [1]. Currently the world industry has entered the stage of the industrial revolution 4.0 (RI 4.0). RI 4.0 is the name of the latest automation and data exchange trend in factory technology. This term includes cyber-physical systems, internet for all, cloud computing, and cognitive computing [2]. Women

in the digital era have indeed progressed so rapidly. Various programs and activities demonstrated to enhance the role have long been implemented. Women have various advantages such as resilience, a high work ethic, and weaknesses that hinder their participation and participation in the economy in Kupang, East Nusa Tenggara, Indonesia. The participation of women in business development activities in various activities has strengths and weaknesses in developing financial institutions. Non-bank financial institutions (NBFIs) are becoming an increasingly important segment of the financial system

## II. THEORETICS

Discussions about women's access and use of digital Information and Communication Technology (ICT) in developing countries have been inconclusive. Some claim that women are somewhat technophobic and men are much better at using digital tools, while others argue that women are enthusiastically embracing digital communication. This article examines this question empirically. So far, this study is believed to be the most extensive empirical study in this field. The results are consistent and reveal: the reason why fewer women access and use ICT is a direct result of their unfavourable conditions with respect to work, education and income. When controlling for these variables, women were more active in using digital tools than men. This turns the supposed digital gender division into an opportunity: given women's interest in ICT, and given that digital technology is a tool that can improve living conditions, ICT is a real and real opportunity to tackle the long-standing challenges of gender inequality in developing countries, including access. For work, income, education and health services [3-5].

Cultural background has a significantly stronger effect on operational skills, whereas gender indicates a more definite impact on theoretical knowledge. Methodological problems related to the measurement process are discussed and it shows that there is a lack of standards [6].

Interactions with sex indicate (a) women from above educational levels face more inequality than their male counterparts than do women from lower educational levels; (b) age is not a factor in the gender gap; and (c) in general, parental status fails to explain the distribution of production.

Understanding gender gaps and mechanisms can help correct inequality. Some argue that the Internet is more than that of an egalitarian public platform for women while others find gender inequality. But no single body of research has helped to obscure the public and private spheres of the Internet [7]. According to stereotypical beliefs about gender, women are more communal (selfless and caring for others) and less agent (self-effacing and motivated to dominate) than men. This belief is hypothesized to stem from the observations of observers of women and men in different social roles: (a) Women are more likely than men to hold positions of lower status and authority, and (b) women are more likely than men to become mothers. households and are less likely to be employed in paid work [8].

The experiment explains the status and gender roles of women's tendencies to conform more than men to pressure groups of settings. Subjects believed that they were assigned to a group consisting of two men and two women other than themselves and accepted these opinions of other group members, which were represented as deviating from the opinions given by the previous subject. The subjects then gave their opinion with other group members whether or not they had control over this opinion. In addition, the subjects were required to form an impression of each other's likes or expertise. His findings indicated that the subjects' gender and age influenced their degree of compatibility. Among older (19 years and older) subjects, women were more compliant with supervision than without, whereas supervision did not affect men's suitability. Among the younger (under 19 years) subjects, supervision had no effect. Analysis of sex differences revealed that older women were significantly more compatible than older men under supervision as well as when subjects formed the impression that one was liked by another. Among the younger subjects, there was no gender difference. These findings are discussed in the theories that (a) sex and age serve as status characteristics and (b) sex roles determine suitability [9,10].

Empirical studies examining the relationship between financial sector development and economic growth without including non-bank financial institutions (NBFIs) are likely to produce biased empirical results. This study provides evidence that NBFIs can have a statistically significant negative impact on economic growth using cross-country data for developing and developed countries. These findings suggest that these non-institutional banks, often loosely regulated, can introduce excessive levels of risk into the financial sector and the general economy. This is in accordance with the current global financial crisis in which NBFIs, such as investment banks

### III. RESEARCH METHODS

This research is a qualitative case study type, so this research is able to describe how this change can occur. Sources of data are information, archives and documentation. The sampling technique used is purposive sampling, which is selecting information that is considered and believed to know the problem to be studied. The sample in this study involved managers and employees of non-bank cooperatives. Data

collection techniques used in this study were interviews, observations, and documentation. The analysis used is an interactive analysis

### IV. RESEARCH

Technology that is increasingly friendly and efficient also has an impact on increasing women's self-confidence to keep up with technological developments. Women are also as good as men in mastering technology. As well as being easier to use, technology makes activities lighter, cheaper, and more efficient. Women familiarize themselves with technology in an effort to be part of the current trend. This includes housewives, even at home but still following technological trends in various ways [9]. The percentage of female formal sector workers with primary school education and below is 16.61 percent, while in the informal sector it is 83.39 percent or about five times that. In fact, the proportion of female workers in the informal sector with high school education and above is lower than in the formal sector, namely 33.19 percent compared to 66.81 percent. This proves that the level of education is very influential on the type of work. The higher the education, the greater the possibility of working in the formal sector.

#### A. Discussion

Judging from women's participation in capital and management in financial institutions, it can be seen that women's participation in financial institutions is still superior to men, both as trainers and as investments, women are still below in terms of management by 45% while men are 55% and women's investment is only 47% and male investment reaches 53%. As with several theories which state that the role of women in the social aspect is simplified into two roles, namely the role of women in the family and the role of women in society. Role is the part that a person plays in every situation, and how he or she behaves to adapt to the situation. Role can be defined as the level expected to be owned by someone who is domiciled in society. The role of women is part of the main tasks that must be carried out by women. There are various roles that women have from birth to old age, these roles are part of their lives. Actually, the role of women can be seen in seven aspects, namely; 1. The role of women as parents; 2. The role of women as wives; 3. The role of women in the household; 4. The role of women in kinship relationships; 5. The role of private women;

From the data from several theories, it shows that many factors that influence women are still not superior to men, this could be due to a lack of interest in information through electronic media, as well as the influence of men's roles in managing these financial institutions. We can see in Figure 1 and Figure 2 below.



Fig. 1. Women's activeness.

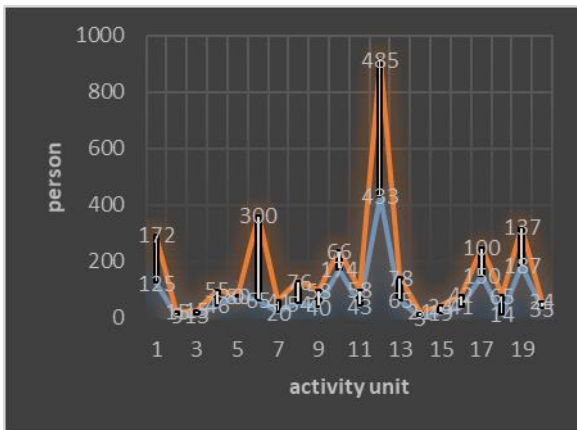


Fig. 2. Women's reactions.

Based on Figure 1 and Figure 2, it can be seen that male workers still dominate compared to female workers. If there are more women administrators who manage financial activity units, the more female investors will participate in the membership, the biggest thing is that there are more and more managers managed by women with the same number of members. Unit 5 shows that the number of investor participation is compared to 3 female managers while 0 male managers resulted in a membership of 80 people and unit 10 also experienced changes, namely 174 women and 66 male investors, 3 female and male managers. - Male 0 people. Furthermore, in the 20th unit, it can be seen that there are 3 female and 0 male administrators, 35 female members and 0 male members. Based on the description above, it can be concluded that women are very influenced in making investment decisions, which are still influenced by same-sex emotional friendships or influenced by notifications from fellow women, this does not affect digital information. It can also be influenced by women's associations, for example; majelis taklim and other associations.

When women decide to work in the public sector, they are faced with policies that are not responsive to gender (women), such as discrimination during the recruitment process to differences in wages for men and women. The application of women's equality to eliminate discrimination against women and violence against women and children is a cross-sectoral,

cross-sectoral and cross-regional problem. The solution cannot be done by the regional government itself, but it also needs to involve the central government, the community, including public and private institutions, in the form of partnerships and cooperation and refers to the corridor of division of authority between the centre and the centre. area.

The large number of women who successfully graduate from basic education, diploma and tertiary education will have a major impact on reducing the number of poor people. The development of women as human capital through education is an important determinant in reducing the number of poor people.

### B. The Role of Women in the Digital Era

The role of women in the digital era of technology used in the development of non-bank financial institutions, especially women as managers, has not yet received an adequate place. This means that the digital technology used is still limited to meeting administrative needs with the majority of devices. In fact, digital technology and its acceleration are already extraordinary and if they are optimized, they will provide extraordinary support in doing business. This shows that digital technology, especially women, still really needs a lot of information about the real role of digital technology in the practical world of business. On the other hand, women's abilities and skills in using digital technology must also be improved. Methods of adding insight and information as well as increasing abilities and expertise can be done through training, workshops with practical and simple delivery techniques. This activity should be carried out in their area, meaning that it is close to their place of business, so that women do not have to worry about leaving their jobs for too long. Judging from the participation of women in small and medium enterprises, it can be seen that the work ethic of women is very high. This is evidenced by the results of research which states that women have a very big desire to contribute to the welfare of their families, even women want to reduce unemployment. These two things show that these women have high business persistence and need to be given correct and precise direction and insight on how to manage a business in a modern way. If this is given, these women can become very tough entrepreneurs. The statement above is in line with the wishes of women who want additional knowledge and knowledge about how to market products and run a business properly.

### V. CONCLUSION

The participation of women in financial institutions is still superior to men, both as instructors and as investments, women are still below in terms of management by 45%, while men are 55%, and women's investment is only 47% and on the other hand men reach 53%. As with several theories which state that the role of women in the social aspect is simplified into two roles, namely the role of women in the family and the role of women in society.

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