

Perception of Endelio Communities Against Gender and Equality Concept: Women Empowerment

¹Estherlina Sagajoka* and ²Imaculata Fatima

^{1,2}Faculty of Economics and Business, University of Flores, Ende, East Nusa Tenggara, Indonesia

¹e-mail: esthersagajoka@gmail.com* ²e-mail: imapampe@gmail.com

Abstract. This study aims to determine the Ende Lio Community Perception on the concept of gender equality and women's empowerment. The research data was obtained through interviews, documentation studies and literature. The sampling technique uses side proportional random. The results of this study showed that 47.2% said they agreed with the concept of gender equality and women's empowerment, but it had not been implemented properly and correctly among the community, 26.1% said they agreed and had implemented it, then 20.0% said that they did not agree and don't understand. 6.7% said that they understood, but they did not agree to be implemented because they were men and they had a primordialism understanding in particular culture.

Keywords: Equality, Gender, Women's Empowerment

1. Introduction

It is undeniable that men and women are created with different physical conditions. However, do we as humans then assume that the differences in physical conditions also strengthen the perception to sort out men and women in social and cultural space? For years the concept of gender has been debated by the world, and for many years the feminism movement has been voiced, but women have not enjoyed the same respect and respect as men in accordance with their contributions and workload.

As a result of continuing discrimination against women.

The data shows that violence against women in the Ende Regency region is still high, this is evidenced by complaints from women to the Ende Police and the Ende P2HP Forkom, as well as in structural positions in the bureaucracy, only 2 women have echelon 2 while the population of the Regency. Ende is more female, (Ende in 2017 figures). Where as for the position of principal for the elementary school and junior high school level women are involved as school principals, while for high school / vocational school principals the percentage of women is lower than that of men (P2HP Forkom 2017 Ende data).

In fact, the Ende-Lio people still adhere to the Patriline culture and are very familiar with the custom (our observation for the P2HP forkom, Ende 2017.), according to the Anthropologist Koencoroningrat the patrilineal system is a principle that calculates heredity through the father's (male) kin line alone. adhering to this system will be detrimental to women because it can slowly kill the identity of women in cultural and community contexts.

To provide gender awareness in the context of Patriline culture, it will require very long hard work, the process is difficult to change a certain element in the context that has been believed by society as a guide that regulates so that humans can regulate how they should act, act and determine their attitudes in relationships. life. (Soekonto, 2005) From a human rights perspective; discrimination violates human rights, whereas discrimination against women violates women's human rights. Discrimination, violence, harassment of women all cause gender injustice. Various groups in the community, including NGOs, have played a very important role in mobilizing issues about women, with the ultimate goal of empowering women. In Ende Regency, we know women's groups such as: Women's Observer and Struggle Forum, Women's Solidarity, Women's

Organizations of various Religions (WKRI, Muslimat Women, Fatayat Women, GMT Women) who are all focal and active in creating programs for gender equality and empowering women. In an effort to empower women, this working group has conducted socialization, conducted training, discussions, seminars in various ways and selected several strategic groups. The group is seen as strategic, because it is considered reliable to disseminate the concepts of gender equality, gender inequality, discrimination and violence against women. NGOs, women's forums and women's activist groups in the Ende-Lio district are very active in protecting and enlightening women and men alike. In addition to these groups, the Ende Regional Government has formed the Ende Regional Women's Empowerment Section, (in 2015) with the intention that attention to women be more focused and focused and clear. The Ende District Head has also issued a District Head Instruction (2011 No. 60) which all aim to increase the role of women so that they can advance and develop in society such as men. In fact, the Ende-Lio people still adhere to the Patriline culture and are very familiar with the custom (our observation for the P2HP forkom, Ende 2017.), according to the Anthropologist Koencoroningrat the patrilineal system is a principle that calculates heredity through the father's (male) kin line alone. adhering to this system will be detrimental to women because it can slowly kill the identity of women in cultural and community contexts. To provide gender awareness in the context of Patriline culture, it will require very long hard work, the process is difficult to change a certain element in the context that has been believed by society as a guide that regulates so that humans can regulate how they should act, act and determine their attitudes in relationships. life. (Soekanto, 2005) From a human rights perspective; discrimination violates human rights, whereas discrimination against women violates women's human rights. Discrimination, violence, harassment of women all cause gender injustice. Various groups in the community, including NGOs, have played a very important role in mobilizing issues about women, with the ultimate goal of empowering women. In Ende Regency, we know women's groups such as: Women's Observer and Struggle Forum, Women's Solidarity, Women's Organizations of various Religions (WKRI, Muslimat Women, Fatayat Women, GMT Women) who are all focal and active in creating programs for gender equality and empowering women. In an effort to empower women, this working group has conducted socialization, conducted training, discussions, seminars in various ways and selected several strategic groups. The group is seen as strategic, because it is considered reliable to disseminate the concepts of gender equality, gender inequality, discrimination and violence against women. NGOs, women's forums and women's activist groups in the Ende-Lio district are very active in protecting and enlightening women and men alike. In addition to these groups, the Ende Regional Government has formed the Ende Regional Women's Empowerment Section, (in 2015) with the intention that attention to women be more focused and focused and clear. The Ende District Head has also issued a District Head Instruction (2011 No. 60) which all aim to increase the role of women so that they can advance and develop in society such as men. What was done by Ende Regent also aimed to support the elimination of domestic violence (domestic violence), this was supported by the presence of Law No. 23 of 2004 concerning the Elimination of Domestic Violence. In addition, the NTT Governor through his 2009 regulation on Gender Mainstreaming in the NTT Government. The aim of Gender Mainstreaming is to narrow or eliminate gender disparities, ensure equal access to development, participate, control and get the same benefits from development. While the purpose of Gender Mainstreaming is to provide guidance to the SKPD in the scope of the NTT Government / Province in organizing governance, development, and services to people with a gender perspective. Attention from the Government, NGOs, women's forums, women's religious organizations for women has not yet been optimal, there have not been any significant or significant changes for women in the Ende Regency. Plus the attention from the government is not supported or in line with sufficient funding for the Women's Empowerment Section, While the community's understanding of the concept of gender equality, and empowerment of women is still not correct and appropriate and in fact the Ende-Lio community has a different understanding of the concept of gender equality and this is what causes obstacles or obstacles in fighting for women's rights and women's empowerment. (P2HP Forkom observation. Ende, 2010-2015) It is expected that studies / research on the Ende-Lio people's perceptions of the concepts of gender equality and women's empowerment can answer and minimize the problems that occur.

2. Research Methods

2.1. Research sites

The determination of the location of the study was carried out intentionally (purposive sampling) in Ende district. Determination of the location of the study is spread in 9 (nine) districts consisting of 7 (seven) villages and 3 (three) villages. Based on the consideration of taking: based on geoTableical location, population density, mountainous areas / regions, urban areas, coastal areas, the level of diversity (pluralistic) and the interests of researchers, so that this sample is representative (Burhan Bungin, 2013). The population in this research are all Ende Lio communities scattered throughout the Ende regency consisting of: traditional leader (*mosalaki*) stakeholders, religious leaders, policy makers, politicians, male and female academics. Given the limited time, not all regions are examined as an object of research. Then the technique for determining the sample is done by proportional random side technique by considering GeoTableical Location, Population Density, Mountainous Areas, Cities, Coastal Areas, the level of diversity (pluralistic) and the interests of researchers, so that this sample is representative. (Arikunto, 2016). Sample: According to Burhan Bungin (2013). The sample is part of the population to be studied. The technique of determining the sample is the gradual cluster sampling method; sampling with the selection process based on topoTabley, ethnicity and cultural diversity of the local community, then this study chose samples based on regional representation as follows:

a) Based on geoTableical location:

Horizontally:

West Part of Nangapanda Subdistrict, West Ondorea Village. Middle Part : Ende Tengah District, Onekore Village. Eastern Section : Lio Timur Subdistrict, Watuneso Urban Village

Coastal section : Ende Utara District, Borokanda Village.

Mountain Section : Detukeli District, Kebesani Village.

Vertically:

Northern Section : Maurole District. Ranokolo village,

Middle Section : Kelimutu District, Woloara Village .,

South side : Wolojita District, Nggela Village.

b) In terms of density and crowd:

ban areas : Central Ende District, Potulando Village.

Rural Areas : Kelepoke Lepubangu Subdistrict, Taniwoda Village

c) Sample Amount.

The number of samples in this study were 156 people consisting of: traditional leader (*mosalaki*) 2 (two) people per village / output, Religious leaders 2 (two) people in each village / village office, men and women married in each village / village office 2 (two) people, Men and women not married in each village 2 (two) people, policy makers (village level) 2 people in each village, so that the total respondents are 100 people.

The withdrawal of samples in this study is also based on the interests of researchers, by taking representation from politicians of 10 (ten) people, echelon III policy makers, and II by 30 (thirty) academics by 16 (sixteen) people.

2.2. Measurement of research variables

Likert scale questionnaire is an instrument that is generally used to ask respondents to respond to several statements by showing whether they agree but have not applied, disagree, strongly disagree with each statement (Soekanto, 2007) The measurement variables measured in this study are the Ende Lio people's perception variable about the concept of gender equality and

women's empowerment in Ende district. Furthermore, the two main dimensions related to the concept of gender equality and women's empowerment in Ende district are elaborated into 9 (Nine) questions, for the expectation and perception variables which are not arranged in statements based on a Likert scale, from 0 (no answers) to 3, then submitted to respondents.

Indicator Research Variables

Indicators used to measure the Ende lio community's perception of gender equality and women's empowerment in Ende district include:

- a) Reliability
The speed of service, the accuracy of the data that is informed, the compatibility of the perception provided with what is needed by the user, the freedom of data that is informed of errors, and the reliability of the perception of the people concerned.
- b) Responsiveness (responsiveness)
Demonstrate good will by informing and serving and preparedness and completeness in answering all user questions, willingness to provide special time for service, willingness to provide services immediately, willingness to help users and being sympathetic to users.
- c) Guarantee Having skills in providing services, the ability to assist users in solving problems related to the perception of the user community, willingness to prioritize the interests of users, ability to be trusted by users and security guarantees.
- d) Empathy (empathy)
The need for use, the availability of adequate service time. Assistance in solving difficulties / problems, using language that is easy to understand, ease of contact, suitability of service time and interests with users.

2.3. Method of collecting data

Data collection methods used in this study are the method of documentation study literature, interviews and questionnaires.

Data Processing Method

Data processing is performed using Likert scale 5. Likert scale is the scale most widely used to measure attitudes and perceptions. Likert scale response 5 namely Strongly agree (SS), Agree (S), Ordinary (B), Disagree (TS), Strongly Disagree (STS) successively valued: 5,4,3,2,1 Questions in Favorable items contain positive values to unfavorable items that contain negative values (Ridwan and Sonarto 2007). The data obtained is done editing, to check the completeness of the questionnaire, after that coding is done in the code book to

facilitate data processing, scoring system, made consistent ie the higher the score the higher the category. After that added up and then Normative scoring techniques are categorized based on class intervals (Slamet Yulius, 1993). As follows :

$$n = (\text{Max}-\text{Min}) / \sum k$$

Information :

N = Interval limit

Max = Maximum value obtained from the total score

Min = Minimum Value obtained from the score

$\sum k$ = Number of categories

After the data is collected from the results of data collection and research activities, the data analysis activities are then performed. The activity of analyzing data consists of three stages:

Preparation phase

In this preparation stage several activities were carried out including: (1). Checking the name and completeness of the respondent's identity, (2) checking the contents of the data filling instrument, (3). Check data entry. The tabulation stage of tabulation activities is the activity of grouping data into frequency tables to make it easier to analyze. Tabulation activities in this case are:

Coding is a discussion of the code for each data that has been edited. Scoring is giving a score of the respondent's answer to obtain the necessary quantitative data. This research uses a modified Likert scale to determine the score. In the Likert scale the answers given all have a positive or favorable perception. So each question is given 3 answer choices that correspond to the core problem in the question. Each answer is given a score of 0 to 3.

Data Application Stage

Analysis of the data used in this study is qualitative and quantitative analysis. Descriptive aims to provide an overview of the research subjects based on data from variables obtained from the group of subjects studied using tabulation techniques, by presenting the results of research distribution tables, frequency with the percentage for each group. The tools needed to process frequency and percentage statistical data, use the help of a computer with the software program SPSS for Windows version 10.

3. Result Of Ende Lio Community Perception Analysis Of Gender Equality And Empowerment Concepts

From the results of data processing it can be described the perception of the Ende Lio community on the concept of Gender Equality and Women's Empowerment in Ende district as follows:

3.1. Perception of ende lio / traditional leader (*mosalaki*) officials on the concept of gender equality and women's empowerment

Perception of adat stakeholders / Ende Lio on the concept of gender equality and women's empowerment, from 20 (twenty) respondents, showed that, 20% of respondents or as many as 4 respondents said that they agreed with the concept of gender equality and women's empowerment but according to customary stakeholders / Ende Lio, the concept has not been applied properly and correctly in their lives, then 70% of respondents or 16 respondents said they did not agree and did not understand. While 10% or as many as 2 respondents said that they did not agree with the concept of gender equality and women's empowerment but they understood. It can be concluded that the adat stakeholders in Ende Lio district do not understand the concept of gender equality and women's empowerment, meaning that there is a tendency to hamper women's struggle against the concept of gender equality and women's empowerment going forward. In detail, Perception of adat / Ende Lio stakeholders on the concepts of gender equality and women's empowerment can be read in Table 1 below:

Table 1. Perception of traditional stakeholders / Ende Lio Towards the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
<u>%</u>	<u>20</u>	<u>70</u>	<u>0</u>	<u>10</u>

Source: 2017, Research Results

3.2. Perception of religious leaders ende lio against the concept of gender equality and women's empowerment

Perception of Religious Leaders (Catholic, Islamic & Protestant Christian) on the concept of gender equality and women's empowerment in Ende District from the data processing obtained 100% of respondents said that they agreed with the concept of gender equality and women's

empowerment, but the concept of gender equality and women's empowerment has not been implemented in a way that is good and right. This indicates that religious leaders in Ende district, (Catholicism, Islam and Protestant Christianity) understand and understand the concepts of gender equality and women's empowerment. In detail, the

perception of religious leaders regarding the concepts of gender equality and women's empowerment can be read in Tabel 2 below:

Table 2. Perception of Religious Leader Ende Lio Against the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
Chatolic %	<u>100</u>	0	0	0
Islamic (%)	<u>100</u>	0	0	0
Protestan (%)	<u>100</u>	0	0	0

Source: 2017, Research Results

3.3. Perception of Policy Makers (Regents and DPRD) on the Concept of Gender Equality and Women's Empowerment

Perception of Ende Lio policy makers towards the concept of gender equality and women's empowerment in Ende district of 50 respondents, showing 70% of respondents or as many as 35 respondents said that they agreed with the concept of gender equality and women's empowerment but the concept of gender equality and women's empowerment, has not been implemented properly and true among the community, then 20% or as many as 10 respondents, said they agreed with the concept of equality and women's empowerment and had implemented and 10% or as many as 5 respondents said they did not agree with the concept of gender equality and women's empowerment, this indicated that the policy makers in Ende district understand and understand the concept of gender equality and women's empowerment but have not applied it properly and correctly in the community. In detail, perceptions of policy makers towards the concept of gender equality and women's empowerment in Ende district can be read in the following Table 3

Table 3. Perception of Ende Lio Policy Makers Against the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
Policy Makers (%)	<u>70</u>	20	0	10

Source: 2017, Research Results

3.4. Perception of Ende Lio married men (husband) against the concept of gender equality and women's empowerment

Perception of married men towards the concept of gender equality and women's empowerment in Ende district from the results of data processing obtained, 20% of respondents said that they agreed with the concept of gender equality and women's empowerment but the concept of gender equality and women's empowerment had not been

applied properly and correctly in the community, then 60% said they did not agree and did not understand while 20% of respondents said they did not agree, with the concept of gender equality and women's empowerment, this indicated that married men in Ende district did not understand and did not understand the concept of gender equality and women's empowerment. In detail the perceptions of married Ende Lio men towards the concepts of gender equality and women's empowerment can be read in Table 4 below:

Table 4. Perception of Ende Lio Married Men Against the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
Merried Men (%)	<u>20</u>	0	60	20

Source: 2017, Research Results

3.5. Perception of women Ende Lio married (wife) against the concept of gender equality and women's empowerment

Perception of married women, towards the concept of gender equality and women's empowerment in Ende district, from the data processing results obtained 30% of respondents said that they agreed with the concept of gender equality and women's empowerment but had not been applied properly and correctly in the community, then 50% said they did not agree and did not understand while 20% of respondents said they did not agree with the concept of gender and women's empowerment but understood. This indicates that married women in Ende district did not agree and did not understand the concepts of gender equality and women's empowerment. In detail the perceptions of married women towards the concepts of gender equality and women's empowerment can be read in the following Table 5.

Table 5. Perception of Ende Lio Married Women Against the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
Merried women (%)	<u>30</u>	0	50	20

Source: 2017, Research Results

3.6. Perception of Ende Lio Unmarried Men against the concept of gender equality and women's empowerment

Perception of Ende Lio men who are not married to the concept of gender equality and women's empowerment in Ende district as follows from the results of data processing obtained 40% of respondents said that they agreed with the concept of gender equality and

women's empowerment but the concept of gender equality and women's empowerment was not yet applied properly and correctly in the community, while 60% said they did not agree and did not understand. This indicates that unmarried men in Ende district do not understand and do not understand the concept of gender equality and women's empowerment. In detail the perceptions of Unde Lio unmarried men towards the concepts of gender equality and women's empowerment can be read in Table 6 below:

Table 6. Perception of Ende Lio Unmarried Men Against the Concept of Gender Equality and Women's Empowerment

<u>Resposnse</u>	1. but non yet apply	2. Agree and apply	3.Disagree and do not understand	4.Disagree but Understand
nmerried men (%)	<u>30</u>	0	50	20

Source: 2017, Research Results

3.7. Perception of Ende Lio Unmarried Women against the concept of gender equality and women's empowerment

The perception of Ende Lio unmarried women on the concept of gender equality and women's empowerment from the data processing results, 30% of respondents said that they agreed with the concept of gender equality and women's empowerment but had not applied it properly and correctly in the community, then 60% said they did not agree and do not understand

while 10% of respondents say that they do not agree with the concept of gender and women's empowerment, this indicates that unmarried women in Ende district do not agree and do not understand the concept of gender equality and women's empowerment. In detail the perceptions of Ende Lio unmarried women towards the concepts of gender equality and women's empowerment can be read in Table 7 below:

Table 7. The Perception of Ende Lio Unmarried Women Against the Concept of Gender Equality and Women's Empowerment

<u>Response</u>	1. but non yet apply	2. Agree and apply	3. Disagree and do not understand	4. Disagree but Understand
unmarried women (%)	30	0	60	10

Source: 2017, Research Results

3.8. Perception of Ende Lio Politicians on the concept of gender equality and women's empowerment

Perception of Ende Lio politicians on the concept of gender equality and women's empowerment in Ende district shows the following results, the results of data processing show that 100% of respondents said that they agreed with the concept of gender equality and women's empowerment but the concept of gender equality and women's empowerment has not been well applied and true among political parties in the community. This data indicates that politicians in Ende district understand and understand the concepts of gender equality and women's empowerment but have not yet applied the environment of political parties. In detail, the perception of Ende Lio politicians on the concept of gender equality and women's empowerment can be read in Table 8 below:

Table 8 . Perception of Ende Lio Politicians Against the Concept of Gender Equality and Women's Empowerment

<u>Response</u>	1. but non yet apply	2. Agree and apply	3. Disagree and do not understand	4. Disagree but Understand
Politicians (%)	30	0	60	10

Source: 2017, Research Results

3.9. Academics' Perception of Ende Lio towards the concept of gender equality and women's empowerment

The perception of Ende Lio academics on the concept of gender equality and women's empowerment in Ende district that of the 20 respondents said the following. From the results of data processing, 35% or 7 (seven) respondents said they agreed with the concept of gender equality and women's empowerment, but the concept of gender equality and women's empowerment in Ende District had not been properly and correctly applied. then 65% or 13 (thirteen) respondents said they agreed with the concept of equality and women's empowerment and had applied their work environment. This data indicates that academics in Ende district are very familiar with and understand the concepts of gender equality and women's empowerment and have applied them within their scope of work. In detail, the perceptions of Ende Lio academics on the concepts of gender equality and women's empowerment in Ende district can be read in Table 9 below:

Table 9. Perception of Ende Lio Academics Against the Concept of Gender Equality and Women's Empowerment

<u>Response</u>	1. but non yet apply	2. Agree and apply	3. Disagree and do not understand	4. Disagree but Understand
Academics (%)	35	65	0	0

Source: 2017, Research Results

3.10. Ende Lio's Community Perception of the concept of gender equality and women's empowerment

Based on the results of data processing, the following results are obtained: from a total of 160 respondents, based on the results of data processed as a whole, it shows that 47.2% of respondents said that they agreed with the concept of gender equality and women's empowerment, but had not been applied properly and correctly among the community, then 26.1% said that they agreed and had applied it, this statement, the highest percentage of academics, then 20.0% of respondents said that they did not agree and did not understand. Then 6.7% of respondents said that they understood the concept of gender equality and women's empowerment but they did not agree with the concept of gender equality and women's empowerment. In detail can be seen in the following Table 10:

Table 10. Ende Lio's Community Perception of the Concept of Gender Equality and Women's Empowerment

Response	1. but non yet apply	2. Agree and apply	3. Disagree and do not understand	4. Disagree but Understand
Community (%)	35	65	0	0

Source: 2017, Research Results

4. Research Results Matrix

Research Results Matrix Ende Lio's Community Perception of the Concept of Gender Equality And women's empowerment

Customary leader /	Women are not married yet yet understand / understand and have not implemented it in society
Religious Leaders (Catholics, Muslims and Protestants)	Understand / understand, but not yet applied
Policy maker	Understanding but not yet applying
Politicians	Agree and understand but not yet apply within the scope of political parties
Academics	Understood, very agree and have applied the scope of work
Married man (husband)	Agree but not yet apply in community life
Married woman (wife)	Agree with the concept of Gender Equality and Women's Empowerment, but have not yet understood nor applied it.
A man who hasn't been married yet	Agree with the concept of Gender Equality and Women's Empowerment, but have not yet understood nor applied i
Unmarried woman	Agree with the concept of Gender Equality and Women's Empowerment, but have not yet understood nor applied it

Source: 2017, Research Results

4.1. Ende Lio's community barriers to gender struggle and women's empowerment

Based on the results of interviews with selected respondents in this study, from 160 respondents when asked about obstacles and reasons so that they chose options in accordance with respondents' answers, then the processed data shows that: 75% of respondents said that the obstacles were local culture (culture) patrilineal), 10% said weak socialization about the concept of gender equality and women's empowerment, 10% of respondents said that the obstacle was the difference in paradigms about the concepts of gender equality and women's empowerment and 5% of respondents said that the obstacle was gender blind or still gender budget policies gender neutral. Clearly seen in Table 11

Table 11. Obstacles faced by the Ende Lio Society Against Gender Struggle and Women's Empowerment

Barriers	%
local culture	75
less socialization	10
Different paradigms	10
budget policy that is neutral	5

Source: 2018 Research results (processed data)

From the findings and discussion of the results of the analysis of the data collected it can be concluded that in general Ende Lio's community perception of the concept of gender equality and women's empowerment in Ende Regency is as follows: There is no common view regarding the concepts of gender equality and women's empowerment let alone apply it, so that it indicates that differences in the level of understanding of the concepts of gender equality and women's empowerment will hamper their own perceptions of the concept and gender equality and the continuing struggle of women for gender equality and women's empowerment. Nevertheless there are still attitudes or views of the community which are considered to be able to support the process of women's struggle. This is a capital for female fighters to jointly fight for women's rights as stated in Human Rights.

The supporting attitudes and views can be seen as follows, namely:

Views relating to social aspects:

- 1) Attitude of interest in gender issues
- 2) Attitude to support government policies on gender issues
- 3) Supporting attitudes that differences in gender roles in society make a difference in seizing social, economic, political, security, education, health and others.
- 4) Supporting attitude that the development program is not only carried out by each woman or man, but involves women and men according to their potential and needs.
- 5) A supportive attitude that women's empowerment must be carried out because in essence all aspects of women have the same potential as men.
- 6) A supportive attitude that activities on empowering women is very supportive of understanding gender equality.

5. Conclusions And Suggestions

Based on the description in the previous chapter, it can be concluded that the perception of the Ende-lio community consisting of: adat / stakeholders, policy makers, religious leaders, married men (husbands), married women (wives), men unmarried (youth),

unmarried women (young women), politicians and academics show that the Ende Lio community agrees with the concept of gender equality and women's empowerment but has not applied it properly, correctly, and evenly among the people. The cause is very thick local culture (Patrilineal culture), weak socialization in the sense that socialization has not been evenly distributed in the Ende district region (not yet reached to grassroots communities), paradigm differences, and budget policies that are still gender neutral or Gender blind.

Suggestion

From the description above it can be concluded that the correct perception of the concepts of gender equality and women's empowerment is a prerequisite for being able to be implemented in increasing the participation and role of women in various fields of development so it is suggested as follows:

The concept of gender equality needs to be socialized correctly and appropriately, continuously and evenly

1. Gender socialization should be given by people who truly understand about gender equality
2. Socialization must accommodate / cooperate with customary stakeholders, religious leaders, policy makers. Politicians and academics
3. The empowerment of women needs special attention, sustainability and support with a budget / fund
4. Need further research on Empowering Women in Ende District.

References

1. Anne, M.Clifford. 2000. *Introducing Feminist Theology*. Maumere : PT. Ledalero,
2. Arikunto, S. 2016. *Research Procedure A Practical Approach* Jakarta:Rineka Cipta,
3. Bungin, Burhan. 2013. *Social & Economic Research Methods: Quantitative and Qualitative Formats for Sociology, Policy, Public, Communication, Management and Marketing Studies First Edition. Research Procedure A Practical Approach*Jakarta: Kencana Prenadamedia Group,
4. Candra, Aritonang. 2000. *Legal Education for Women as an effort to empower women in the realization of human rights*. Bandung: Publisher ;Alumni,
5. Centre For East, Indonesian Affair. *Modul Pelatihan penelitian Sosial*. Jakarta : CEIA Semanggi, 2002
6. Chaerunnis, Jafizham. *Beberapa Pemikiran Tentang Penyempurnaan Ketentuan-Ketentuan Hukum yang Mempengaruhi Peran dan Kedudukan Wanita Indonesia*,BPHN. Bandung: Bina cipta, 1981
7. Estherlina Sagajoka.2008. Analysis of Gender Mainstreaming Programs in the Implementation of Regional Development Planning. Report of Research Results in Ende Flores District
8. H.A., Masyur, Efendi.2000. Dimensi-Dimensi Hak Asasi Manusia, Cetakan I. Jakarta: Galia Indonesia,
9. Ida, Sampit, Karokaro.2000 Hak Wanita adalah Hak Asasi Manusia Bandung: Publisher; Alumni
10. Yakih, Mansyour.1998 Analisis Gender dan Transformasi social. Yogyakarta: Pustaka Pelajar,
11. Kristi, Poerwandari. 2000. Violence against women; Psychological Review. Bandung: Publisher; Alumni
12. Kementrian Pemberdayaan Perempuan,dan Badan Koordinasi Keluarga Berencana, 2003; Bunga Rampai ((PUG training learning material in the National Development program).akarta.
13. Mien, Ratoe, Oedjoe.2006, Implementation of Gender Mainstreaming in the Education Sector in NTT. Study. Kupang: Nusa Cendana University Research Institute
14. Peraturan Gubernur NTT No. 20 tahun 2009; Procedures for Gender Mainstreaming in the NTT Provincial Government. Kupang: NTT Province.
15. Rahayu. 2000. International Law Concern for the Protection of Human Rights. Bandung: Publisher; Alumni
16. Ridwan dan Sunarto. 2007. Introduction to Statistics for Educational, Social, Economic and Business Research. Bandung: Alfabeta,
17. Ruhillah, Dewi.2010. Faktor-Faktor yang Mempengaruhi Eksistensi Kepala Sekolah Perempuan Sebagai Respon Modernitas masyarakat Studi Kasus pada Perempuan Kepala Sekolah Dasar di Kecamatan Pakisaji. Tesis. Program Studi Sosiologi Malang : Universitas Brawijaya, 2010
18. Saparinah, Sadli 2000. Pemberdayaan Perempuan dalam Perspektif Hak Asasi Manusia. Bandung: Publisher; Alumni.
19. Saparinah, Sadli.2000. Beberapa Hasil penelitian Kelompok kerja Convention watch dilihat dari perspektif Gender. Bandung: Penerbit Alumni, 2000
20. Singgih, Santoso.2004. SPSS Versi 10, Mengolah data Statistik decara profesional, PT Eleks Media Komputindo, Kelompok. Jakarta: Gramedia.
21. Slamet,Yulius.1993, Analisis Kuantitatif Untuk Data Sosial. Solo : Dabara Publisher
22. Soekanto, Soerjono. 2007.Sociology an Intriduction. Jakarta: P.T.Raja. Grafindo..
23. Sulistyowati, Irianto. 2000.Legal Approach with Women's Perspective, Bandung : Publisher Alumni.
24. Titi Sumbung, 1994.Gender and Development, The paper that was presented to the family doing diaconia , Jakarta: PGI,Dep Parnem.
25. T. Omas ,Ihromi, Sulistyowati,Irianto., and Achie, Sudiarti, Luhulima. 2000 Elimination of Discrimination, Against Women, Bandung : Publisher; Alumni.
26. Tapi,Omas,Ihromi.2000 Law, Gender, and Discrimination against Women;.. Bandung : Publisher Alumni,
27. T.O,Ihromi.1994. Convention on the elimination of all forms of discrimination against women and several factors related to their effectiveness. Papers.
28. T.O.Ihromi, 1997 Law, Gender and Discrimination. Papers in the seminar on Legal Efforts to Prevent / Overcome Discrimination Against Women;. Jakarta : FH-UKI.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

