

CHAPTER I

INTRODUCTION

A. Background

Indonesia is a democratic country which fully respects the rights of each of its citizens, it is clearly stated in the Constitution of the Republic of Indonesia No. 39 of 1999 on human rights further discuss human rights and basic human freedoms, the basic human duty, obligation and responsibility of the Government, as well as the national human rights Commission, which was created to clarify the position of every citizen of Indonesia has a right for itself without any other intervening parties. In reality the lofty ideals of the laws to ensure the entire citizens get equal rights still encountered obstacles, such as the problem of human trafficking, rights suggested to gender issues. One of the problems that are not equally important is gender Issues faced today, gender inequality is not just a problem that occurred in Indonesia, but far more global issues has become a handy world.

The position of women in the life is still consider such a second gender by many circles, not belies that women are still regarded as being weak, women with identical which have the nature of feminism, which is identical to the feminine, resignation, submission, loyalty, comforting, childlike, sympathetic, tenderness, warmth, hospitality, and poor enforcement, making it easy to distinguish its position or oppressed by men. (Siti Musdah Mulia dan Anik Farida , 2005)

As for the Map's treatment of women, according to George Ritzer (2004), divided in four forms:

First is Gender differences, in this position the woman as well as her experience in a variety of different situations with men. This distinction is often drawn on the 3 things i.e. biological, institutional social wholeness to run different social roles, and the necessity of existence. *Second*, Gender inequality and women's position in many situations not only different but also lost or not equal to men. *Third*, gender Oppression, on the position of women is not only different or unequal, but also experience the restraints, subordination, in framework and used and abused by men. *Fourth*, women Experience structural Oppression in the form of difference, inequality, and oppression is different according to their social position in capitalism, patriarchy and racism.

The explanation above suggests that gender differences become a serious thing because of concerns on human rights, the treatment of women is still distinguishable, which according to Ritzer's easy women get treatment suppression due to lack of experience. However, gender equality has been recognized and developed various forms of existing reality. In Indonesia, an effort to gain equality seems already embodied in various fields such as culture, education, employment, and social politics although many still encounter barriers structurally. One of the tangible forms that feminism and gender equality becomes an important issue for many was appointed the emergence of institutions which is coterminous with the women to be more

able to move forward. This institution then brings the program to the empowerment of women toward gender equality. To build gender equality, must first be built equivalence relation between men and women. Then the required empowerment is conducted for females.

One of the areas in Yogyakarta that is in Gunungkidul, issues of gender similarities make the Government program that creates a Challenging fight for women's rights, the program "Women Leadership School" is a program that is dedicated to women in Gunungkidul Regency that aims to deceive the women in Gunungkidul by providing coaching on leadership for women, government and also give knowledge about the matters concerned with politics. This program comes with the background that participation of women in Challenging an accompaniment to play an active role in society or Government is still has small scope,so that the Government and private parties such as non-governmental organizations striving to improve women's participation in decision making and effort to eliminate all forms of violence women and children.

The reason why it is necessary to hold the community empowerment especially for women empowerment in Gunungkidul Regency can be viewed from two factors, namely; a. human development index (HDI), a comparative measurements of life expectancy, literacy, and standard of living; b. Gender development index (GDI) that according to the understanding of the book of the Central Bureau of statistics (2014) is the attainment of basic capabilities index of human development as the HDI with attention to gender inequality.

In the data obtained from the Badan Pemberdayaan Perempuan dan Masyarakat (BPPM) Yogyakarta explain that figures HDI and GDI in Gunungkidul still lags behind with other areas in Special Region of Yogyakarta province, for explaining contained in the following table:

Table 1.1

**Human Development Index (HDI) and Gender Development Index (GDI)
Province of Special Region of Yogyakarta**

NO	Regency/City	2010		2011		2012	
		HDI	GDI	HDI	GDI	HDI	GDI
1.	Kulonprogo	74,49	67,04	75,04	67,85	75,33	68,41
2.	Bantul	74,53	71,33	75,05	71,71	75,51	72,69
3.	Gunungkidul	70,45	65,42	70,84	66,04	71,11	66,62
4.	Sleman	78,2	74,17	78,79	74,75	79,39	75,76
5.	Yogyakarta	79,52	77,56	79,89	77,92	80,24	78,71
	D.I Yogyakarta	75,77	72,51	76,32	73,07	76,75	74,71

Source: BPPM DIY

From the data obtained in the book Gender and Children Disaggregated Data published by the Agency for women's empowerment and community (BPPM) Yogyakarta special region in 2014 States that the human development index and the Gender development index in the Yogyakarta Special Region indeed has increased from year to year but the inequality between men and women tend to be in the same condition. Then, according to the table above tells us that still occupy the lowest positions Challenging for the human development index (HDI) and Gender development index (GDI) for the years 2010, 2011 and 2012, this could have affected a few things such as inequality between men and women in conditions of the population and the amount of the percentage of Heads of households who are in Gunungkidul. Of

course it makes the Government Challenging must make rules or programs that can improve community development and gender Development index value in order for the Community (HDI) and Gender development index (GDI) in Gunungkidul more increases.

Then back on the program "Women's Leadership School" in Gunungkidul, the women school is in implemented first in 2013 till 2015, the Program is organized by Dinas Pemberdayaan Perempuan, Perlindungan Anak, Dan Keluarga Berencana, Pemberdayaan Masyarakat Dan Desa(DP3AKBPM&D) in collaboration with Yayasan Satu Karsa Karya (YSKK). The background with the existence of this program is the condition of women in a still a little challenging to occupy the position in local government or community organizations in the area of the holding of Gunungkidul. To enhance the role of women in order not to become the second gender, other goals are to add insight and advancement of women of the village. Other things that affect the holding of Women Leadership School Programs are some of the following problems;

1. The condition of Education in Gunungkidul

One indicator of the achievement of Gender equality according to MDG's is a number of literacy of the population aged 15-24 years. School-age population group, this is the productive age group, they are the resource development that should have adequate education and skills to get a decent job, for it to progress indicator of literacy is one form of success in terms of the development of education. Overall the

number of literacy in DIY's been good, by 2012 the number of literacy of the population age 15-24 to reach the perfect i.e. 99.74 per cent.

Table 1.2
The Number of Literacy According To Age Group, Gender, School and District/City in the Yogyakarta Special Region In 2012

No.	KAB./KOTA	Usia >10			Usia >15			Usia 15-24		
		L	P	L+P	L	P	L+P	L	P	L+P
1.	Kulonprogo	96.15	89.21	92.58	95.73	88.03	91.77	100.00	100.00	100.00
2.	Bantul	96.74	88.92	92.80	96.45	87.96	92.16	98.50	100.00	99.22
3.	Gunungkidul	91.16	80.48	85.59	90.35	79.01	84.34	100.00	99.27	99.62
4.	Sleman	97.31	92.68	94.99	97.05	92.01	94.52	100.00	100.00	100.00
5.	Yogyakarta	99.36	96.79	98.03	99.46	96.55	97.93	100.00	100.00	100.00
	D.I. YOGYAKARTA	96.09	89.35	92.65	95.75	88.43	92.00	99.59	99.89	99.74

Source: BPS/Susenas 2012

But according to the overall data above Gunungkidul Regency is Regency with the lowest letter brands, based on gender, the rate of literacy of women lower than men, described in the Book Sort of Gender by BPPM (2013) this is because society still assumes that the male population is better educated than for women.

2. The role of women who served in the Government of the village

Besides education, the role of women occupy the position of this Government can become a benchmark conditions gender equality in Gunungkidul, Women Leadership School program has a target to a subsequent equalizing gender especially for women to be able to play an active role in the Government especially for being able to occupy the village governance structure. Gender issues here more on how career development scheme allows women and men get equal

opportunity to grow and occupy strategic appointments. Then, the issue of gender in the field of political participation of women can be seen in the number of women occupying public office and the apparatus of Government.

According to data from the Bureau of Government Secretariat area in Yogyakarta which is encapsulated in the book Gender and children Disaggregated by 2013 by Badan Pemberdayaan Perempuan dan Masyarakat (BPPM) regarding the number of members of Badan Perwakilan Desa(BPD) in Gunungkidul still at domination by men and for women are still few in number, as we know that the BPD is a institution that served as an hereditary Government organizers of the village and set the rules of the village along the village chief as well as accommodating and channeling the aspirations of the community. The following is a summary of the number of members of Badan Perwakilan Desa (BPD) in Gunungkidul, according to gender:

Table 1.3

**The Number of Members of Badan Perwakilan Desa (BPD)
According To Gender in Gunungkidul Regency Years 2011-2013**

YEAR	TOTAL OF MEMBERS BPD GUNUNGKIDUL				
	Male	%	Female	%	M+F
2011	1494	97%	44	3%	1538
2012	1494	97%	44	3%	1538
2013	1415	92%	120	8%	1535

Source: Data Terpilah BPPM DIY

The data is the number of members of Badan Perwakilan Desa (BPD) of 144 Sub/village in Gunungkidul, existing from the above data show that in 2011 and 2012 the number of members of Badan Perwakilan Desa (BPD) in Gunungkidul totaled the same i.e. 1538 members comprising 1494 members male and 44 female members, then 2013 decline into 1535 men's members number i.e. being male members of 1415 but for females rising 76 additional members so that members of the BPD for women be 120 members. But if further examination in the membership of Badan Perwakilan Desa (BPD) Serves a high experience the difference between men and women, from the number of 1535 members by 2013 only 120 members only from females, so that this becomes an idea that gender equality politics or Government at the village level in particular in the area of Gunungkidul still need to be improved.

In addition, we can also notice regarding the public office in the territory of Gunungkidul, a post as the head of the village could be the first step for women to dedicate themselves to the community, the following data according to the gender of the head of the village in Gunungkidul Regency:

Table 1.4
The Number of Head of Village According To Gender in
Gunungkidul Regency 2011-2013

YEAR	Number of Head of Village in Gunungkidul				
	Male	%	Female	%	M+F
2011	137	95%	7	5%	144
2012	136	94%	8	6%	144
2013	136	94%	8	6%	144

Source: Data Terpilah BPPM DIY

The above table includes data from 144 villages in Gunungkidul, according to data the number of head of village in 2011-2013 the majority of the village head is held by men, women only occupy a small figure, seen that in the region of Gunungkidul, participation of women to occupy a strategic position in the Government is still low.

As for the number of councilor women according to data Yayasan Satu Karsa Karya (YSKK) in 2014 the number of councilor in Gunungkidul Regency men reaching 2492 people and women just 272 people.(Lusiningtias, 2016)

Some of these cases is a describe of how a gender conditions in Gunungkidul, either in another region or Challenging that still has a strong Customs will affect how the treatment of women. In addition, because the conditions are Challenging has a human development index (HDI) and Gender development index (GDI) were left with other areas in the Special Regegion of Yogyakarta then problems of educational conditions and women's participation in the administration of the village is low then the necessary programs, especially to women's empowerment in Gunungkidul, the presence of Women Leadership School program, it is as a form of Government and NGOs to support the existence of women's participation in Challenging to realize gender equality.

Discuss again about program gender equality then it is not detached from the old culture that has been embedded in Indonesia that is holding the Eastern culture, in a social system puts the men as the main authority figure or commonly referred to with the patriarchy system. Thus the system is not able to disappear just let alone in the settlement of Java, the Javanese currently assumes that women are creatures of both, a lot of things that can be done by men but to women still considered unfit, women are strongly encouraged to comply against her husband, the most noticeable thing is the woman can only work on household chores, so that women's rights to run a career hampered , then a limited environment affects the mindset and it is hard to get in to the world public that is then condensed this Javanese culture only know traditional mindset. (Tutut, 2014)

In this respect, the modern thoughts brought by the institution or institutions of the State are difficult to enter in the thought of Gunungkidul, problems such as early marriage and violence prone in Gunungkidul strong patriarchy system then makes the existence of a dominant issue and the possibilities of modern thought is not going to change the structure of the culture. Notice any differences seen between different thought problems occurred in Gunungkidul then high of patriarchy overriding thought by most communities with modern thought brought by the institution or institutions of the State is not impossible it will give rise to the perception that different that how women's empowerment program was later applied by an agency or institution of State can walk and in accordance with the original purpose is very dependent upon society itself.

It is this circumstance which makes the researchers wants to examine when about it because researchers assume that it is not easy to bring together traditional and modern perceptions to the contrary in the community who know the modernization. It is important to be examined as it will be known how far empowering women by supporting gender equality affects the mindset of conventional and traditional communities become more advanced mindsets. Researchers interested in tracing the explicitly mention how the implementation of women's empowerment programmers implemented by Dinas Pemberdayaan Perempuan, Perlindungan Anak, Dan Keluarga Berencana, Pemberdayaan Masyarakat Dan Desa(DP3KBPM&D) in collaboration with the Yayasan Satu Karsa Karya (YSKK) they call Women

Leadership School Program, things anything that affects the success of the program and factor inhibitor program, as well as the influence of the women's empowerment for the mindset of the community village in Gunungkidul.

B. Research Question

1. How does the implementation of women's Leadership School program in Gunungkidul years 2013-2015?
2. What are the factors that affect the implementation of the women's Leadership School program in Gunungkidul years 2013-2015?

C. The Objective and Benefits of Research

1. The Objective of Research

- a. To find out how does the implementation of the women's Leadership School Program in some parts of the year 2013-2015 Challenging.
- b. To find out the factors that influence the implementation of Women's Leadership School in 2013-2015

2. Benefit of Research

a. Theoretical Benefit

This research academically useful expand knowledge about implementation and the factors that affect the implementation of the program of the empowerment of women through women's Leadership School program in Gunungkidul Regency

b. Practical Benefit

1. For Instutions

The results of this research are expected to be the basis for making deals with the issue of the quality of program implementation the womenLeadershipSchool that have been implemented by Gunungkidul Regency Government and NGO's.

2. For Researcher

The results of this study are expected to provide information and materials for subsequent researchers regarding the same problem.

D. Theoretical Framework

1. Literature Review

In general the study dealing with the empowerment of women make by the Government in collaboration with Ngo's. There are a few earlier studies that discuss women's empowerment include:

- a. Milla Munawaroh (2004) Thesis titled *Pelatihan Keterampilan Menjahit LPK Riddho (Studi Terhadap Aspek-Aspek Pemberdayaan Perempuan)*. This research deals with aspects of women empowerment in LPK Riddho, lays out the program applied has succeeded in developing the potential of women in various aspects, including economic aspects, knowledge, and spiritual aspects.

- b. Norma Yunita (2009) Discuss about *Pemberdayaan Perempuan Buruh Gendong Wanita di Pasar Beringharjo oleh Yayasan Annisa Swasti (YASANTI)*. This research discusses about various forms of women's empowerment to workers carrying done by YASANTI i.e. by forming an association, gives an understanding of health issues as well as political rights. The program is formed and a positive impact for generate workers carrying inside the Association but there are still obstacles faced i.e. less conscious will organize due to the busyness of their respective members.
- c. Brewi Asti (2005) research about *Pemberdayaan perempuan oleh Rifka Annisa WCC (Women Crisis center) Yogyakarta (Upaya Penguatan Kemandirian Klien Pasca Konsultasi)*. This research deals with the description of women's empowerment by Rifka Annisa, empowerment conducted internally and externally, as well as measures for the reinforcement of the psychology of women victims of violence.

2. Implementation of Program

a. Program

Jones dalam Arif Rohman (2009) mentions the program is one component in a policy, the program is an attempt to reach the authorized destination. While according to Pariata Westra et al

(2002) States that the Program is a formula which makes the description of the work which was carried out together with the instructions the ways of implementation.

The program in the Great Indonesian Language Dictionary (KBBI) is defined as the draft regarding the principles as well as the efforts that will be executed. Meanwhile, according to Charles o. Jones (Suryana, 2009) there are three pillars in operating activities of the program are:

a. Organizing

A clear organizational structure is required in operating the programs so that the implementing power can be formed of competent human resources and quality.

b. Interpretation

The executor must be able to run the program in accordance with the technical instructions and executing instructions so that the expected objectives can be achieved.

c. Applicability or application

Need for the creation of a clear working procedure so that work programs can be run in accordance with the schedule of activities so as to not conflict with other programs.

A program is a continuous activity due to the implementation of a policy, program execution is also always happens in an organization means involving a group of people.

b. Implementation

According to Nurdin Usman (2002) in his book entitled Curriculum-based Implementation Context renders his opinion regarding the following implementation, implementation is boils down to activity, action, action, or the existence of a mechanism of a system. The implementation is not just an event, but something planned and to achieve the purpose of the activity. Means that the implementation is not just activities but activities planned and undertaken in earnest based on certain norms of reference to reach the goal. Therefore the implementation does not stand alone but is influenced by the next object.

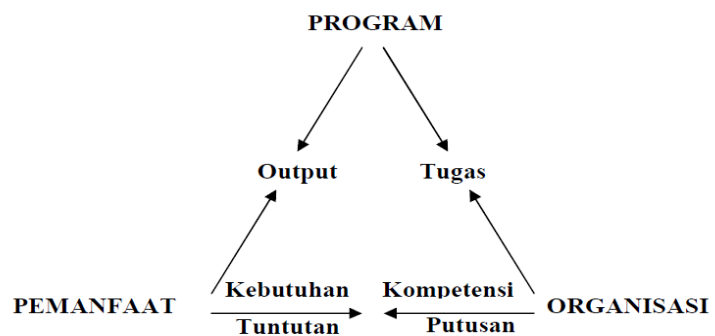
According to the great dictionary of Indonesian Language, implementation is implementation, implementation. While according to Susilo (2007) implementation is an application of the idea, concept, or policy innovation in practical actions so as to give effect, either in the form of changes in knowledge, skills as well as values and attitudes.

One model program implementation i.e. model expressed by David c. Korten. These models wear process of learning approach and better known as a model of compliance program

implementation. Model compliance program implementation Korten is described as follows:

Figure 1.1

Model Compliance Program Implementation



Source: (Haedar Akib dan Antonius Tarigan, 2008)

From the picture above, it could be explained that according to David c. Korten there are three main elements, namely programs, implementing programs and objectives of the program. Korten explained also that the implementation of the program will be carried out if there are 3 elements of program implementation, namely, the first alignment of programs with utilization, both the suitability of the program by implementing organizations, and the third is the compliance with the implementing organization utilization group. When one of the three elements of the compliance program implementation there is no then according to Korten will not run the program implementation with the aim of beginning. The occurrence of the third element of the mismatch can occur if the program's output

does not correspond to the needs of the target group, clear the output could not be exploited if the terms of the implementing organization-defined program cannot be met by the target group, then the target group not getting the output program. (Haedar Akib dan Antonius Tarigan, 2008)

Meanwhile, according to Donald S. Van Meter dan Carl E. Van Horn in Subarsono (2011) there are six variables that affect the performance of the implementation, namely:

1. The Standard and target policy, within a policy must meet the standard and clear policy objectives and measurable goals forms, meaning that the program or policy that is clear and can be realized.
2. In implementation of policy resources, need for support resources, either human or material resources resource or the resource methods. Of the three the most important resource is its human resources because as the subject of the implementation of the policy and public policy objects at once.
3. Communication between the Organization and the strengthening of activities, required coordination and cooperation between institutions for the success of a program.

4. Characteristics of the implementing agency, in an implementation of the policy in order to achieve maximum success must be identified and the known characteristics of the implementing agency that includes bureaucratic structure, norms, patterns and relationships that occur in the bureaucracy, all of that will affect the implementation of a program of policy has been determined.
5. Disposition of the implementer, in implementation of the policy attitude or disposition of the implementer is differentiated into three things, namely; (a) the implementer's response against policy, related to the willingness of the implementer to implement public policy; (b) a condition, namely the understanding of the policies that have been set; and (c) the disposition of intense implementer, i.e. preference values that belong to it.
6. Conditions of social, economic and political, economic resources include Variable environments that can support the successful implementation of the policy, the extent to which interest groups provide support for the implementation of the policy; the characteristics of the participants, namely support or reject; how the nature of public opinion that there is in the environment and whether the political elite supports the implementation of the policy.

In this study, the authors used the 3 elements of David C. Korten that are about program, Realization Program and objective of the program and also used the sixth variable according to Donald s. Van Meter and Carl e. Van Horn that is about standard resource policy, targets an, communication between organizations, implementing agent characteristics, social conditions and the implementer of the disposition, of Economics and of politics.

3. Women's Empowerment

A. Empowerment

According to Prijono and Pranaka in Heriana Bangun (2015) Empowerment is to help the client to acquire the power to take decisions and determine the action to be performed is associated with them include reducing personal and social barriers. This is done to increase the ability and confidence to use resources owned, among others, with the transfer of power from the environment.

Merriam Webster and Oxford English Dictionary the words "*empower*" contain two meanings. The first sense is to give power of authority and understanding both mean to give ability to or enable. In the first sense is defined as giving power, transition, or delegate authority to another party. The second sense, it is interpreted as an attempt to provide capabilities or empowerment. The process of empowerment in the context of self-actualization

with regard to efforts to enhance the ability of individuals with dig all the potential of the good by the individual according to the ability of the skill or knowledge.

So what is meant by empowerment is a way to increase the potential for them in order to survive on the process which can then decide what to do. The goal of empowerment is to form individual or community becomes self-sufficient in the pattern of thinking, acting and in control of you. The stage according to Ambar Teguh Sulistyani (2004) which must be traversed in empowerment is included:

1. The stage of awareness and behavior toward the formation of conscious behavior and care so feel in need of capacity building for yourself.
2. Phase transformation ability be an insight into the knowledge, proficiency skills in order to be open and give insight into the basic skills so that they can take on the role in development.
3. Stage of intellectual prowess, skills enhancement so that the resulting initiatives and innovative capabilities for delivering on self-reliance.

B. Women's Empowerment

The definition of women's empowerment is the ability of a woman to make strategic life choices in a context where the ability was not recognized before. (Kabeer, 2001)

According to Aritonang in Heriana Bangun, women's empowerment was an effort to improve the quality, develop the capacity and skills to gain access and control towards decision making positions, sources, and the structure of a line or support.

Here women are trying to realize what their wishes in accordance with the abilities they have. Therefore, the empowerment of women would be very meaningful for women to develop themselves. Women's empowerment women's departure from concern to improve the welfare of women while not closing the possibility that not only the party of women who care but can also be of concern to men. (Narayan, 2002)

According to Kabeer (2001) in Mayoux (2005) States that there are five main elements in the process of empowerment of women, namely the following:

a) Welfare

This welfare is an important effort to improve the welfare of women; empowerments are divided into three elements (Claros and Zahidi, 2005). Educational attainment is the

main thing or fundamental to the achievement of women's empowerment, with no education will be difficult for women to get a decent job or formal sector so that the salary earned can fulfill a need, could participate in the Government and entered into the realm of politics. After getting a decent education then participation in the economy also can be a prefix that women can also improve family economies and pushing the country's economy as a whole. Health and well-being are the elements of a third which is a concept associated with the substantial differences between women and men in accessing sufficient nutrition, health, reproduction, and to state the fundamental safety and integrity of the person.

b) Access

In the language of Longwe, access is defined as the ability of women to have rights or access to productive resources such as land, credit, training, on-site marketing, labor, and all public services which are equivalent to the female. Access to information is an aspect that is not less important, through information technology; women can enhance their social and economic productivity. In the absence of access to information it will be difficult to get an understanding of the various things that can make the poor women will be

more marginalization of communities, even countries of the world.

c) Consientation

Understanding of the role of gender difference and gender roles.

d) Participations

The equality of women's participation in decision making processes, policy, planning, and administration, participation leads to an equivalent representation of women in decision making both formal and informal, and their votes could affect their communities.

e) Equality in Power

Equality in power in question is equality in power over the factors of production and distribution of profits so that both women as well as men are in a dominant position.

As for the empowerment of women is one way to improve the strategic potential of women and the role of women in the sphere of domestic and public. Women's empowerment could be declared successful if the elements of the elements of the empowerment of women above can be applied.

4. Gender

The definition of gender in Ann Oakley is a symbolic or social difference which rises on the difference of sex but not

always identical with it. Gender differences are the result of a process symbolizing that then socialized into the system of culture or in the social structure of any society. While in the women's Studies Encyclopedia explained that gender is a cultural concept which attempts to make a distinction in terms of roles, behavior, mentality, and emotional characteristics between men and women that develop within the community.

To understand the concept of gender must be distinguished from the word gender to the word sex. The notion of gender is the nature or the Division of the two sexes biologically determined human being attached to a particular sex as an example is men are human beings who have a penis and produce sperm. While women have a reproductive tool such as womb and channels to give birth. The tools are not interchangeable biologically.

While the concept of gender is all the things that can be exchanged between the nature of women and men, which can change over time and differ from place to place the other, nor different from one class to another class, as an example of a trait that is attached to the men and women who are in social or cultural male, for example, it is known for its gentle emotional, or motherhood. While men are considered: strong, rational, manly, and mighty. The hallmark of the nature itself is the properties that can be exchanged. This means that there is an emotional man,

gentle, motherly, while there are also women who are strong, rational, and mighty.

As for the difference of the nature, functions, scope and responsibilities between men and women, namely:

Table 1.5
The Differences of Men and Women in Aspects of the Nature, Functions, Scope and Responsibility

Aspects	Male	Female
1. Nature	- Masculine	- Feminine
2. Function	- Produces	- Reproduces
3. Scope	- Public	- Domestic
4. Responsibilities	- Main Income	- Extra Income

Source: (Sasongko, 2007)

Discuss about gender means dealing with the problems of women and men in public life. In a discussion of gender in the analysis of Gender and Social Transformation by Mansour Fakih (1999), which included gender equality and Justice then known the existence of 2 streams or theory i.e. nurture theory and nature, however it can also developed a concept inspired from the theories of two concepts which are the balance called the theory of equilibrium. Here is the explanation:

1. Nurture Theory

This theory deals with the existence of differences between women and men, the difference occurs because the result of the construction of cultural difference giving rise to social roles and tasks. These differences cause women always lagged and neglected the role of its contribution in the various walks of life. Social construction put men into the bourgeoisie and women become proletarians.

2. Nature Theory

This theory explains that the existence of differences between women and men is a nature. Biological differences that give an indication and the implication that between the sexes have different roles and tasks, there are tasks and roles are interchangeable but some are not interchangeable because of different nature is nature indeed.

In the process, the theory proved nurture does not create the peace and harmony in life in many quarters, thus inflicting injustice of gender, and then switched to the theory of nature. Gender injustice more felt by women, but there is an impact on men.

3. Theory of Equilibrium

This theory is also known for the theory of compromise because it proposed the concept of balance (equilibrium) which places emphasis on the concept of partnership and harmony in the relationship between women and men, because in theory it covers cooperation in harmony in the lives of family, community, the nation and the State. To make it happen then in every policy and strategy development in order to be taken into accounts the interests and roles of women and men in a balanced way. The relationship between these two elements is not contradictory but complementary relationship to each other led to one another. R. H. Tawney said that the diversity of roles whether due to biological factors, ethnic, aspirations, interests, options, or culture in fact is the reality of human life.

On such relationships of men and women is not grounded by the conflict dichotomies, nor of the structural, functional, but rather is based on shared needs to build partnerships and harmony, because every party has pros and cons of each so that need to be filled and equipped other parties in a partnership of equals.

After discussing the concept of gender then it doesn't escape the problems occurred in the discussion of gender, gender often give rise to differences, then the differences are as follows:

Gender Differences effect to Injustice

Gender differences are not a problem if it does not give birth to inequality gender, gender inequalities is a system and structure in which both men and women became victims of the system. Gender inequalities in the various forms of injustice, marginalization or process namely: depletion of the economy, subordination or presumption is not important in the political decisions, the establishment of a stereotype or through labeling negative, violence, the workload is longer and more (burden), as well as the ideological values of the socialization of gender roles

1. Gender and the Marginalization of women

Some difference type and form, place and time as well as the mechanism of the process of marginalization of women due to gender differences, in terms of its source could come from government policies, beliefs, religious interpretations, beliefs customs and traditions or even assumptions of science. Marginalization of women occurs in various conditions and places, such as places of work, household, community or culture and even countries. Marginalization of women is usually already occurred

within the scope of the closest i.e. households in the form of discrimination on the family members of both men and women, later reinforced by the customs as well as the interpretation of religious.

2. Gender and the subordination

View of gender subordination raises or turns the presumption that women are irrational or emotional beings so that women could not perform the lead, giving rise to the presumption that women are only placed in a position that is not important. Subordination because gender occurs in any forms different from place to place and from time to time. The practice of such subordination is an attempt of unjust gender awareness.

3. Gender and Stereotype

Stereotype is a tagging or labeling against a particular group, one of a kind stereotype is sourced from the view of gender. An awful lot of injustice against a certain gender, which generally occur in women, which is sourced from the tagging (stereotype) that is attached to them. Like for instance on every cases of violence and sexual abuse are always associated with stereotype that women who become victims is the main cause, nor the community considers that the main task of the women's

husband, who is serving at the end of this stereotype raises women's education is such a second things.

4. Gender and Violence

Violence is an attack or invasion (assault) against physical or mental integrity of the person's psychological. Basically the violence stems from a variety of sources, but one of violence against a certain gender, caused by the assumption of gender. The violence caused by gender bias is called gender-related violence. Basically, the gender violence caused by power inequalities that exist in society. Many kinds and shapes that are included in the gender violence, among them: the rape of women, the Act of beating and physical attacks in the household, a form of torture on the genital organs, violence in the form of prostitution, violence in the form of pornography, violence in the form of coercive sterilization in family planning, the kind of violent i.e. touching certain parts of the female body without the willingness of the owner of the body, and the last is the most common crimes carried out in the community i.e., known as sexual harassment.

5. Gender and Workload

The wider community still consider that the work suitable for women is domestic work such as cleaning

houses and taking care of children, gender bias which resulted in the workload often reinforced and is caused by the existence of views or beliefs in the public that the work is work which is rated low and found a job as not productive so as not to be taken into account in the country's economic statistics. Meanwhile the women, since gender assumption, since the early hours have been socialized for studying gender roles they on the other hand the males are not required in the forefront to do domestic cultural, overall has strengthened the way of cultural and structural work burden of women.

A discussion of gender problems arising because of the difference of perception and the diverse interests, with regard to some aspects in the index of Gender equality, according to the national development planning board or BAPPENAS (2012) is as follows:

- A. Reproductive Health Aspects
- B. Aspects of Education
- C. Economic aspects
- D. Aspects of representation
- E. Aspects of violence.

The fifth aspect is the index above that affects the basic aspects of gender equality; it can measure the quality of life between men and women.

E. Conceptual Definition

Here are some definitions to support in this research. The definitions are:

- 1) Program implementation is an application in the form of the idea or the idea materialized through the activities of the already well organized inside there are principles as well as the efforts that will be executed.
- 2) Empowerment of women was an effort to cultivate our capacity and skills to gain access and control towards decision making positions, sources, and the structure or line that support is done to achieve an equality and well-being for women.
- 3) Gender is symbolic or social differences which rises on the difference of sex but not always identical with it, which meant is there are 2 elements of the gender concept, namely the concept of gender according to gender i.e. women and men who have been his nature could not be changed and the concept of gender according to the nature between women and men that can change over time.

F. Operational Definition

In this study there are several operational definitions in the implementation of the programme of the school of women, namely:

1. Implementation
 - a. Program
 - b. Realization of Program
 - c. Objectives of The Program

2. Factors affecting Implementation

- a. Standards and Policy targets
- b. Resources
- c. Communication between the Organization and the strengthening of activities
- d. Implementing agency Characteristics
- e. Disposition implementer
- f. Conditions of social, economic and political

G. Research Method

1. Types of Research

This research uses qualitative research methods as techniques to collect data and information. According to Moloeng (2004) define qualitative research as research that intends to understand the phenomenon of what is experienced by the subject for example behaviors, perceptions, motivations, actions, etc. In holistic and by means of the description in the form of words and language, in a special natural context and by utilizing a variety of natural methods.

2. Location of Research

This research was conducted in the area of Gunungkidul Regency with case studies on the implementation of the Program of Women Leadership School by Dinas Pemberdayaan Perempuan, Perlindungan Anak, Dan Keluarga Berencana, Pemberdayaan

Masyarakat Dan Desa (DP3AKBPM&D) Serves by 2013-2015. The reason the election was due in 2013 Gunungkidul Regency has been conducting a programmed of empowerment of women through women's Leadership School Program. Therefore researchers want to prove the existence of the implementation of the women's Leadership School in Gunungkidul through data and interviews.

3. Unit Analisis

In this study, researchers will get the information or data sources from:

1. Head of Dinas Pemberdayaan Perempuan, Perlindungan Anak, Dan Keluarga Berencana, Pemberdayaan Masyarakat Dan Desa (DP3AKBMD) Gunungkidul
2. The Chairman of Yayasan Satu Karsa Karya (YSKK).

4. Data Collection Technique

a. Interview

The interview is the process of obtaining information which aims to research by way of question and answer, while face to face between the interviewer as ask and questions with voters who were interviewed. This research will use the in-depth interviews to obtain details of the information required. Interviews for this research is the open question, with the kind of interview that triangulation. Where the source of the data, the researchers is will

conduct interviews and compare the results of interviews with data that has been owned by the researcher. So, the researchers were able to analyze the phenomenon occurs more widely. The results of this interview are expected to be more accurate and detailed research on the matter, in the study of some related resources includes:

- A. Dra. Rumiwati Hastuti as Chairman of women empowerment and child protection DP3AKBMD Gunungkidul
- B. Ibu Lusiningtias as Chairman of the women's empowerment Yayasan Satu Karsa Karya (YSKK)
- C. Dra. Edi Suprianti as Participants of the Women Leadership School in batch 4, the head village of Plembutan, Playen, Gunungkidul and also Chairman of Forum Srikandi Desa (FSD) Gunungkidul

b. Dokumentation

The documentation is a technique of collecting data through books, articles, journals, archives, newspapers and all information relating to the matter and the theory to solve problems. A qualitative research Method is the primary data collection techniques for the hypothesis to be answered rationally through perspective, theory, and regulation. The author does documentation by way of note writing, recording, video and search for data that

are recorded as map of the curricula of schools, women and others.

In this study data related to:

- A. Modul of Women’s Leadership School Program in 2013
- B. List of participant’s women's Leadership School 2013-2015
- C. List of Village Women Leadership School 2013-2015
- D. Stakeholder Data pertaining to women's Leadership School 2015

5. Classification Data

In this study, researchers will use the primary and secondary data. Primary data is where the data is extracted through a process of in-depth interviews and secondary data is data that is cited by a primary source and not directly taken from the main data. Secondary data is collected through a variety of sources such as books, articles, journals, notes, documents etc.

Table 1.6

Classification Data

no	Data	Primary	Secondary	Sources
1.	Report the results of the Program/activity year 2013-2015	✓	✓	Archive
2.	Module of Women’s Leadership School	✓	✓	Archive and Interview

2.	Resources in DP3AKBPM&D Gunungkidul and YSKK	✓		Interview
4.	Standard Operational Procedure	✓		Interview

6. Data Analisis Technique

According to Bogdan & Biklen cited by Moleong in the book entitled we based Qualitative Research is qualitative data analysis efforts made the way of working with data, organizing data, sifting through the data into manageable units, synthesis, search and find patterns, find what is important and what is learned, and decide what can be told to others.

The methods used in the research are the analysis of interactive models, Miles and Hubermant. The first data collection conducted with spaciousness, both the reduction of a process analysis to manage the back rough data which is then split between the required data and data that is not needed. Data reduction is done once the transcript interview. The third presentation of data is a form of design information from research results in field arranged and easy to understand. This process is done when drafting chapter III because in this chapter the authors conclude some statements from the informant. Fourth is the withdrawal of the conclusion, at

this stage carried out measurements of flow causal and determine the category of research.

7. Systematic of Writing

Systematic of writing and understanding, researchers make systematic writing as follows:

CHAPTER I, introduction, consisting of: background, objectives, research questions and research benefits. The theoretical framework, consisting of: theory framework, the review of literature, the concept definition, the concept of operations, this type of research, location research, data collection techniques, data classification, data analysis techniques.

CHAPTER II, descriptions of Gunungkidul Regency and Dinas Pemberdayaan Perempuan, Perlindungan Anak, Dan Keluarga Berencana, Pemberdayaan Masyarakat Dan Desa(DP3AKBPM&D), consisting of: Challenging boundaries, location and physical condition of Gunungkidul residents, and a description of the organizational structure, staffing and functions of the DP3AKBPM&D. Then Profile of Yayasan Satu Karsa Karya (YSKK) as a mover Women Leadership School Program in Gunungkidul.

CHAPTER III, results, and discussion, this chapter will discuss the history of the women's school that was implemented by Gunungkidul, how DP3AKBPM&D implementation, roles, and

performance DP3AKBM&D and Yayasan Satu Karsa Karya (YSKK), the supporting factors of intention of the success of the women's Leadership School, the obstacles faced by the DP3AKBPM&D and YSKK to carry out the Work programmed of the women's Leadership School.

CHAPTER IV, conclusion consists of the conclusions of the research.