

## THE ROLE OF THE NATIONAL STUDENT MOVEMENT COMMISSARIAT MANAGEMENT INDONESIA FACULTY OF TEACHER TRAINING AND EDUCATION MULAWARMAN UNIVERSITY IN WOMEN'S EMPOWERMENT

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### ABSTRACT

The Board of Directors of the Commissariat of the Indonesian National Student Movement (DPK GMNI) of the Faculty of Teacher Training and Education, Mulawarman University is one of the external campus organizations that has an important role in student development. Women's involvement in it is an aspect that needs attention, considering the importance of women's role in strengthening organizational dynamics. Departing from these problems, this research takes the title *"The Role of the Commissariat Management of the Indonesian National Student Movement, Faculty of Teacher Training and Education, Mulawarman University in Women's Empowerment"*. This study uses a qualitative descriptive method with a phenomenological approach. This approach was chosen to describe the phenomenon in real terms based on the results of observations and interviews with six informants, namely the chairman or commissioner, the secretary, the sarinnah committee, the cadre committee, and two female cadres. The focus of the research includes three aspects: (1) the role of administrators in women's empowerment, (2) the inhibiting factors that affect these roles, and (3) the efforts made to improve the role of the organization. Based on the results of the research, the management of DPK GMNI FKIP UNMUL has a significant role in women's empowerment in the campus environment. This is realized through programs and activities such as training, discussions, seminars, and studies that aim to increase women's awareness, skills, and confidence. In addition, the management also strives to create an inclusive space to encourage women's participation in decision-making and self-development, both inside and outside the organization. Thus, the existence of the management not only supports the capacity building of women, but also strengthens the value of equality and inclusivity in the realm of student organizations.

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## INTRODUCTIONS

Humans as creatures that are Political Zones, meaning that humans are creatures that are social, creatures that are cultured, creatures that speak languages, creatures that speak, (Nata, 2009:29). The discussion of human beings involves two inseparable people, namely men and women. In essence, women are ordinary human beings who have the same dignity, dignity, and potential as men. Involving women in all activities will increase their strength and ability in development, so as to increase national resilience. According to Notopura (1984), in essence, women are ordinary human beings, just like other human beings called men. Therefore, women also have the same dignity and dignity as men. They have potential that can be on par with men. Involving women in activities will increase the strength and empowerment in carrying out development, so that more results will be achieved, thereby increasing national resilience (Kumari, 2007:33)

However, history often shows women as marginalized compared to men. This condition causes some women to perceive themselves as unfit to carry out certain roles in the movement of an organization. Awareness of the importance of presenting women as human resources who have the potential to run the wheels of the organization has existed for a long time. In fact, this has existed since the book of Women's History was written. However, women's involvement in Indonesia still tends to be passive due to the restrictions given to women. Social positions and roles are often influenced by gender identity, which gives rise to role differences between biological perspectives and social (gender) perspectives. We can see gender differences in two different perspectives, namely the biological perspective and the social perspective (gender) where there is a significant difference between the biological perspective and the social perspective. This approach to women's empowerment understands the purpose of empowerment for women, in the sense of growing women's independence and internal strength (Kumari, 2007: 34). In line with empowerment, women's empowerment is very much needed reflecting the neighboring countries that have become the Asian Tigers of Japan and Korea can progress because their human resources are accommodated and empowered, women in the country can improve their abilities. The empowerment of women's roles is always relevant to be seriously fought for through comprehensive, systematic, and continuous efforts. The role of women's empowerment in an organization aims to create an inclusive, diverse, and equitable environment, and enable women to actively participate in decision-making and self-development. The women's movement aims to raise the status of women both in society and in small spheres, such as campuses, to achieve equal rights. Women's issues are still a serious discourse because they still face low women's resources and the problem of violence, demanding serious struggles from all stakeholders.

In organizations so far, policies often place women only as second persons. The low participation and role of women has resulted in various women's interests being less accommodated in organizational decisions, as well as the lack of women's role in power as leaders. Women are generally identified with the role of secretary or treasurer, and are rarely inclined towards leaders. This phenomenon is almost reflected in every organization on campus, including student organizations that are still influenced by patriarchal culture. The Indonesian National Student Movement (GMNI) is one of the student organizations in Indonesia that has a long history in social and political struggle, with branches in various universities. The organizational structure at the local/branch level of GMNI is called the Commissariat. The Board of Directors of the Commissariat of the Indonesian National Student Movement, Faculty of Teacher Training and Education, Mulawarman University (DPK GMNI FKIP UNMUL) is one of the external organizations on the campus that involves women. With the involvement of women (Sarinah) in this organization, their role must be in the spotlight, having the same rights in positions and in speaking. Departing from the problems described above, the author chose the title of the research "The Role of the Commissariat Management of the Indonesian National Student Movement, Faculty of Teacher Training and Education, Mulawarman University in Empowerment of Entrepreneurship".

## METHODS

This study uses a qualitative method with a descriptive phenomenological approach. This approach was chosen because it is in accordance with the purpose of the research, which is to understand and describe the experience of women's empowerment in the organization of the Commissariat Board of the Indonesian National Student Movement (DPK GMNI) of the Faculty of Teacher Training and Education, Mulawarman University (FKIP UNMUL). The main focus of the research includes the role of commissariat administrators in supporting women's regeneration and participation, the inhibiting factors faced, and the efforts made to improve these roles. The research was carried out at FKIP Mulawarman University, Samarinda, from February to April 2023. This location and time was chosen because during that period the organization's activities were quite active so that researchers could observe the dynamics of women's empowerment directly. Research informants were determined by *purposive sampling technique*, which is selection based on considerations of their knowledge, experience, and involvement in the organization.

The informants consisted of six people, namely, the Commissioner, the Secretary Commissioner, the Welfare Committee, the Cadre Committee, and two female cadres. This composition was chosen so that the data obtained reflects the perspective of the leaders and members. Data was collected through four techniques. First, in-depth interviews use semi-structured guidelines to explore women's empowerment experiences, barriers, and strategies. Second, direct observation of organizational activities to see real practices carried out in the field. Third, documentation in the form of archives, work programs, member data, organizational guidelines, and photos of activities. Fourth, literature studies that include books, journals, and previous research on women's regeneration and participation. Data analysis was carried out using the Miles and Huberman interactive model. The stages include: (1) data collection from the field and documents, (2) data reduction by filtering basic information according to the focus of the research, (3) presentation of data in a structured manner, and (4) drawing conclusions through comparison between empirical findings and theoretical concepts. The validity of the data was tested by triangulation of sources. The data from each informant is compared to each other to ensure consistency and accuracy of the information. This method helps researchers obtain a more objective picture of the dynamics of women's empowerment in the DPK GMNI FKIP UNMUL.

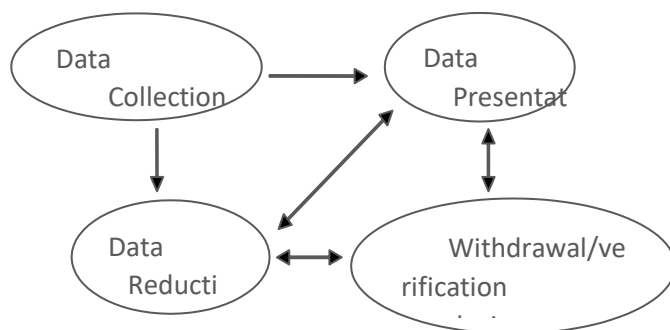


Image 1. Frame of Mind

## RESULT AND DISCUSSION

The Indonesian National Student Movement (GMNI) was born from the spirit of Marhanism taught by Karno which has become a prominent part of the history of the Indonesian student movement. GMNI was formed on March 23, 2954 in the 1st congress in Surabaya. So it was decided that the organization that had been merged from three student organizations with a Nationalist orientation was named "Indonesian National Student Movement". Although this organization departed from the students of one of the largest mass organizations in Indonesia, the background for the formation of GMNI was the political conditions of Indonesia in the 60s which required students to take part in the

world of Indonesian politics. GMNI was born from the merger of three student organizations based on the same, namely Marhanism taught by Karno, as follows; first, the Marhanism Student Movement based in Yogyakarta; second, the Independent Student Movement based in Surabaya; third, the Indonesian Democratic Student Movement (GMDI) based in Jakarta. In GMNI, it is known as "Kesarinahan".

Historically, sarinahan comes from the term "sarinah" which is an ordinary common name, but this sarinah is a woman who means a lot to Mr. Soekarno, the Father of the Proclamator. Sarinah was Soekarno's caregiver as a child who instilled a sense of love and concern for the small people. For Soekarno, Sarinah had an important role on par with other great figures who influenced his life, such as his parents, H.O.S. Tjokroaminoto, Karl Marx, Thomas Jefferson, Mahatma Gandhi, and Sun Yat Sen. He even wrote a book entitled Sarinah as a form of appreciation, as well as an in-depth study of Indonesian women.

Along with development, GMNI can spread its wings by growing and developing throughout Indonesia. GMNI Samarinda remains active in spreading nationalism to students through socialization on campus and empowerment to improve the quality of human resources, especially women in the organization. Of course, in instilling the ideology of nationalism, it is necessary to carry out a pattern of regeneration, especially for women in GMNI Samarinda (Siburian, 2023:4). The structure of GMNI Samarinda City consists of several fields, namely organization, regeneration, politics, agitation and propaganda, and sarinan. Female cadres or Sarinah at GMNI Samarinda have existed since the 1980s. In 2011, Sarinah Samarinda was increasingly actively involved in the women's agenda, ranging from book reviews to discussions on women's issues.

### **The Role of Commissariat Administrators in Women's Empowerment**

Women's empowerment is a must carried out by every movement organization, regardless of whether it is not a women's organization or an organization that focuses on women's issues. Women's empowerment is a form of management's concern for the sustainability of the organization in line with the motto of GMNI, namely "warriors, thinkers, fighters", so that there is a need for women thinkers in GMNI as a movement organization. The role of the DPK GMNI FKIP UNMUL management in women's empowerment is one of the important indicators in retaining cadres. As it is written in the organizational guidelines of the Indonesian National Student Movement that the efforts that GMNI cadres continue to strive for are to always pay attention to unity, unity, integrity, and organizational regulations which indirectly state that women or sarinah who are in GMNI are also taken into account through the level of regeneration and also participation in every implementation of work programs. The role of the management of the Board of Commissioners of the Indonesian National Student Movement, Faculty of Teacher Training and Education, Mulawarman University (DPK GMNI FKIP UNMUL) is very important in women's empowerment (Sarinah), which is an indicator of organizational sustainability. Based on the results of an interview with R as the Commissioner of DPK GMNI FKIP UNMUL stated that the role of the management of the DPK GMNI FKIP UNUL Commissariat is certainly very important in women's empowerment.

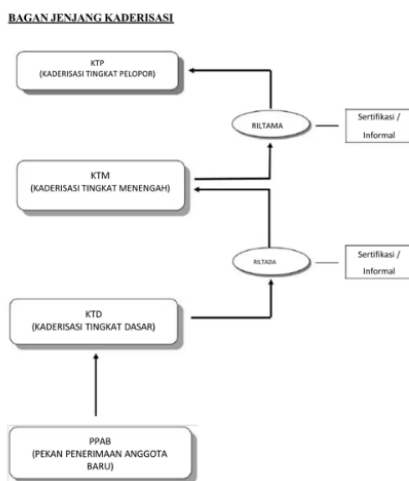
*"GMNI is an organization that opens a line for women to develop, let alone talk about sarinanity at GMNI, so it is clear that we in the sense that the role of DPK GMNI FKIP UNMUL in women's empowerment is certainly very open, especially in every work program that is made, and accompanying activities will even always equalize the existence of women.", R.*

I as the Secretary Commissioner also emphasized that GMNI is a platform of struggle involving men and women, with the existence of a Diversity Committee that works on women's studies today, driven by the spirit of emancipation as fought for by Mrs. Kita Kartini. The role of DPK GMNI FKIP UNMUL in women's empowerment includes two main aspects, namely cadre regeneration and participation. T as the Cadre Committee emphasized that women's empowerment is an important part of the organization. At GMNI FKIP UNMUL, the open space for female cadres is evidenced by the birth of a number of women leaders through the process of struggle and empowerment in



the organization. In addition, the regeneration committee also has a special role in creating a sense of security and encouraging increased participation of women in every program without exception. Especially Sarinah M as the Sustainability Committee also gave views regarding the role of the DPK GMNI FKIP UNMUL management which emphasized that every organization is obliged to provide equal space for all cadres. The lack of women's involvement does not only occur in GMNI, but also in many other organizations. Therefore, DPK GMNI FKIP UNMUL plays an important role in presenting different nuances in women's empowerment.

A similar opinion was also expressed by F as the Agitation and Propaganda Committee, who emphasized the importance of the commissariat level as the beginning of cadre, especially for female cadres. According to her, the sarinahan committee has a major role in overseeing women's programs. This is in line with the view of G, a cadre of GMNI FKIP UNMUL, who emphasized that the management of the commissariat plays an important role in creating a safe environment, supporting women's participation, and providing training to develop their potential. This role is believed to be able to strengthen women's contributions and encourage gender equality in organizations. From the above statements, it can be concluded that the role of the management is very important in supporting women's empowerment in the GMNI FKIP UNMUL commissariat. This empowerment needs to start from the right and innovative cadre regeneration pattern in order to be able to increase women's interest and participation in organizations, especially in DPK GMNI FKIP UNMUL. In regeneration, which is the process of forming members into cadres who of course know, understand, understand the nature, character, position, orientation and ideals of GMNI as an organization. Ready to carry out the regeneration process well in the body of the organization. GMNI cadre regeneration is a fundamental thing that needs to be done in the organization's internal improvement scheme. The formation of character and character as well as the introduction of the perspective of cadres is present rather than regeneration. The following are the levels of regeneration that in GMNI;



**Image 2 GMNI Cadre Regeneration Level**

At the Commissariat level, the management is obliged to carry out the first level of cadre regeneration which is called the New Member Admission Week (PPAB) because regeneration is the responsibility of the organization in accordance with the mandate of the Congress. DPK GMNI FKIP UNMUL has carried out PPAB twice in 2024 and once in 2025, and in your implementation you are able to recruit women to become sarinah even though it is not in accordance with the target set by the management.



**Image 3. New Member Admission Week**

### **Factors Inhibiting Women's Empowerment**

Empowerment is a broad and multidimensional concept, which theoretically refers to the process of increasing the capacity of individuals or groups to take control of their lives, make meaningful decisions, and change the social, economic, and political conditions that affect them. Empowerment theory is rooted in a variety of disciplines, including sociology, psychology, economics, and development studies. Women's empowerment is a strategic issue in an effort to realize gender equality and social justice. As a student organization that has moral and social responsibility, the Indonesian National Student Movement (GMNI) of the Commissariat of the Faculty of Teacher Training and Education (FKIP) Mulawarman University is expected to play an active role in encouraging women's empowerment in the campus environment and society. However, in its implementation, there are various inhibiting factors that affect the effectiveness of the role of the GMNI FKIP commissariat management of Mulawarman University in carrying out women's empowerment programs.

It must be admitted that every administrator who tries to carry out their role, especially in women's empowerment, often experiences obstacles or obstacles that have usually arisen. Because basically, every organizational management has weaknesses that can cause a lack of maximum management in carrying out their role in women's empowerment. The barriers can be differentiated into the following:

#### **Internal Factors**

Women are often considered to have limited time to do activities in the public sphere compared to men, because of their main role at home, both as children, wives, and housekeepers. This causes women involved in organizations to face dual roles, so that their time is limited to empower themselves optimally (Wahyudi, 2018). In addition, women face various internal barriers that affect their participation and contribution. One of the main obstacles is the lack of self-confidence, which is influenced by patriarchal social and cultural norms that instill the value that women should not be ambitious or domineering. This makes many women hesitant to take on leadership roles or voice their opinions, despite having adequate abilities. Limited skills and knowledge, especially due to lack of access to training or supportive education, are also a challenge, such as readiness to lead meetings or manage projects.

The main internal factor is that the number of active cadres is only about 50% of the total 45 people, which has an impact on the low participation of female cadres. The lack of female role models also minimizes the interest of FKIP UNMUL students to join. In addition, there is a problem of understanding, where F stated that despite women's freedom in open forums, there are still arguments of male cadres who corner women, showing the narrowness of men's perspectives regarding the existence of women. Other internal factors include the lack of socialization of work

programs and activity schedules that are not in sync with the needs of cadres. In the discussion, this is related to women's lack of self-confidence, domestic role conflicts, and a lack of understanding of internalized gender stereotypes and biases. This condition is evident in DPK GMNI FKIP UNMUL, where female cadres who lack confidence tend to be passive in activities, feel that their skills are less competitive, and have difficulty dividing their time due to domestic roles. There is no systematic solution to this problem, so the success of empowerment depends heavily on women's awareness to grow and understand gender biases and stereotypes in their environment. Many women are still unaware of these stereotypes and biases, so they sometimes follow the flow that they should be fighting for.

#### External Factors

Factors that hinder empowerment externally are obstacles that come from outside the DPK GMNI FKIP UNMUL and can affect the success of its implementation. One of the main external barriers faced by women is the patriarchal social and cultural norms that still dominate society. This culture often places women in a lower position and limits their roles in public spaces, including in organizations. For example, women are expected to focus on domestic roles such as housekeeping and childcare, while participation in organizations is considered secondary or even inappropriate. This norm creates great social pressure, so women who are active in organizations are often considered transgressive or do not perform their role "as women" well. In addition, discrimination and gender stereotypes are also significant external barriers. Women are often faced with the view that they are less competent or unsuitable for leadership positions than men. Lack of support from family and the immediate environment also limits women's participation and can lead to internal conflicts and feelings of guilt for having to choose between family and organization. Unsupportive policies and regulations, an inclusive organizational environment, limited access to resources and networks, and a lack of women's representation in leadership are also important obstacles.

Economic barriers can also affect women's participation, such as limited transportation costs or time for women working in the informal sector. To identify these obstacles more objectively, the author conducted an in-depth interview with the commissariat management, namely R, I, and Sarinah M. The results of the interviews showed several specific external obstacles, including; 1) lack of student knowledge of external campus organizations, especially within FKIP UNMUL; 2) there are still many students who consider student organizations as academic obstacles; 3) there are students who are not confident to join the organization; 4) and finally, there are internal student organizations that seek to limit participation. Likewise, this problem drags on in today's organizational conditions without exception in DPK GMNI FKIP UNMUL, so many organizations, including DPK GMNI FKIP UNMUL, are trying to create a safe space for women so that their involvement in the organization increases. The results of this study show that the success of women's empowerment in DPK GMNI FKIP UNMUL is highly dependent on the implementation of the right cadre regeneration strategy. These findings emphasize the need for more structured and responsive cadre planning and management, as a basis for increasing women's participation and role in organizations. Thus, the next focus is to formulate effective cadre regeneration strategies to support women's empowerment in a sustainable manner.

#### Efforts to Increase the Role in Women's Empowerment

The success of women's empowerment is highly dependent on the organization's efforts to encourage women's involvement (Ballington, 2011). Women are one of the weakest or powerless groups structurally or systemically because they experience gender injustice and discrimination in various aspects of life, one of which is politics (Suharto, 2005). In measuring the success of the efforts made by the management of DPK GMNI FKIP UNMUL on the involvement of women, the most important thing is the participation of the sarinah cadres themselves. Participation actually comes from the English language, namely from the word "participation" which can be interpreted as an activity to arouse feelings and be included or take part in the activities of an organization. In relation to the participation

of sarinah in activities, participation is the active involvement of the sarinah itself or such participation can mean the involvement of the process that determines the direction of the work program strategy implemented by DPK GMNI FKIP UNMUL. Participation has a very broad meaning so that its meaning can vary (Kely & Vlaenderen, 1995). According to Pelling (1998) participation is more of a tool so that participation is interpreted as the active involvement of the community in the entire process of activities, as a medium to grow cohesiveness between communities, the community and the government also encourage the growth of a sense of belonging and responsibility in the programs carried out.

Participation is commensurate with the meaning of participation, participation, involvement or the process of mutual understanding, planning, analyzing, and taking actions by a number of members of the community. Although there are differences of opinion in the literature about the origins of participatory theory, theory comes from political science and development theory (Midgley & Hall, 2004). By realizing how important it is to empower cadres to maximize organizational sustainability, especially perempuan cadres, there needs to be more and measurable efforts made by the management of DPK GMNI FKIP UNMUL. The efforts that the management of DPK GMNI FKIP UNMUL is trying to build are programs that are certainly inseparable from the needs of the organization and mutual agreement looking at the background of GMNI and also the realm of commissariat. The management in various ways strives to increase the role of the Commissariat of GMNI FKIP UNMUL in women's empowerment. Among them are through the following pattern:

#### Training and Development

Training is an activity that is carried out with the aim of improving knowledge, skills and even behavior of a person and likewise with development that has a wider scope related to elements including leadership, problem solving, and many more. This program is expected to have a significant impact on female cadres, so that they can influence other women to join. Programs that support this pattern include: 1) Marhaen Bersport (strengthening women's involvement in hobby development activities); 2) Greeting the Commissariat / Marhaen Greeting (providing new knowledge for women of DPK GMNI FKIP UNMUL through discussions with other commissariats); 3) Camping Marhaen (creating harmonious relationships and encouraging women to take steps in activities); 4) New Member Admission Week (expected to be able to present a new female figure); 5) Media Political Education (increasing women's political understanding through social media).

#### Discussion and Study

In the effort to empower women carried out by the management of DPK GMNI FKIP UNMUL through a discussion pattern, namely the process of exchanging opinions carried out by several people to seek the truth and solve problems (2011. Ernasari) while the study is the process of collecting scientific data that has pre-existed, such as books, journals, and documents. These two patterns are also part of the process of empowering women of DPK GMNI FKIP UNMUL whose method is more active than the cadres themselves, so as to train how to think, speak, solve problems, and form new knowledge as a result of these discussions and studies. The program is recognized as the "spirit" of the organization. The program that includes a pattern of discussion and study includes: 1) Sarinah Group Discussion Forum (special discussion for Sarinah cadres on women's issues, providing free space for women); 2) Contemporary Women's Studies (studies that focus on women's issues and involve all cadres, both male and sarinah); 3) Marhaen Bertalk (discussion and political studies, ensuring that women actively participate in providing ideas from women's perspectives); 4) Free Pulpit (social issue campaign, providing freedom for women to voice their concerns); 5) Lapak Buku (discussion of literacy with relevant book review materials, making women one of the important indicators in the delivery of ideas); 6) Marhaen Nonton Bareng (discussion with relevant film editing materials, becoming an influential discussion space for women).



Carrying out discussions and studies at DPK GMNI FKIP UNMUL is very important to improve the quality of decision-making and problem-solving skills. Through discussions, members can exchange ideas, broaden perspectives, and find more appropriate and effective solutions to various challenges faced by organizations. In an interview with Sarinah V as a Cadre of the Kesarinahan Committee, he said that;

*"The program implemented by the Kesarinahan Committee has had a significant impact on Sarinah in GMNI FKIP UNMUL, there must only be the involvement of men in their participation so that it can provide a new perspective to Sarinah and vice versa will open the horizons of thinking of the people in GMNI FKIP UNMUL",* Sarinah V.

## CONCLUSION

The management of the DPK GMNI FKIP UNMUL organization has a significant role in the empowerment of women in the campus environment. Through various programs and activities carried out, such as training, discussions, seminars, and studies, the management strives to increase women's awareness and skills in facing challenges in the world of education and society. In addition, the management also strives to create an inclusive space for women to actively participate in decision-making and self-development, both within the organization and outside the organization. The management of DPK GMNI FKIP UNMUL not only focuses on empowering women in terms of knowledge and skills, but also pays attention to the importance of gender equality, reducing negative stereotypes, and increasing women's confidence in organizations. The programs implemented provide opportunities for women to develop their potential, strengthen networks, and contribute to social and political development.

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