

***The Digest:***

*Journal of Jurisprudence and Legisprudence*

Vol. 5 Issue 1 (2024) 61-88

DOI: <https://doi.org/10.15294/digest.v5i1.9006>

Available online since: June 30, 2024

**THE DIGEST** Journal of  
*Jurisprudence &  
Legisprudence*

# **Gender Equality as Human Rights: Efforts to Empower Women and Improve Family Welfare in Boja Village**

**Anis Widyawati** ✉

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia

[anis@mail.unnes.ac.id](mailto:anis@mail.unnes.ac.id)

**Dian Latifiani**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia

[dianlatif@mail.unnes.ac.id](mailto:dianlatif@mail.unnes.ac.id)

**Lyna Latifah**

Faculty of Economics and Bussiness, Universitas Negeri Semarang,

Semarang, Indonesia

[lyna.latifah@mail.unnes.ac.id](mailto:lyna.latifah@mail.unnes.ac.id)

**Rohadhatul Aisy**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia

[rohadhatulaisy@mail.unnes.ac.id](mailto:rohadhatulaisy@mail.unnes.ac.id)

**Shofriya Qonitatin Abidah**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia

[sofriyahabiah@mail.unnes.ac.id](mailto:sofriyahabiah@mail.unnes.ac.id)

**Siti Amatil Ulfiyah**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia  
amatil.ulfiyah01@students.unnes.ac.id

**Amel Ellsamia Indiyani**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia  
amelellsamia@students.unnes.ac.id

**Adilia Putri Kusuma**

Faculty of Law, Universitas Negeri Semarang, Semarang, Indonesia  
adiliakusuma24@students.unnes.ac.id

**Heru Setyanto**

Faculty of Mathematics and Natural Sciences, Universitas Negeri  
Semarang, Semarang, Indonesia  
herusetyanto@mail.unnes.ac.id

✉ Corresponding email: anis@mail.unnes.ac.id

---

**Abstract**

The research aims to explore the socio-political dimensions of gender justice and human rights, emphasizing women's political equality while ensuring appropriate support for family life. Using a combination of field research (non-doctrinal) and a literature review of primary sources, including those related to Boja Village, the paper analyzes legislative changes and economic initiatives that have enhanced women's status and family welfare. The study also examines global and national gender-equality indices, evaluating their progress through both quantitative indicators and qualitative policy assessments/public opinion. The discussion highlights the

complex roles of governments, non-governmental organizations, and women's activist groups in advocating for gender parity on a global scale. While many aspects of life have seen improvements, cultural and economic challenges, along with institutional remnants, continue to hinder equal opportunities for both men and women. The coordinated approach to women's and family welfare emphasizes gender- and culture-sensitive empowerment of the individual. The chapter concludes with policy and practice recommendations aimed at fostering more gender-sensitive interventions, accelerating progress toward universal human rights, and advancing the sustainable development agenda.

## Keywords

*Gender Equality; Human Rights; Women's Empowerment; Family Welfare.*

## I. Introduction

Gender equality is upheld as one of the key bases of human rights and as one of the metrics of sustainable development.<sup>1</sup> Although women's studies have seen a breakthrough in the last few decades, women all over the world still experience subordination and numerous limitations and restrictions to enter various spheres of society.<sup>2</sup> This paper aims to

---

<sup>1</sup> Andrey Shastri, "Human Rights for Women's Development in Multidimensional: A Step towards Gender Equality in Education," *Utamax: Journal of Ultimate Research and Trends in Education* 1, no. 2 (2019): 84, <https://doi.org/10.31849/utamax.v1i2.5876>.

<sup>2</sup> M Wuya, "Gender and the Imperative of Women Participation in Governance: Prospects and Challenges," *International Journal of Advanced Research in Social*

explore the delicate balance between gender equality, human rights, and family improvement, especially Concerning women's empowerment. The study's purpose is to address this significant knowledge deficit by providing insight into how gender equality interventions translate into the betterment of family life and societal welfare from ethnically diverse perspectives. Therefore, the research aims to fill this gap by establishing the relationship between two aspects: human rights and development.

The ideas of gender equality as a human right are grounded in international law with a focus on the Universal Declaration of Human Rights and CEDAW.<sup>3</sup> These documents set down that men and women have equal rights and no discrimination between the two should be allowed. However, the implementation of these principles in the societies in question continues to be a difficult area. This research aims at settling long-standing theoretical debates on the rights of women, and actual attempts for women's emancipation, as well as the probable impacts on family and welfare. The literature review also highlights that women have long been struggling to obtain equality and there are many restrictions such as laws that discriminate against women, culture, and inequality in economic opportunities. Research conducted by the United Nations Development Programme (UNDP), and the World Bank among others, has established thresholds of and between Gender and development indicators.<sup>4</sup> Nonetheless, there is still a lack of studies that explore the relationship between Women's Empowerment programs as they relate to the improvements in family well-being in

---

*Sciences, Environmental Studies & Technology* 6, no. 1 (2021): 14, <https://doi.org/10.48028/iiprds/ijarssest.v6.i1.02>.

<sup>3</sup> Cekli Setya Pratiwi, "Bridging the Gap Between Cultural Relativism and Universality of Human Rights: Indonesia Attitudes," *Journal of Indonesian Legal Studies* 5, no. 2 (2020): 449–78, <https://doi.org/10.15294/jils.v5i2.39271>.

<sup>4</sup> Rezal Helwin Bramantara, "Equality before the Law Principle in the Implementation of Legal Aid in Indonesia," *The Indonesian Journal of International Clinical Legal Education* 3, no. 2 (2021): 209–22, <https://doi.org/10.15294/ijicle.v3i2.46177>.

various social cultures.<sup>5</sup> This study seeks to fill this gap by focussing on the intermediate pathways that exist between efforts to realize gender equality and enhanced family functioning in terms of health status, education, and economic well-being.<sup>6</sup>

Ensuring gender equality is essential not only from a moral perspective but also as an accelerator for progress and development in rural areas where the potential for disparities to slow down overall growth is more pronounced.<sup>7</sup> Boja Village, akin to numerous rural communities worldwide, confronts socio-economic hurdles exacerbated by unequal access to resources and opportunities among genders. Previous research has underscored the importance of gender equality in fostering socioeconomic advancement. However, existing studies often lack a comprehensive empirical examination at the grassroots level, leaving gaps in understanding the practical application of gender equality principles. Our study seeks to address this limitation by employing a non-doctrinal approach, utilizing observation and surveys to assess gender dynamics, resource allocation, and decision-making processes within Boja Village. Central to our investigation is the Human Right, advocating for equitable access to resources and opportunities for all individuals regardless of gender.<sup>8</sup> By drawing on this theoretical

<sup>5</sup> Noam Gidron and Daniel Ziblatt, “Center-Right Political Parties in Advanced Democracies,” *Annual Review of Political Science* 22 (2019): 17–35, <https://doi.org/10.1146/annurev-polisci-090717-092750>.

<sup>6</sup> Moa Bladini, Sara Uhnöo, and Åsa Wettergren, “‘It Sounds like Lived Experience’ - On Empathy in Rape Trials,” *International Journal of Law, Crime and Justice* 72, no. March 2022 (2023): 100575, <https://doi.org/10.1016/j.ijlcrj.2023.100575>.

<sup>7</sup> Liberty Matthyse, “Achieving Gender Equality by 2030: Transgender Equality in Relation to Sustainable Development Goal 5,” *Agenda* 34, no. 1 (2020): 125, <https://doi.org/10.1080/10130950.2020.1744336>.

<sup>8</sup> Damian Etone, “Theoretical Challenges to Understanding the Potential Impact of the Universal Periodic Review Mechanism: Revisiting Theoretical Approaches to State Human Rights Compliance,” *Journal of Human Rights* 18, no. 1 (2019): 36, <https://doi.org/10.1080/14754835.2019.1579639>.

framework, we aim to identify successful practices and areas requiring intervention to enhance gender equality in Boja Village.

One of those concerns seems to be the issue of violence against women in Boja village. All of it presents itself in different shapes, including domestic violence, economic enslavement, and social disparities. However, the poverty in Masitsi remains wide-eyed, and most women of this village continue to grapple with the daily challenge largely because some cultural norms are deeply entrenched, as well as limited access to support services. Solving this issue helps the community's overall well-being and promotes a fair environment for gender equality. Boja Village is situated in Boja District, Kendal Regency, and is approximately 21 KM away from Semarang State University. The village is home to a total population of 2,635 individuals, with 824 being men and 1,811 being women.<sup>9</sup> These statistics indicate that women make up the majority of the population in Boja Village. This significant female presence suggests that women in the village should be well-equipped to create a protective and healthy environment within their families, free from violence towards themselves or other vulnerable family members such as children. However, despite the dominance of women in the village, incidents of violence against children within families persist in Boja Village. This is attributed to the imbalance between the women's dominance and their actual capacity to assert their rights within the family and community, compounded by the limited participation and engagement of women in various activities. This issue is further exacerbated by the fact that a large portion of women in Boja Village have only completed high school education.

---

<sup>9</sup> Anis Widyawati et al., "Assistance and Establishment of an Anti-Corruption Legal Clinic in Puguh Village, Boja District, Kendal Regency," *Jurnal Dedikasi Hukum* 1, no. 2 (2021): 166, <https://doi.org/10.22219/jdh.v1i2.16829>.

Women assume a critical part in encouraging family government assistance, filling in as the foundation of family solidity. As essential nurturers, moms establish the groundwork for their kids' schooling, accordingly upgrading the country's human resources for people in the future.<sup>10</sup> By developing positive conditions inside the nuclear family, these impacts swell outwards, emphatically influencing more extensive networks and the country overall.<sup>11</sup> The lack of understanding of women's rights over themselves, their families, and society as well as the low participation and role of women in every activity will also have an impact on how women realize the welfare of their families. To realize and improve welfare in the family, an effort is needed to prevent violence against vulnerable groups in the family, such as mothers and children. One of the things that is done is the understanding among family members about gender equality.<sup>12</sup>

The scientific novelty of our paper lies in its empirical examination of gender dynamics and its direct impact on family welfare in a rural setting. Through the analysis of demographic profiles, economic indicators, and social structures, we aim to uncover existing disparities and challenges hindering the realization of gender equality objectives in Boja Village. The structure of this article encompasses a detailed analysis of gender dynamics and family welfare in Boja Village, followed by an exploration of the practical application of human rights. The findings of empirical data analysis will be presented, highlighting successful areas and areas needing further

<sup>10</sup> Lori Heise et al., "Gender Inequality and Restrictive Gender Norms: Framing the Challenges to Health," *The Lancet* 393, no. 10189 (2019): 2440–54, [https://doi.org/10.1016/S0140-6736\(19\)30652-X](https://doi.org/10.1016/S0140-6736(19)30652-X).

<sup>11</sup> Anis Widyawati, Pujiyono Pujiyono, and Nur Rochaeti, "Elimination of Sexual Violence in Feminist Legal Theorist," *Journal of Indonesian Legal Studies* 6, no. 2 (2021): 347, <https://doi.org/10.15294/jils.v6i2.48346>.

<sup>12</sup> I Gusti Ayu Purnamawati and Made Suyana Utama, "Women's Empowerment Strategies to Improve Their Role in Families and Society," *International Journal of Business, Economics and Law* 18, no. 5 (2019): 119.

intervention. The article concludes with practical recommendations and strategies aimed at empowering Boja Village residents and fostering sustainable socioeconomic development.

## II. Method

The approach used in this study will seek to offer an appraisal of gender mainstreaming and human rights particularly as it will seek to analyze the efforts towards women's emancipation and uplift of the standard of living of most families. A non-doctrinal (empiric) approach was adopted, utilizing a combination of observation and surveys to gather data.<sup>13</sup> A quantitative approach together with qualitative methods was used in the collection and analysis of data.<sup>14</sup> Initially, a thorough literature search was performed to provide the conceptual foundation for the study and pinpoint gender equality and family well-being domains' indicators. The sources of this review included peer-reviewed articles, government and policy documents, and reports from international organizations hence establishing a good literature base for the study.<sup>15</sup> Field research was then done in the selected communities using an ethnographic approach through participant observation and the use of informal interviews. It proved useful to look at gender relations and other aspects locally and examine the effects of empowerment on the welfare of the families involved.

Structured questionnaires were used to collect Quantitative data among the sampled households. Women's empowerment could be

---

<sup>13</sup> Peter Mahmud Marzuki, *Penelitian Hukum* (Jakarta: Kencana Prenada Media Group, 2005).

<sup>14</sup> Lexy Moleong, *Metode Penelitian Kualitatif Edisi Revisi* (Jakarta: Remaja Rosda Karya, 2014), 27.

<sup>15</sup> Nurul Qamar and Farah Syah Rezah, *Metode Penelitian Hukum Doktrinal Dan Non-Doktrinal*, Cetakan Pe (Makassar: CV. Social Politic Genius (SIGn), 2020).47

quantified and measured by a researcher using surveys for quantitative analysis or in-depth interviews with the qualitative approach. They asked for the age, gender, and income of participants; their financial status; the tools at their disposal in terms of resources built up over time education, and their views regarding traditional roles assigned to men and women.. Analysis of this data included procedures that would help in determining correlations and trends from the women's empowerment subsectors to the aspects of family welfare. Moreover, the normalized key informant interviews were administered to the different participants which included the community leaders, women's rights activists, and policymakers. These deliberations helped in comprehending the numerous Latin American states' complex circumstances, thereby enhancing the implementation of gender equality measures. The collection of data from three different sources supplemented the credibility and accuracy of the discovery, which in turn provided for the review of the intricate correlation between gender equality, human rights, and family welfare.

### III. Gender Dynamics and Resource Allocation in Boja Village: An Analysis

Gender dynamics and resource allocation in Boja Village represent critical facets of the local community's socio-economic landscape. This analysis delves into the intricate interplay between gender roles, access to resources, and decision-making processes within households. Boja Village, like many rural areas, exhibits distinct patterns of gender differentiation, with traditional roles often dictating the distribution of labor and resources. Through careful observation and survey data, it becomes evident that women predominantly undertake responsibilities associated with household chores, childcare, and subsistence farming,

while men often engage in activities linked to income generation, such as agriculture and off-farm employment. This division of labor not only reflects entrenched gender norms but also influences resource allocation within households. In Boja Village, women have less access to resources and decision-making power keeping them in constant poverty and social injustice. They have made a major contribution to agriculture but face limited access to services, credit and the market. These disparities exist in areas like education and health care. Nonetheless, women are resilient and have worked to better their socio-economic status along with breaking the norm. Basic data of interventions promoting gender equity and also family wellness in Boja Village are provided by this report.

Based on the results of a joint survey with representatives of the Pemberdayaan Perempuan dan Perlindungan Anak (PPPA) and Keluarga Berencana (KB) Office in Boja Village with the Village Secretary, Mr. Gunawan, the village has a female population of productive age that dominates compared to the number of male residents of productive age. However, there is a problem about the role of women in village development who have not been fully involved so that participation is low. As a follow-up to the potential and problems that have been encountered, there is a need for women's groups in the form of awareness of the mindset of women's rights and position over themselves, their families, and society. By doing so, they can develop the potential of women's groups and protect themselves from acts that lead to violence.<sup>16</sup>

Education has always been one of the mainstays of our society, providing both knowledge for individual minds and a prop to personal

---

<sup>16</sup> Mona Lena Krook and Juliana Restrepo Sanín, "The Cost of Doing Politics? Analyzing Violence and Harassment against Female Politicians," *Perspectives on Politics* 18, no. 3 (2020): 740, <https://doi.org/10.1017/S1537592719001397>.

growth. It gives people the tools, information, and skills they require to thrive and live their entire work lives. Besides book knowledge, education helps people develop complex ways of thinking that can solve problems and create things that makeup what we call creativity. Education facilities provide people of all ages with information and skills to cope with future challenges. In this way, education supports the idea of lifelong learning while immersing our people in the habits necessary to succeed at work and personal life. Because when we invest in education, we are laying a cornerstone for both personal and professional success in the future. And by investing in the future of society, we grant talented people an opportunity to realize their full potential.

## IV. The Impact of Gender Equality as a form of Human Rights on Family Welfare

The impact of gender equality as a form of human rights on family welfare is profound and multifaceted.<sup>17</sup> By advocating for equal access to resources and opportunities regardless of gender, efforts to empower women have significantly contributed to improving the socioeconomic conditions of families within communities.<sup>18</sup> One notable impact is the enhanced economic empowerment of women, facilitated by initiatives that promote their participation in income-generating activities and decision-making processes. As women gain access to economic resources

---

<sup>17</sup> Serena Tagliacozzo and Ilaria Di Tullio, "Gender Equality Plans (GEPs) as a Framework to Devise Gender Equality Measures for Disaster Research," *International Journal of Disaster Risk Reduction* 60 (2021): 102294, <https://doi.org/10.1016/j.ijdrr.2021.102294>.

<sup>18</sup> Jamaluddin Hos et al., "Gender Relations in Stone-Breaking Women's Families in Southeast Sulawesi, Indonesia: A Phenomenological Study," *Journal of Population and Social Studies* 29 (2021): 511–25, <https://doi.org/10.25133/JPSSv292021.032>.

and opportunities previously inaccessible to them, they become active contributors to household income and decision-making, thereby bolstering overall family welfare.

Moreover, the promotion of gender equality has played a pivotal role in challenging traditional gender roles and stereotypes, leading to more equitable distribution of household responsibilities and decision-making power. By promoting shared decision-making and responsibilities between men and women, these efforts foster a more supportive and harmonious family environment where both partners are empowered to contribute to the well-being of their families. This shift away from entrenched gender norms not only benefits individual families but also contributes to broader societal transformation, laying the groundwork for more inclusive and egalitarian communities.<sup>19</sup>

The ripple effect of gender equality ensures better lives for families, not simply through economic empowerment and social synergy alone but even in the key areas like education services or healthcare.<sup>20</sup> This is an essential ripple effect towards creating positive change to transform the local environment for human development and community quality of life by standing up efforts supporting human rights. By working to ensure gender equality in the home, workplace and policymaking women and girls have never had such access to vital services - which has significantly improved their lives as well as those of their families. We account for the ripple effects of these technological advances on evolving societal norms, redefining hereto gendered spheres to be more inclusive and equitable. Outburst in

---

<sup>19</sup> Helen O'Connell, "What Are the Opportunities to Promote Gender Equity and Equality in Conflict-Affected and Fragile States? Insights from a Review of Evidence," *Gender and Development* 19, no. 3 (2011): 455, <https://doi.org/10.1080/13552074.2011.636571>.

<sup>20</sup> Anis Widyawati, "Legal Protection Model for Indonesian Migrant Workers," *Journal of Indonesian Legal Studies* 3, no. 2 (2018): 291-304, <https://doi.org/10.15294/jils.v3i02.27557>.

creative solutions to age-long problems. In addition to helping families be more resilient, such a shift could contribute. Women will still have voice in family but that level should grow towards meeting many of the enhanced sustainable development goals at national levels by enacting an alternative reality where gender equality empowerment is simply another household. My suggestion would therefore enable many other planks: Family Values and societal objective good practices.

The ripple effects of increased access to education for women and girls cannot be overstated. As barriers to schooling are dismantled and gender-responsive education policies are implemented, a new generation of empowered females emerges, equipped with knowledge, critical thinking skills, and expanded horizons. This educational empowerment translates into enhanced decision-making capabilities, not only in personal matters but also in areas that directly impact family welfare. Educated women are more likely to make informed choices about family planning, nutrition, and child-rearing practices, leading to healthier and more prosperous households. Moreover, the intergenerational benefits of women's education are profound, as educated mothers are more likely to prioritize their children's education, breaking cycles of poverty and inequality.

On the health side, gender mainstreaming has brought positive changes concerning women's ability and willingness to access as well as to use health facilities. Male and female reproductive health issues have been targeted in these campaigns, making enormous impacts in reducing mortality among women and their families due to health complications which are as a result of social-cultural taboos in accessing health services. Maternal health services, for instance, not only bring down maternal mortality figures, but also mean healthier babies from birth, creating Mom and baby strong and ready for the future. Additionally, women with more decision-making power in health matters ensure that

preventive and early treatment is carried out on them and their children resulting into healthier families.<sup>21</sup>

The improvement of women's status in society due to improvements in education and health also has a major impact on the world of financial decision-making within the family. Education advancement also assists females in the management of money restricted to their households, intelligent investment, and preservation of money for the family. Such monetary savvy coupled with the demands of education to earn more money makes it possible for women to contribute more to their families' economic status. Also, educated women accompanied by women with sound health can engage in the workforce and contribute to varied sources of household income besides mitigating risks.<sup>22</sup>

The integration of gender equality and education, healthcare provides an even distribution of roles in the household responsibilities.<sup>23</sup> Knowledge by education and attained improved health enhance women capability to negotiate fair division of work in the home. Besides, this redistribution of domestic duties helps to reduce the burden that women primarily receive and also contributes to the recognition that men in a family are also to take responsibility for caring for children and managing household chores, thus leading to the sexism and gender

---

<sup>21</sup> Nina Persak, "Beyond Public Punitiveness: The Role of Emotions in Criminal Law Policy," *International Journal of Law, Crime and Justice* 57, no. February (2019): 47–58, <https://doi.org/10.1016/j.ijlcj.2019.02.001>.

<sup>22</sup> Etienne Lwamba et al., "PROTOCOL: Strengthening Women's Empowerment and Gender Equality in Fragile Contexts towards Peaceful and Inclusive Societies: A Systematic Review and Meta-Analysis," *Campbell Systematic Reviews* 17, no. 3 (2021): 4, <https://doi.org/10.1002/cl2.1180>.

<sup>23</sup> Anis Widyawati et al., "Application of The Juridic-Scientific Religious Approach Model in Execution of Penal Law Enforcement," *Pandecta Research Law Journal* 17, no. 1 (2022): 146–57, <https://doi.org/10.15294/pandecta.v17i1.35812>.

equality in a family.<sup>24</sup> In addition, gender equality in education and healthcare should not only improve families' living standards but affects the development of communities as well. Better educated and healthier women contribute to community decision making processes hence inject diverse opinions in the matters relating to governance and development at the local level. This results in the improvement in the policies and the programs addressing all the members of the community thus improving on the welfare of all.

The overall impact of the aforesaid measures on female gender and the welfare of families can hardly be overestimated. Such initiatives create a virtuous circle of enhancement of women and girls' capacity to make the right choices involving their health, their financial status, and their opportunities to change the course of their future for the better, which results in the overall improvement of family life. From healthier children to the strengthened households, to more educated population, to the local economy- these are some of the positive changes caused by Ids.<sup>25</sup> Gender is one of the basic aspects of human beings hence incorporating gender equality as a key component of human rights crucial for the progress of society and the improvement of living standards of families. Stemming from this setting, the purpose of this study is to establish how gender equity, human rights, and women's advancement influence family health within the selected country. Nonetheless, women still experience discrimination and constraints in many of the aspects of life regardless of improvements made in women's

<sup>24</sup> M. Dylan Spencer and Cory Schnell, "Reinvestigating the Relationship between Cities and the Spatial Distribution of Robbery: A Tale of Eight Cities," *Journal of Criminal Justice* 82, no. October (2022): 5, <https://doi.org/10.1016/j.jcrimjus.2022.102003>.

<sup>25</sup> Brittne E. Bloom et al., "Opening the 'Black Box': Student-Generated Solutions to Improve Sexual Violence Response and Prevention Efforts for Undergraduates on College Campuses," *Violence Against Women* 28, no. 14 (2022): 3554–87, <https://doi.org/10.1177/10778012211068063>.

rights. This research seeks to fill the existing knowledge gap regarding transformation of gender equality programmes into concrete improvements in relatives' well-being across cultures.

They expound the equality of all people regardless of their gender to cover equal rights and opportunities. However, these principles remain hard to practice in many societies even up to this modern age.<sup>26</sup> This research aims at filling the existing gap between women's rights on paper and their implementation in practice by analysis of concrete attempts to emancipate females and their impact on families and well-being. Despite progress in recent decades, deep-rooted cultural norms and systemic barriers continue to hinder the full realization of gender equality in numerous contexts worldwide.<sup>27</sup> From workplace discrimination to unequal domestic responsibilities, women often face multi-faceted challenges that limit their potential and autonomy. This study seeks to explore innovative approaches and grassroots initiatives that have successfully challenged these entrenched disparities, examining their ripple effects on family dynamics, economic empowerment, and overall societal progress. By highlighting both the obstacles and breakthroughs in the ongoing struggle for gender parity, this research aspires to contribute meaningful insights to policymakers, activists, and communities striving to bridge the chasm between theoretical rights and lived realities.

Gender equality is a human right and for something that has been at the heart of discussions on rights globally since almost half a century

<sup>26</sup> Encarnación la Spina, "Tools, Gaps and False Myths in Comparative Legal Research on Human Rights," *The Age of Human Rights Journal* 13, no. 13 (2019): 24, <https://doi.org/10.17561/TAHRJ.N13.2>.

<sup>27</sup> Mehrangiz Abadi, Khalil M. Dirani, and Fatemeh Dena Rezaei, "Women in Leadership: A Systematic Literature Review of Middle Eastern Women Managers' Careers from NHRD and Institutional Theory Perspectives," *Human Resource Development International* 25, no. 1 (2022): 19, <https://doi.org/10.1080/13678868.2020.1840847>.

ago still remains unreached by many. Empirical evidence shows that despite the loftiest ideals and guarantees in international declarations, women's lives are rarely marked by the dark shadow of such fears. We were interested in the hidden mechanisms that keep gender hierarchies intact, of which theory and practice is merely a symptom. Our research delves into the multifaceted nature of gender equality, exploring its manifestations in various spheres of life, including education, employment, healthcare, and political participation. By examining case studies from diverse cultural contexts, we aim to shed light on the nuanced challenges faced by women in different societies and the innovative approaches being employed to overcome these barriers.

One of the key areas of focus in our study is the impact of gender equality initiatives on family dynamics and overall well-being.<sup>28</sup> We posit that the empowerment of women has far-reaching consequences that extend beyond individual autonomy, profoundly influencing family structures, child-rearing practices, and community development. Through in-depth interviews and longitudinal studies, we seek to document the transformative effects of women's emancipation on household decision-making, resource allocation, and intergenerational mobility.<sup>29</sup> The significance of education in promoting gender equality is one of the major themes that emerged from our investigation. We investigate how woman's access to high-quality education not only improves their individual prospects but also spurs larger social change. According to our findings, educated women are more likely to participate in the formal economy, postpone marriage and childbearing,

---

<sup>28</sup> Martha Minow, "Do Alternative Justice Mechanisms Deserve Recognition in International Criminal Law?: Truth Commissions, Amnesties, and Complementarity at the International Criminal Court," *Harvard International Law Journal* 60, no. 1 (2019): 44.

<sup>29</sup> Prachi Pundir et al., "Interventions for Reducing Violence against Children in Low- and Middle-Income Countries: An Evidence and Gap Map," *Campbell Systematic Reviews* 16, no. 4 (2020): 5, <https://doi.org/10.1002/cl2.1120>.

and invest in their children's health and education, resulting in a positive developmental cycle. Beyond the immediate family, this ripple effect has an impact on community norms and challenges deeply ingrained societal expectations.<sup>30</sup> As additional young ladies complete auxiliary and tertiary instruction, they become strong influencers, frequently getting back to their networks as instructors, medical services laborers, and business visionaries. These educated women act as role models, motivating younger generations and gradually altering perceptions regarding women's capabilities and roles in society. In addition, our data suggest a connection between educational attainment and the overall status of women in society, as higher rates of female education are associated with lower rates of gender-based violence and greater political representation of women.<sup>31</sup> The examination of legal frameworks and policy initiatives aimed at promoting gender equality is another crucial component of our investigation. We investigate the efficacy of various legislative measures, such as workplace anti-discrimination laws and political quota systems. Despite the fact that legal safeguards are necessary, their impact is frequently limited without corresponding shifts in cultural attitudes and social norms.<sup>32</sup> As we delve deeper into case studies from various regions, it becomes clear how formal rules and informal practices interact. When they clash with deeply ingrained beliefs or face opposition from powerful interest groups, even well-intentioned policies can fail. This demonstrates the

---

<sup>30</sup> Yanuar Farida Wismayanti et al., "The Problematization of Child Sexual Abuse in Policy and Law: The Indonesian Example," *Child Abuse and Neglect* 118, no. August 2020 (2021): 105157, <https://doi.org/10.1016/j.chiabu.2021.105157>.

<sup>31</sup> Beatrice Orwako Anyango, Beatrice Atim Alupo, and Maxwell Peprah Opoku, "Women in Politics in Kenya: An Analysis of Participation and Barriers," *Generos* 7, no. 1 (2018): 1506–30, <https://doi.org/10.17583/generos.2018.3179>.

<sup>32</sup> Robiatul Adawiyah and Umi Rozah, "Indonesia's Criminal Justice System with Pancasila Perspective as an Open Justice System," *Law Reform: Jurnal Pembaharuan Hukum* 16, no. 2 (2020): 149–62, <https://doi.org/10.14710/lr.v16i2.33783>.

need for a comprehensive strategy that combines grassroots efforts to change people's minds with top-down legal reforms.<sup>33</sup> According to our findings, achieving gender equality over time necessitates striking a delicate balance between institutional change, community involvement, and individual empowerment. The economic dimensions of gender equality form a significant component of our investigation. We explore how women's increased participation in the labor force contributes to economic growth and poverty reduction at both household and national levels. Our analysis extends to the informal sector, where many women in developing countries find employment, highlighting the need for policies that recognize and support this often-overlooked segment of the workforce.

In the quest for gender equality, health and reproductive rights emerge as crucial components. Women are able to make well-informed decisions about their bodies and futures when they have access to comprehensive healthcare services like family planning and maternal care, according to our study. Underscoring the interconnectedness of individual and collective progress, we also investigate the connection between women's health outcomes and broader societal well-being. Throughout the course of our investigation, we have not lost sight of the numerous cultural contexts in which initiatives for gender equality take place. In order to find culturally sensitive approaches that can bridge the gap between global ideals and local realities, we investigate how local traditions and customs can both impede and facilitate progress towards gender parity. By providing practical suggestions and evidence-based insights as we synthesize our findings, we hope to contribute to the ongoing discussion on gender equality. Our examination not just records the substantial advantages of ladies'

---

<sup>33</sup> Muhammad Fatahillah Akbar, "The Urgency of Law Reforms on Economic Crimes in Indonesia," *Cogent Social Sciences* 9, no. 1 (2023): 10, <https://doi.org/10.1080/23311886.2023.2175487>.

liberation yet in addition features the persevering difficulties and arising valuable open doors in the mission for orientation balance.<sup>34</sup>

## V. Challenges and Opportunities in Implementing Gender Equality as A Form of Human Rights Principles in Boja Village

Gender equality refers to the equal rights for both male and female genders as well as equal opportunities with minimum discrimination within the society in the aspects of politics, economics, and social aspects.<sup>35</sup> Women continue to be restricted by their typical roles within the family and women's involvement in the public life is still limited. This research therefore disagrees with these postulations by underscored the ability of women to also contribute positively towards the wellbeing of the family like men. The study bases its argument on the human right that celebrates partnership and balance in the relations between genders. The study also focuses on the emerging concern of violence to women and children since they constitute the vulnerable persons. This looks into ways by which the said groups can be protected and given the necessary power/assistance, with applying the recent findings on violence incidents in areas such as Central Java.<sup>36</sup> The counselling examines the method of education, the protection of the victims, and

---

<sup>34</sup> John Kenedi, "Constitutional Protection For Crime Victims And Witnesses In Indonesia And Its Problems," *MIMBAR : Jurnal Sosial Dan Pembangunan* 36, no. 1 (2020): 55, <https://doi.org/10.29313/mimbar.v36i1.5084>.

<sup>35</sup> Krook and Sanín, "The Cost of Doing Politics? Analyzing Violence and Harassment against Female Politicians."

<sup>36</sup> Lintang Purba Jaya, Ramadhani Auerkari, and Aji Wahyu, "The Challenges and Opportunities of Women's Role in Child Immunization," in 2nd International Conference on Strategic and Global Studies (ICSGS 2018), vol. 365 (Jakarta: Atlantis Press, 2019), 21, <https://doi.org/10.2991/icsgs-18.2019.4>.

the fight against the prevalence of the equal gender culture to decrease the levels of violence.<sup>37</sup>

In addition, this study responds to sustainable development goals, specifically goal 5 on the provision of gender equality. This goal considers all-round objectives regarding this goal; the eradication of discriminations, controlling violence, the negative banning of such practices, ensuring the inclusion of women in decision-making processes, and acknowledging the unidentified unpaid domestic services. Unlike the general gender equality research studies, this study highlights the applicability of the principles in particular areas such as Boja Village hence giving an understanding of the problems and possibilities that prevail in the countryside. It concerns facets such as culture, physical infrastructure, accessibility of resources, among others, and acknowledges the possibility of positive socioeconomic change for women's elevation.

## VI. Conclusion

Efforts to Empower Women and Improve Family Welfare in Boja Village have demonstrated promising avenues for enhancing family welfare, fostering women's empowerment, and human rights. Through systematic observation and comprehensive surveys, this research has shed light on the intricate gender dynamics, resource allocation mechanisms, and decision-making processes within the Boja village. The findings underscore the importance of equitable access to resources and opportunities in promoting socio-economic progress, particularly in rural areas. Moving forward, it is imperative to capitalize on successful initiatives while addressing existing disparities and challenges identified in this study. Suggestions for action involve

---

<sup>37</sup> Pundir et al., "Interventions for Reducing Violence against Children in Low- and Middle-Income Countries: An Evidence and Gap Map."

setting up grassroots initiatives to support gender equality, empowering more noteworthy cooperation of women in dynamic cycles, close by elevating admittance to training and monetary open doors, which is pivotal. Furthermore, shaping joint efforts with local gatherings and administrative bodies can support carrying out maintainable drives custom-fitted to explicit necessities to the specific needs of Boja Village. By empowering residents, particularly women, to actively engage in the development process, Boja Village can pave the way for inclusive growth and lasting improvements in family welfare and community well-being.

## VII. References

- Abadi, Mehrangiz, Khalil M. Dirani, and Fatemeh Dena Rezaei. "Women in Leadership: A Systematic Literature Review of Middle Eastern Women Managers' Careers from NHRD and Institutional Theory Perspectives." *Human Resource Development International* 25, no. 1 (2022): 19. <https://doi.org/10.1080/13678868.2020.1840847>.
- Adawiyah, Robiatul, and Umi Rozah. "Indonesia's Criminal Justice System with Pancasila Perspective as an Open Justice System." *Law Reform: Jurnal Pembaharuan Hukum* 16, no. 2 (2020): 149–62. <https://doi.org/10.14710/lr.v16i2.33783>.
- Akbar, Muhammad Fatahillah. "The Urgency of Law Reforms on Economic Crimes in Indonesia." *Cogent Social Sciences* 9, no. 1 (2023): 10. <https://doi.org/10.1080/23311886.2023.2175487>.
- Anyango, Beatrice Orwako, Beatrice Atim Alupo, and Maxwell Peprah Opoku. "Women in Politics in Kenya: An Analysis of Participation and Barriers." *Generos* 7, no. 1 (2018): 1506–30. <https://doi.org/10.17583/generos.2018.3179>.

- Bladini, Moa, Sara Uhnöo, and Åsa Wettergren. "‘It Sounds like Lived Experience’ - On Empathy in Rape Trials." *International Journal of Law, Crime and Justice* 72, no. March 2022 (2023): 100575. <https://doi.org/10.1016/j.ijlcj.2023.100575>.
- Bloom, Brittnie E., Eunhee Park, Dallas Swendeman, Laury Oaks, Stephanie Sumstine, Claire Amabile, Stoddy Carey, and Jennifer A. Wagman. "Opening the ‘Black Box’: Student-Generated Solutions to Improve Sexual Violence Response and Prevention Efforts for Undergraduates on College Campuses." *Violence Against Women* 28, no. 14 (2022): 3554–87. <https://doi.org/10.1177/10778012211068063>.
- Bramantara, Rezal Helwin. "Equality before the Law Principle in the Implementation of Legal Aid in Indonesia." *The Indonesian Journal of International Clinical Legal Education* 3, no. 2 (2021): 209–22. <https://doi.org/10.15294/ijicle.v3i2.46177>.
- Etone, Damian. "Theoretical Challenges to Understanding the Potential Impact of the Universal Periodic Review Mechanism: Revisiting Theoretical Approaches to State Human Rights Compliance." *Journal of Human Rights* 18, no. 1 (2019): 36. <https://doi.org/10.1080/14754835.2019.1579639>.
- Gidron, Noam, and Daniel Ziblatt. "Center-Right Political Parties in Advanced Democracies." *Annual Review of Political Science* 22 (2019): 17–35. <https://doi.org/10.1146/annurev-polisci-090717-092750>.
- Heise, Lori, Margaret E. Greene, Neisha Oppen, Maria Stavropoulou, Caroline Harper, Marcos Nascimento, Debrework Zewdie, et al. "Gender Inequality and Restrictive Gender Norms: Framing the Challenges to Health." *The Lancet* 393, no. 10189 (2019): 2440–54. [https://doi.org/10.1016/S0140-6736\(19\)30652-X](https://doi.org/10.1016/S0140-6736(19)30652-X).
- Hos, Jamaluddin, Muhammad Arsyad, La Ode Monto Bauto, Suharty

- Roslan, Harnina Ridwan, Zulfiah Larisu, and Hasniah. "Gender Relations in Stone-Breaking Women's Families in Southeast Sulawesi, Indonesia: A Phenomenological Study." *Journal of Population and Social Studies* 29 (2021): 511–25. <https://doi.org/10.25133/JPSSv292021.032>.
- Jaya, Lintang Purba, Ramadhani Auerkari, and Aji Wahyu. "The Challenges and Opportunities of Women's Role in Child Immunization." In *2nd International Conference on Strategic and Global Studies (ICSGS 2018)*, 365:21. Jakarta: Atlantis Press, 2019. <https://doi.org/10.2991/icsgs-18.2019.4>.
- Kenedi, John. "Constitutional Protection For Crime Victims And Witnesses In Indonesia And Its Problems." *MIMBAR: Jurnal Sosial Dan Pembangunan* 36, no. 1 (2020): 55. <https://doi.org/10.29313/mimbar.v36i1.5084>.
- Krook, Mona Lena, and Juliana Restrepo Sanín. "The Cost of Doing Politics? Analyzing Violence and Harassment against Female Politicians." *Perspectives on Politics* 18, no. 3 (2020): 740. <https://doi.org/10.1017/S1537592719001397>.
- Lwamba, Etienne, Will Ridlehoover, Meital Kupfer, Shannon Shisler, Ada Sonnenfeld, Laurenz Langer, John Eysers, Sean Grant, and Bidisha Barooah. "PROTOCOL: Strengthening Women's Empowerment and Gender Equality in Fragile Contexts towards Peaceful and Inclusive Societies: A Systematic Review and Meta-Analysis." *Campbell Systematic Reviews* 17, no. 3 (2021): 4. <https://doi.org/10.1002/cl2.1180>.
- Marzuki, Peter Mahmud. *Penelitian Hukum*. Jakarta: Kencana Prenada Media Group, 2005.
- Matthyse, Liberty. "Achieving Gender Equality by 2030: Transgender Equality in Relation to Sustainable Development Goal 5." *Agenda* 34, no. 1 (2020): 125.

- <https://doi.org/10.1080/10130950.2020.1744336>.
- Minow, Martha. "Do Alternative Justice Mechanisms Deserve Recognition in International Criminal Law?: Truth Commissions, Amnesties, and Complementarity at the International Criminal Court." *Harvard International Law Journal* 60, no. 1 (2019): 44.
- Moleong, Lexy. *Metode Penelitian Kualitatif Edisi Revisi*. Jakarta: Remaja Rosda Karya, 2014.
- O'Connell, Helen. "What Are the Opportunities to Promote Gender Equity and Equality in Conflict-Affected and Fragile States? Insights from a Review of Evidence." *Gender and Development* 19, no. 3 (2011): 455.  
<https://doi.org/10.1080/13552074.2011.636571>.
- Persak, Nina. "Beyond Public Punitiveness: The Role of Emotions in Criminal Law Policy." *International Journal of Law, Crime and Justice* 57, no. February (2019): 47–58.  
<https://doi.org/10.1016/j.ijlcj.2019.02.001>.
- Pratiwi, Cekli Setya. "Bridging the Gap Between Cultural Relativism and Universality of Human Rights: Indonesia Attitudes." *Journal of Indonesian Legal Studies* 5, no. 2 (2020): 449–78.  
<https://doi.org/10.15294/jils.v5i2.39271>.
- Pundir, Prachi, Ashrita Saran, Howard White, Ramya Subrahmanian, and Jill Adona. "Interventions for Reducing Violence against Children in Low- and Middle-Income Countries: An Evidence and Gap Map." *Campbell Systematic Reviews* 16, no. 4 (2020): 5.  
<https://doi.org/10.1002/cl2.1120>.
- Purnamawati, I Gusti Ayu, and Made Suyana Utama. "Women's Empowerment Strategies to Improve Their Role in Families and Society." *International Journal of Business, Economics and Law* 18, no. 5 (2019): 119.
- Qamar, Nurul, and Farah Syah Rezah. *Metode Penelitian Hukum*

- Doktrinal Dan Non-Doktrinal*. Cetakan Pe. Makassar: CV. Social Politic Genius (SIGn), 2020.
- Shastri, Andrey. "Human Rights for Women's Development in Multidimensional: A Step towards Gender Equality in Education." *Utamax: Journal of Ultimate Research and Trends in Education* 1, no. 2 (2019): 84. <https://doi.org/10.31849/utamax.v1i2.5876>.
- Spencer, M. Dylan, and Cory Schnell. "Reinvestigating the Relationship between Cities and the Spatial Distribution of Robbery: A Tale of Eight Cities." *Journal of Criminal Justice* 82, no. October (2022): 5. <https://doi.org/10.1016/j.jcrimjus.2022.102003>.
- Spina, Encarnación la. "Tools, Gaps and False Myths in Comparative Legal Research on Human Rights." *The Age of Human Rights Journal* 13, no. 13 (2019): 24. <https://doi.org/10.17561/TAHRJ.N13.2>.
- Tagliacozzo, Serena, and Ilaria Di Tullio. "Gender Equality Plans (GEPs) as a Framework to Devise Gender Equality Measures for Disaster Research." *International Journal of Disaster Risk Reduction* 60 (2021): 102294. <https://doi.org/10.1016/j.ijdrr.2021.102294>.
- Widyawati, Anis. "Legal Protection Model for Indonesian Migrant Workers." *Journal of Indonesian Legal Studies* 3, no. 2 (2018): 291–304. <https://doi.org/10.15294/jils.v3i02.27557>.
- Widyawati, Anis, Dian Latifiani, Nurul Fibrianti, Ridwan Arifin, and Rohmat Rohmat. "Application of The Juridic-Scientific Religious Approach Model in Execution of Penal Law Enforcement." *Pandecta Research Law Journal* 17, no. 1 (2022): 146–57. <https://doi.org/10.15294/pandecta.v17i1.35812>.
- Widyawati, Anis, Pujiyono Pujiyono, and Nur Rochaeti. "Elimination of Sexual Violence in Feminist Legal Theorist." *Journal of Indonesian Legal Studies* 6, no. 2 (2021): 347. <https://doi.org/10.15294/jils.v6i2.48346>.

- Widyawati, Anis, Indung Wijayanto, Dian Latifiani, Ardi Sirajudin Ra'uf, and Annisa Suci Rosana. "Assistance and Establishment of an Anti-Corruption Legal Clinic in Puguh Village, Boja District, Kendal Regency." *Jurnal Dedikasi Hukum* 1, no. 2 (2021): 166. <https://doi.org/10.22219/jdh.v1i2.16829>.
- Wismayanti, Yanuar Farida, Patrick O'Leary, Clare Tilbury, and Yenny Tjoe. "The Problematization of Child Sexual Abuse in Policy and Law: The Indonesian Example." *Child Abuse and Neglect* 118, no. August 2020 (2021): 105157. <https://doi.org/10.1016/j.chiabu.2021.105157>.
- Wuya, M. "Gender and the Imperative of Women Participation in Governance: Prospects and Challenges." *International Journal of Advanced Research in Social Sciences, Environmental Studies & Technology* 6, no. 1 (2021): 14. <https://doi.org/10.48028/iiprds/ijarssest.v6.i1.02>.

\*\*\*

### **DECLARATION OF CONFLICTING INTERESTS**

The authors declare no potential conflicts of interest with respect to the research, authorship, and/or publication of this manuscript.

### **FUNDING INFORMATION**

We extend our sincere gratitude to LP2M UNNES for their generous financial support of this research.

### **ACKNOWLEDGMENT**

We extend our sincere gratitude on the Rector of UNNES, the Chairman of LP2M UNNES, and the Boja Village Community for their invaluable support and cooperation throughout this research.