



Breaking the Patriarchal Mold: A Journal on Feminism, Singleness, and Women's Empowerment in Jakarta

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ABSTRACT: In Indonesia, patriarchal norms and societal expectations significantly constrain women's agency and autonomy, particularly in the context of singleness. However, research on the experiences of single women in Jakarta is notably limited within academic discourse. *Breaking the Patriarchal Mold* aims to explore the intersections of feminism, singleness, and women's empowerment in Jakarta. The primary objective is to challenge and dismantle patriarchal norms while amplifying the voices of marginalized single women. The journal invites submissions from various theoretical perspectives, including feminist theory, intersectional feminism, queer feminism, and postcolonial feminism. These perspectives will be utilized to examine and contextualize the experiences of single women in Jakarta. *Breaking the Patriarchal Mold* will feature scholarly articles, personal essays, and creative works that delve into the experiences of single women in Jakarta. It is anticipated that the journal will shed light on the diverse experiences of single women in Jakarta and provide insights into how patriarchal norms and societal expectations impact their lives. The journal's findings will contribute to the broader discourse on feminism, singleness, and women's empowerment in Indonesia. Additionally, it will promote gender equality and social justice in the region. *Breaking the Patriarchal Mold* will serve as a platform to elevate the voices of single women in Jakarta, challenge prevailing patriarchal structures, and advocate for greater gender equality and social change.

Keywords: Feminism, Singleness, Women's Empowerment, Patriarchy, Jakarta



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INTRODUCTION

In the vibrant city of Jakarta, Indonesia, the lives of women are influenced by entrenched patriarchal norms and societal expectations, which often restrict their agency and autonomy (Eren, 2022; Idrus et al., 2023; Johnstone, 2018; Mavin & Grandy, 2019). While extensive research has been conducted on gender issues and women's empowerment, the experiences of single women in Jakarta have received limited attention and remain largely absent from academic discourse. This research gap highlights the need for a dedicated platform to explore the complex interplay of feminism, singleness, and women's empowerment in Jakarta, with the aim of challenging

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patriarchal norms and amplifying the voices of marginalized single women ([Dulhunty, 2023](#); [Sardenberg, 2016](#); [Shibre et al., 2023](#); [Ventura et al., 2021](#)).

This article serves as an introduction to "Breaking the Patriarchal Mold: A Journal on Feminism, Singleness, and Women's Empowerment in Jakarta." The journal aims to create a space for scholarly inquiry and dialogue, encouraging submissions from various theoretical perspectives, including symbolic interactionism, and feminist theory such as standpoint theory, and intersectionality. By employing these frameworks, the journal seeks to delve into the experiences of single women in Jakarta, providing a deeper understanding of the multifaceted challenges they face within a patriarchal society.

"Breaking the Patriarchal Mold" invites scholarly articles, personal essays, and creative works that explore the complex lives of single women, specifically within the context of Jakarta. All submissions undergo a rigorous peer-review process, ensuring the journal maintains its commitment to academic rigor and integrity.

Through this article, valuable insights are anticipated regarding the diverse experiences of single women in Jakarta and the ways in which patriarchal norms and societal expectations shape their lives. By providing a platform for sharing their stories and perspectives, the journal aims to contribute to the broader discourse on feminism, singleness, and women's empowerment in Indonesia. Ultimately, the goal is to foster gender equality, challenge existing power dynamics, and promote social justice within the region ([Kark et al., 2016](#); [Moore, 2016](#); [Pandeewari & Hariharasudan, 2022](#); [Rotaeché et al., 2023](#)).

The concept of patriarchy has been a subject of extensive scholarly inquiry and has garnered significant attention in the fields of sociology, gender studies, and feminist theory. According to ([Azizah, 2023](#); [Coward, 2022](#)), the concept of patriarchy encompasses the systematic power and societal dominance exerted by men over women. Patriarchy refers to a social system characterized by male dominance, where power, privilege, and authority are predominantly held by men, while women are often subordinated and marginalized. This hierarchical structure shapes societal norms, institutions, and individual behaviors, influencing various aspects of women's lives, including their opportunities for empowerment ([Sherman, 2021](#); [Singh, 2020](#); [Sutherland & Feltey, 2017](#)).

On the other hand, ([Frances-White, 2019](#)) proposes that feminism encompasses a diverse range of social and political movements that share a common objective of advocating for women's rights in various domains. Rather than being a singular entity, feminism has evolved over time, experiencing different waves and manifesting in multiple forms. In contemporary times, feminism represents a collective of diverse groups with their own distinct perspectives, often engaging in debates and disagreements within the movement.

Although some research has been conducted in the field, there is still a significant gap in comprehensive studies that specifically examine the intersectionality of feminism, singleness, and women's empowerment within Jakarta's patriarchal context. This article will provide an overview of previous research conducted in the field. These studies encompass investigations into the role of patriarchy in society, its impact on women's lives, and efforts to address gender gaps in Jakarta.

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In this review, we will gather and analyze relevant research findings to enhance understanding of the complexities surrounding feminism, singleness, and women's empowerment issues.

By highlighting the lack of research in this area, this article seeks to inspire researchers, scholars, and activists to engage in critical inquiry and explore the intricate dynamics of patriarchal influence on the lives of single women in Jakarta. Through dedicated research efforts and a commitment to amplifying marginalized voices, we can bridge the research gap and cultivate a more inclusive and comprehensive understanding of feminism, singleness, and women's empowerment in Jakarta's patriarchal society.

a. Singleness in patriarchal context

In Jakarta, the capital city of Indonesia, patriarchal ideology remains prevalent. (Joseph, 2022) argues that patriarchy focused exclusively on individual acts of men against women or groups of women. However, patriarchy encompasses a broader range of manifestations, including societal systems and structures that shape our daily lives. It extends beyond individual interactions and permeates the various aspects of our existence. The basic and personal needs of single individuals, just like those of married individuals, often appear to be somewhat neglected.

In the context of discussing their singlehood, participants in the study by (Ang et al., 2020) provided insights into the reasons behind their relationship status. One common theme that emerged was the influence of biological factors. Some participants expressed self-deprecating thoughts about their appearance and aging, which reflected their concern about societal expectations related to attractiveness and youthfulness. This sentiment of self-effacement was not surprising, considering that middle age is often associated with age-related changes that can be particularly challenging for women.

Another significant factor mentioned by the participants was career commitment. As the interviews progressed, participants shifted their focus from internal factors to external circumstances influencing their single status. Many admitted that they had prioritized their careers over pursuing relationships. This career commitment became a common source of self-blame, as participants recognized that their professional endeavors had consumed a significant amount of their time, leaving little room for actively seeking romantic partnerships.

Participants also discussed the challenges they faced in finding a suitable partner. They expressed frustrations about their inability to meet the right person for a romantic relationship. This constraint was often attributed to a combination of factors, including limited opportunities for socializing and connecting with potential partners.

Throughout the interviews, it became apparent that the participants experienced a mix of self-blame and external factors when considering the reasons for their singlehood. They were conscious of the interplay between holding themselves accountable and recognizing external circumstances that influenced their relationship status.

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A research by ([Shahrak et al., 2021](#)) indicates that unmarried women often experience feelings of loneliness, decreased self-perceived attractiveness, lower life satisfaction, and encounter difficulties in establishing and maintaining social relationships and self-confidence. Moreover, single women frequently encounter social isolation and are subjected to stigmatization. Furthermore, this group of women exhibits a higher likelihood of developing psychological disorders such as depression, aggression, and obsessive-compulsive disorder. Additionally, they encounter challenges in independent living and face communication difficulties in their social networks ([Crann, 2021](#); [Johnson Ross, 2018](#)).

The authors highlight several key findings related to the experiences of never-married women. These women have specific needs and concerns that are often overlooked. They face emotional and sexual needs, worry about their future, and struggle with cultural expectations and norms. One significant finding is that never-married women often experience feelings of hopelessness, guilt, and regret due to societal and religious pressures. The authors argue that these negative emotions stem from patriarchal beliefs that strongly emphasize marriage as a religious duty and societal expectation.

Additionally, the research uncovers the stigma and discrimination faced by never-married individuals, leading to low self-esteem and a sense of incompetence. This stigma arises from patriarchal notions that view singlehood as incomplete and socially incompatible. They emphasize the need to challenge these stereotypes and promote a more inclusive and accepting culture.

For instance, in Malaysia, unmarried women are commonly labeled as "Andartu," which translates to "old virgin," leading many of them to feel unfairly treated and stigmatized. Similarly, in Iran, adult unmarried women are often referred to as "Torshideh," meaning "the expired woman." Confronted with such stigmatization, unmarried women frequently express concerns about losing their attractiveness and youthfulness (Shahrak et al., 2022). Consequently, they tend to prioritize beauty and health as a means to boost their self-confidence, gain social acceptance, and counterbalance the natural aging process and potential societal prejudices.

In relation of ([Shahrak et al., 2021](#)) arguments, unmarried women in Jakarta frequently encounter social pressure and scrutiny. The societal emphasis on marriage as a normative expectation can lead to stigmatization and marginalization of single women. Such societal perceptions impose unjustifiable expectations and limitations on women's personal decisions and freedoms, thereby compromising their independence and self-determination.

Regarding marriage opportunities, the research suggests establishing agencies that facilitate introductions between single individuals. This proposal aims to counter patriarchal norms that place the responsibility of marriage proposals solely on men. By creating opportunities for women to express their interest, the authors argue for a shift towards a more egalitarian approach to marriage.

In general, the research sheds light on the neglected needs and concerns of never-married women. It reveals the impact of patriarchal beliefs on their experiences, including feelings of hopelessness, guilt, and regret. The study emphasizes the importance of challenging societal and religious

pressures surrounding marriage and sexuality. It highlights the need for addressing stigma and discrimination for single women. By challenging patriarchal norms and providing support and resources, policymakers and society can better meet the needs of never-married women and create a more inclusive and empowering environment for them.

b. Gender equality in education

There are some comprehensive literatures explores the critical importance of education as a fundamental human right and its role in individual and societal development, particularly for women. Despite significant progress in recent years, women in both developed and developing countries continue to face substantial barriers to accessing education. These barriers encompass a range of factors such as poverty, gender discrimination, cultural norms, and inadequate infrastructure and resources. By drawing on a wide range of academic literature, reports, and case studies, ([Reshi & Sudha, 2023](#)) highlight the multifaceted nature of these challenges and their impact on women's educational opportunities.

The authors propose positive impacts of education on women's empowerment across various domains. Education equips women with essential skills, knowledge, and confidence, enabling them to participate actively in society, exercise their rights, and improve their lives. Economically, educated women are more likely to secure better employment, earn higher wages, and enjoy greater job security compared to their uneducated counterparts. Socially, education enhances women's social status, fostering their active involvement in communities, decision-making processes, and amplifying their voices in society. Furthermore, education plays a pivotal role in improving women's health outcomes and the well-being of their children. Additionally, education challenges and disrupts traditional gender norms and stereotypes, promoting gender equality and empowering women to advocate for their rights.

([Reshi et al., 2020](#)) review unveils significant findings that deepen the understanding of patriarchy, feminism, singleness, and women's empowerment. It emphasizes the influence of patriarchal structures and gender norms on women's access to education, perpetuating gender-based disparities and limiting women's agency. By considering the intersections of gender, class, and race, the review underscores the importance of recognizing and addressing these power dynamics within educational contexts.

Furthermore, ([Engida, 2021](#)) explores the multifaceted impact of education on women's empowerment. The authors highlight three dimensions of empowerment: personal empowerment, relational empowerment, and social empowerment. Through an extensive review of existing literature, the article presents key arguments and findings that shed light on the issues of patriarchy, feminism, singleness, and women's empowerment.

In terms of personal empowerment, education is identified as a crucial tool for enabling women to fully participate in societal growth. The article emphasizes that education provides women with knowledge, skills, and self-confidence, enabling them to make informed decisions and improve their quality of life. Educated women are better equipped to make health-related decisions for

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themselves and their children, engage in public debates, and advocate for their rights, including access to social security. Furthermore, education enhances women's self-esteem, efficiency, and future expectations, indirectly contributing to their psychological well-being.

In the realm of relational empowerment, the article highlights the positive impact of education on women's social interactions and relationships. Educated women exhibit greater interest in making informed decisions about their personal lives, leading to improved communication and behavioral changes within communities. They are more likely to participate in public activities, including political engagement, and contribute to democratic governance. Education also helps women achieve a better work-life balance, enhance their bargaining power, and foster better relationships with their spouses. Furthermore, educated mothers are more aware of their responsibilities towards their children and are better able to provide for their well-being.

The article further examines the social empowerment dimension, focusing on the broader societal impact of women's education. Education is found to be associated with greater gender equality. Educated women are more likely to participate in governance, influence policy decisions, and advocate for women's rights. Access to justice is also highlighted as crucial for women's political empowerment, as it ensures the enforcement of women's rights and challenges discriminatory practices. However, the article acknowledges that despite progress, challenges such as poverty, limited access to resources, illiteracy, and heavy domestic workloads still persist for women, particularly those in rural areas.

This research highlights the transformative power of education in addressing gender inequalities and promoting women's empowerment. It emphasizes the role of education in challenging patriarchal structures, advancing feminist principles, and enabling women to assert their rights and improve their overall well-being. It underscores the importance of equal access to education for women and the benefits derived from empowering them through education. Aligned with feminist theory, the review showcases the multifaceted impact of education on women's empowerment and advocates for challenging gender roles and promoting women's rights. It recognizes the significance of individual agency and autonomy for women, as education empowers them to make independent decisions, pursue their goals, and contribute meaningfully to their communities.

(Azizah, 2023) also argues that women without adequate educational resources often encounter significant barriers in accessing employment opportunities, particularly within the higher-paying formal sector. The undeniable presence of women is evident across all spheres of life. However, society continues to exhibit a pervasive segregation of spaces, where men dominate public domains while women are confined to domestic spheres. These factors present inherent challenges to achieving gender equality in a factual sense. Moreover, male dominance prevails in shaping educational policies, as men hold strategic positions in educational management, ranging from central to local levels. This structural imbalance further perpetuates gender disparities in education. Gender inequality in education significantly influences women's career choices. Educational disparities between males and females in certain areas, particularly in agricultural households, result in varied occupational distributions among women based on their education level (Hu et al., 2023). Less educated females often occupy production and service roles, while those with intermediate

education have a wider range of occupations in the business service sector. Higher-educated women tend to pursue professional, technical, or clerical positions.

Traditional gender expectations also play a role in shaping family education preferences. Parents, influenced by a preference for sons over daughters, often have higher educational expectations for male children. This creates a situation where men receive high expectations but low investment in education, while women face lower expectations but higher investment. Consequently, many women are confined to lower-paying and less fulfilling jobs, and some may choose to become homemakers after marriage. The persistence of son preference despite the increasing number of highly educated women in society leads to compromised career plans and a focus on balancing work and family responsibilities.

The impact of gender inequality in family education extends beyond career choices, affecting women's job prospects and opportunities for promotion. Addressing the issue of gender inequality in family education is crucial to promoting women's career advancement and ensuring equal opportunities for all.

In conclusion, these thorough literature reviews examines the challenges women face in accessing education and emphasizes the transformative potential of education in promoting gender equality. It sheds light on the complex interplay of gender norms, power structures, and individual agency, influenced by patriarchy, feminism, singleness, and women's empowerment. Overall, the review reinforces the critical role of education as a catalyst for women's empowerment and the advancement of gender equality.

c. Women's career challenges

In the realm of employment, women encounter obstacles such as limited career prospects, wage discrepancies, and workplace discrimination. They may face challenges in accessing higher-level positions or may be confined to certain industries due to gender biases. Such disparities restrict women's professional growth and hinder their ability to achieve economic independence.

([Jalan, 2022](#)) argues that single women experience stigmatization, discrimination, and marginalization within patriarchal systems, where their identity is often defined in relation to men. As a result, they may hesitate to seek legal assistance or engage with judicial institutions due to a lack of knowledge, skills, attitudes, and resources necessary to navigate these systems effectively.

A former research by ([Fadhillah et al., 2021](#)) indicates that women continue to face discrimination and gender inequality across various regions, highlighting persistent obstacles to achieving gender equality. The influence of patriarchal norms and cultural expectations undermines women's participation and importance in politics, perpetuating stereotypes and limiting their opportunities. Societal constructions of femininity often undermine women's power and agency, reinforcing traditional gender roles that associate strength and authority with masculinity.

In political settings, women often encounter significant barriers to leadership positions, as male dominance prevails, resulting in gender-based subordination and limited opportunities for women

to contribute to decision-making processes. This gender imbalance and marginalization hinder women's ability to shape political agendas and policies, undermining the significance of their roles in governance.

However, recognizing women's rights as citizens, it is imperative to involve women in political processes and decision-making due to their unique experiences and perspectives. The presence of women legislators in parliament plays a vital role in promoting fair policies, addressing women's rights issues, and advocating for the welfare of children and families. Increased representation of women in legislative bodies leads to improved policy outcomes, as their firsthand experiences inform decision-making on matters directly impacting women and society.

Achieving gender equality requires not only descriptive representation of women in politics but also substantial representation, where women can actively contribute to policymaking processes and ensure the fair allocation of resources. The formal presence of women legislators in the Jakarta Regional People Representatives Council signifies progress but emphasizes the need for political parties to go beyond meeting quotas and actively prioritize women's issues ([Fadhillah et al., 2021](#)). Effective selection processes and socialization related to women's rights are crucial to empower women legislators and advance the gender equality agenda.

These findings underscore the ongoing challenges women face in their careers, particularly within patriarchal systems. They emphasize the importance of creating inclusive political environments, where women's voices and experiences are recognized, and policies promoting gender equality are developed and implemented.

Another recent study related to women's career challenges examines the relationship between the gender pay gap and women's economic empowerment, aiming to identify potential policy interventions and cultural changes to reduce the gap and promote women's economic empowerment ([Reshi & Sudha, 2023](#)). The gender pay gap refers to the difference in average earnings between men and women in the workforce. It is a persistent and pervasive issue that affects women across all industries and job levels.

The impact of the gender pay gap on women's economic empowerment is significant. Women who earn less than their male counterparts are more likely to experience financial instability, struggle with debt, and have limited opportunities to save for their future. This can have a cascading effect on their overall economic well-being, including their ability to access healthcare, education, and housing. Furthermore, the gender pay gap can have a long-term impact on women's careers and professional development. When women are paid less than men for the same work, it can limit their opportunities for career advancement and make it more difficult for them to break into higher-paying fields. This creates a cycle of inequality that lasts throughout their working lives.

The consequences of the gender pay gap extend beyond individual women and impact families as well. Women's lower earnings can result in reduced access to healthcare, education, and other resources for their families. Additionally, the gender pay gap has economic costs for society as a whole, as it prevents women from fully participating in the workforce and limits their contributions to the economy.

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In relation to feminism, singleness, and women's empowerment in Jakarta, the findings highlight the persistent challenges faced by women in achieving economic empowerment and equality. The gender pay gap serves as a barrier to women's empowerment and financial independence, limiting their opportunities for personal growth and development. By reducing the gender pay gap and promoting equal pay, women in Jakarta can have better opportunities for career advancement, economic stability, and overall empowerment.

The impact of the gender pay gap on single women in Jakarta is particularly significant. Singleness already presents unique challenges, and the gender pay gap exacerbates these challenges by limiting women's earning potential and economic independence. Closing the gender pay gap is crucial for promoting equality and empowerment among single women in Jakarta. Overall, the findings of this article underscore the importance of addressing the gender pay gap as part of a broader agenda for feminism, singleness, and women's empowerment in Jakarta. By promoting equal opportunities, fair compensation, and challenging discriminatory practices, women can have better prospects for personal, professional, and economic growth.

METHOD

This study adopts an observational and qualitative research design to gain an in-depth understanding of the experiences and perspectives of working women in Jakarta regarding their experience on education, professional life, singleness, and their strategies to achieve gender equality. By utilizing an observational approach, the researcher aims to directly observe and understand the lived experiences of the participants in their natural work and social environments. The qualitative research design allows for a comprehensive exploration of the participants' perspectives, capturing rich and detailed data that can provide valuable insights into their experiences.

([Hennink et al., 2020](#)) emphasized the value of utilizing in-depth interviews as a means to explore participants' personal perceptions and experiences. Through in-depth interviews, researchers have the opportunity to gain deeper insights into the socio-cultural context that shapes individuals' lives. On the other hand, observations allow researchers to observe and understand the behaviors, actions, and interactions of individuals within specific social situations. By combining these research methods, a comprehensive understanding of both the subjective experiences and observable behaviors of participants can be achieved.

The participants in this study are women residing in Jakarta who are currently employed. The researchers will purposefully select participants who meet specific criteria to ensure the relevance and richness of the data. The inclusion criteria for participants are women aged between 30-45 years who are single and never married. Additionally, participants must have attained a high school graduate or Bachelor's degree to ensure a certain level of educational background. By focusing on this specific group, the researchers aim to gather insights from women who have experienced the challenges and opportunities of singleness and education in the context of their professional lives.

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The participants for this study will be recruited through purposive sampling. The research team will actively approach potential participants who meet the inclusion criteria and provide them with detailed information about the study's objectives and procedures. Through this recruitment process, the researchers aim to select participants who can provide meaningful insights and contribute to the overall understanding of the research topic. By inviting interested individuals to participate in in-depth interviews, the researchers seek to establish a comfortable and open environment for participants to share their experiences and perspectives.

The determination of the sample size for this study will be guided by the principle of data saturation. Data saturation refers to the point at which no new information or themes emerge from the interviews, indicating that a sufficient depth of data has been collected to address the research objectives. As this study focuses on qualitative research, the aim is to gather rich and comprehensive data rather than achieving statistical significance. Therefore, the sample size will be determined based on the researchers' judgment and the point of reaching data saturation.

Data will be collected through in-depth interviews and observations. The researchers will conduct in-depth interviews with each participant to explore their experiences, perceptions, and challenges related to the research objectives. The interviews will be semi-structured, allowing for a flexible and open dialogue with participants. Additionally, observations will be made during participants' work and social interactions to gain deeper insights into their experiences and the contextual factors that shape their perspectives.

The collected data will be analyzed using thematic analysis, a qualitative analysis technique that involves identifying patterns, themes, and key ideas within the data. The researchers will transcribe the interviews and carefully review the transcripts to identify recurring concepts and themes. Through an iterative process, codes will be applied to the data, allowing for the organization and categorization of information. The analysis will involve a careful examination of the coded data to identify meaningful connections and patterns that provide insights into the research objectives.

Several limitations should be considered in this study. Firstly, the relatively small sample size may limit the generalizability of the findings to a larger population. However, the focus on depth and richness of data collection compensates for this limitation by providing in-depth insights into the experiences of the selected participants. Additionally, the recruitment process through purposive sampling may introduce selection bias, as participants are not randomly selected. The reliance on self-report data through interviews may also be subject to participant biases or recall errors, which should be acknowledged during the data analysis and interpretation. Lastly, the study's focus on women in Jakarta may limit the generalizability of the findings to other contexts or populations, emphasizing the need for caution when applying the results to other settings.

RESULTS AND DISCUSSION

In this study, a total of 10 working women in Jakarta participated. The participants were aged between 30-45 years and were single, never married. The majority of participants had attained a high school graduate or Bachelor's degree. This section presents the demographic characteristics

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of the participants to provide a context for understanding their experiences and perspectives on singleness, gender equality in education, and women's career challenges.

Participant Initial	Age	Marital Status	Education Level	Themes Discussed
EN	32	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
I	40	Single, never married	High school graduate	Singleness, Gender Equality in Education, Career Challenges
PES	45	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
MB	45	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
MF	34	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
B	31	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
IL	32	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
SR	30	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
IL	40-45	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges
MH	34	Single, never married	Bachelor's degree	Singleness, Gender Equality in Education, Career Challenges

The analysis revealed that singleness played a significant role in the participants' experiences of gender inequality within a patriarchal society. Participants discussed societal expectations and stereotypes surrounding single women, which often led to marginalization and discrimination. They shared narratives of being subjected to social stigma and judgments, particularly in the context of singleness status, career advancement and economic empowerment. This theme sheds

light on the intersectionality of singleness and gender within a patriarchal context, emphasizing the unique challenges faced by single women in their pursuit of economic empowerment.

Participants expressed their views on the importance of gender equality in education as a fundamental factor for women's economic empowerment. They discussed the role of education in challenging traditional gender norms and empowering women to pursue professional careers. Many participants shared personal stories of overcoming barriers and biases in accessing education, highlighting the transformative power of education in their lives. This theme underscores the significance of educational opportunities in promoting gender equality and enhancing women's economic agency.

Participants shared their experiences of facing numerous challenges in their professional lives due to gender-based discrimination and biases. They discussed unequal pay, limited career advancement opportunities, and biased performance evaluations. Participants highlighted the persistent barriers they encountered in male-dominated industries, such as glass ceilings and gender-based stereotypes. This theme underscores the systemic challenges that women face in their careers and emphasizes the need for structural changes to promote gender equality and empower women economically.

The findings of this study align with and expand upon previous research on singleness, gender equality in education, and women's career challenges. The experiences and perspectives shared by the participants contribute to the existing body of knowledge on these topics, highlighting their relevance and significance in the context of women's economic empowerment. The unique insights obtained from women in Jakarta further enrich the understanding of the challenges faced by women in this specific cultural and societal context.

The results of this study have important implications for policymakers, educational institutions, and organizations committed to promoting gender equality and empowering women in the workplace. The findings emphasize the need for comprehensive strategies that address singleness-related biases, promote gender equality in education, and create inclusive work environments. These strategies may include educational reforms, awareness campaigns, mentorship programs, and policies that promote work-life balance and equal opportunities for career advancement.

It is important to acknowledge the limitations of this study. The small sample size and focus on women in Jakarta limit the generalizability of the findings to other contexts and populations. Future research should include larger and more diverse samples to obtain a comprehensive understanding of the issues related to singleness, gender equality in education, and women's career challenges. Additionally, exploring the intersectionality of other factors such as race, ethnicity, and socio-economic status would provide a more nuanced understanding of the complexities surrounding women's economic empowerment.

CONCLUSION

This study aimed to explore the experiences and perspectives of working women in Jakarta regarding singleness, gender equality in education, and women's career challenges, with a focus on their economic empowerment. Through an observational and qualitative research design, in-depth interviews were conducted, and thematic analysis was applied to the collected data.

The findings of this study shed light on the complexities and barriers faced by women in their pursuit of economic empowerment within a patriarchal society. The first theme, Singleness in Patriarchal Context, revealed how societal expectations and stereotypes surrounding single women contribute to their marginalization and discrimination. The second theme, Gender Equality in Education, highlighted the transformative power of education in challenging traditional gender norms and empowering women to pursue professional careers. The third theme, Women's Career Challenges, exposed the systemic barriers, such as unequal pay, limited career advancement opportunities, and gender-based biases, that hinder women's progress in the workplace.

The results of this study contribute to the existing body of knowledge on gender equality and women's economic empowerment, particularly in the context of Jakarta. The unique insights obtained from the participants shed light on the specific challenges faced by working women in this cultural and societal setting. These findings have implications for policymakers, educational institutions, and organizations committed to promoting gender equality and empowering women economically.

Based on the research findings, several recommendations can be made. Firstly, there is a need for comprehensive strategies that address singleness-related biases and stereotypes, promoting inclusivity and equal opportunities for single women in their pursuit of economic empowerment. Secondly, educational institutions should continue to prioritize and invest in initiatives that foster gender equality in education, challenging traditional gender norms, and providing equal educational opportunities for women. Thirdly, organizations should implement policies and practices that promote gender equality in the workplace, including equal pay, flexible work arrangements, and career development programs aimed at breaking down barriers faced by women.

However, it is important to acknowledge the limitations of this study. The small sample size and focus on women in Jakarta limit the generalizability of the findings to broader populations. Future research should consider expanding the sample size and including participants from diverse backgrounds to obtain a more comprehensive understanding of the challenges faced by women in different contexts. Additionally, exploring the intersectionality of other factors such as race, ethnicity, and socio-economic status would provide a more nuanced understanding of the complexities surrounding women's economic empowerment.

In conclusion, this study highlights the importance of addressing singleness, gender equality in education, and women's career challenges in the pursuit of women's economic empowerment. By understanding and addressing these issues, policymakers, educational institutions, and organizations can work together to create a more inclusive and equal society that enables women to thrive economically.

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