

The Role of Women in Increasing Oil Palm Production in Aceh Province

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ABSTRACT

Regional development is largely determined by the potential possessed by a region, the wisdom made by the local government must refer to the potential of areas that have the opportunity to be developed, especially the plantation subsector. The high demand for exports of plantation products has encouraged the development of a number of plantation commodities in various regions. Palm oil is one of the leading commodities in the plantation subsector in Aceh Province. Until now, oil palm is a prima donna crop of the people in the Aceh region and in several other regions. Palm oil is the development of an agribusiness-based plantation subsector. The activities of oil palm plantations and their derivative products provide high added value in the economic sector. The importance of developing oil palm plantations is increasingly felt in the impact on the workforce of both men and women who work in the oil palm plantation sector and its derivative sectors. Women are an important part of the palm oil industry that is always present in every chain of the palm oil production process. This impact can be seen from the increase in income of the farming community, resulting in an increase in the purchasing power of rural people, both for primary and secondary needs. Based on the role of oil palm in the rural economy and the development of oil palm plantation areas in the Aceh area. The selection of research sites is in the Western region of Aceh which includes: Aceh Singkil and Meulaboh Regencies and the Eastern region of Aceh includes: North Aceh Regency, East Aceh, Kuala Simpang. It is known that the region has many characteristics of the oil palm plantation industry in Aceh province.

Keywords: Oil palm, gender, economy, Aceh Province

1. INTRODUCTION

The encouragement of gender equality itself gives space for women to be involved more in the economy and is no exception in plantation farming both in terms of quantity and quality. This condition does not only occur in areas that have long been agricultural areas but also in new areas that are now agricultural centers. Women have become increasingly actively involved in economic factors, including in supporting the household economy. Gender issues in agriculture in the plantation sub-sector are closely related to the unbalanced division of labor, the workload that is too heavy for women with unclear employment status, the quantitative and qualitative participation of men and women in various agricultural development activities, access and control of human resources and development resources and development benefits [1].

The division of labor between men and women in agriculture, especially food crop farming, is very clearly visible. Men generally work for activities that require strength or muscle while women work for activities that require rigor or that are time-consuming. Whether this also happens to agriculture in the plantation subsector, this will be further seen because of the differences between food crop farming and plantation farming. If focusing on gender issues by providing opportunities for women to participate actively, it not only affects the performance of a business but

can also empower women and provide opportunities for women to contribute to productive economic activities in farming and in the household economy [2].

This research was conducted to get an overview of women's involvement in agricultural development in Indonesia and agricultural development, especially in wetland oil palm plantations in Aceh Province. Previous studies have shown that women's participation plays a big role in agriculture. However, in the agricultural development system of the plantation sub-sector, especially not yet seen, women have not had the same opportunities as men in the management of plantations and the distribution of income from the garden. Therefore, it is necessary to conduct research by trying to bring theoretical aspects closer to develop strategies for strengthening the role of women in the development of agriculture in the plantation sub-sector based on gender aspects. Based on this description, this research activity aims to formulate a strategy to strengthen the role of women in increasing palm oil production in Aceh province [3].

1.1. Concerns

Various factors of the problem studied are:

Analyze how big the role of women smallholders in the management of agricultural businesses in the oil palm plantation sub-sector in Aceh Province. Analyzing socioeconomic factors related to the role of women in the management of agricultural enterprises in the plantation sub-sector of oil palm plantations in Aceh Province. Analyzing the strategy of strengthening the role of women in the management of agricultural enterprises in the plantation sub-sector in oil palm plantations in Aceh Province.

2. GENDER DEFINITION

The word Gender comes from English which means gender (Jhon, 1983) In general, the definition of Gender is the apparent difference between men and women when viewed from values and behavior. In the Women Studies Encyclopedia, it is explained that Gender is a cultural concept that seeks to make a difference (distinction) in terms of roles, behaviors, mentality, and emotional characteristics between men and women that develop in society in terms of values and behavior.

The term gender is different from the term sex or sex which refers to the biological difference between men and women (nature), gender is closer to the meaning of sex from a social point of view (socio-cultural interpenetration), a set of roles such as what should be and what men and women should not do (Mansour Fakih, 1996).

In the book Sex and Gender written by Hilary M. Lips defines Gender as cultural expectations of men and women. For example, women are known for being meek, beautiful, emotional and motherly. While males are considered strong, rational, male and mighty. The characteristics of that trait are interchangeable traits, for example, there are men who are meek, there are women who are strong, rational and mighty. Changes in the characteristics of these traits can occur over time and from place to place (Ibid).

2.1. Gender in Indonesia

According to UN Women, 90 percent of jobs will use technology, information and communication skills in this era of the digital economy. It is undeniable that women have a significant role in this era. The era of the digital economy can be utilized and managed well by women because it has promising prospects for the position of women as part of world civilization. Fast-moving change in the era of the digital economy demands full participation from women. Women are needed to improve their competence to enter the world of work or the business world in the future.

Currently in Indonesia, there are still many women who have not been touched by quality technology that can put themselves in a significant role both as mothers in educating future generations and in the public domain, including in the era of the digital economy. To identify and analyze the problem, a qualitative grounded theory approach was adopted in this study. The role of women in the digital era is not enough just to play the role of a housewife but also to be required to play a role outside the home, such as running a family business or as a career woman. The era of the digital economy has excellent opportunities for women to participate more broadly, but few can take advantage of these opportunities. Women have a very strategic role in development. Therefore, the support of various parties is needed to realize empowered women in the era of the digital economy.

2.2. Gender and the palm oil industry

Regional development is largely determined by the potential possessed by a region, the wisdom made by the local government must refer to the potential of areas that have the opportunity to be developed, especially the plantation subsector. The high demand for exports of plantation products has encouraged the development of a number of plantation commodities in various regions. Although each region has commodities and Specific excellence due to climatic conditions and local government policies. However, in general there are several commodities found in almost all regions, including oil palm, coconut, cocoa, rubber and several other leading plantation commodities.

Palm oil is one of the leading commodities in the plantation subsector in Aceh Province. Until now, oil palm is a prima donna crop of the people in the Aceh region and in several other regions. The Aceh regional government and the private sector prioritize oil palm as the main commodity, including: First, agroclimate aceh is very suitable for the development of oil palm plantations. Relatively flat regional conditions facilitate management and can reduce production costs; Second, soil conditions that allow oil palm to be planted produce higher production than other regions; Third, in terms of marketing, regional production has advantages, because it is strategically located with the international market, namely Singapore; Fourth, this area is a development area for Western Indonesia with the opening of the cooperation between Indonesia Malaysia Singapore Growth Triangle (IMS-GT) and Indonesia Malaysia Thailand Growth Triangle (IMT-GT), meaning more profitable market opportunities are opened; and fifth, based on the results achieved, it shows that oil palm provides higher incomes to farmers compared to other types of plantation crops (Syahza, 2002).

Palm oil is the development of an agribusiness-based plantation subsector. The activities of oil palm plantations and their derivative products provide high added value in the smoking sector. According to GumbiraSa'id, E. and L. Febriyanti (2005), the agribusiness sector is a major role in reducing the rate of unemployment. Therefore, agricultural development should be centered on the development of productivity achieved through well-organized agribusiness management.

Agribusiness includes the entirety of the company related to its farming and marketing activities so that its production reaches the final consumer. Agribusiness covers the entire sector of farm inputs, is involved in the production process, and ultimately handles the processing, distribution, wholesale sales that produce and distribute inputs for farm entrepreneurs, to market, and process and distribute farm products to end users.

The importance of developing oil palm plantations is increasingly felt in the impact on the workforce of both men and women who work in the oil palm plantation sector and its derivative sectors. Women are an important part of the palm oil industry that is always present in every chain of the palm oil production process.

2.3. Gender Roles in Regional Development

Building a gender civilization is not capable of being done in a short time. The role of gender development undergoes various constraints stemming from various legitimacy in the form of patriaki and cultural influences and the intervention of various policies that are very burdensome make gender development require a very dynamic struggle. Gender equality and justice in practice are not only about the differences in rights and obligations and legislation produced in various countries and local communities, but also religious and political issues color interpretations. Development programs aim to improve the quality of life of basic capability or capability improvement programs. Implementation to improve the welfare of women has not been fully implemented in decision-making in various decision-making processes for development and strengthening in the oil palm plantation sector.

3. RESEARCH METHODOLOGY

The study was conducted in Aceh Province. The determination of the location of the study was carried out purposively, taking into account that the location is a wetland environmental area and has a large oil palm plantation farming business and continues to increase every year. The research activity was carried out for six months, starting in July 2022 until November 2022. The subjects in this study were respondents and informants. Respondents are people who are chosen to tell about themselves or who experience firsthand the social phenomenon under study. Informants are people who can provide information about themselves, others, and the surrounding environment. The unit of analysis in this study is a smallholder woman whose family cultivates oil palm plantations. The population in this study was all women whose families worked on oil palm plantations. The selection of informants is carried out intentionally (purposively) through the snowball sampling technique needed to obtain continuous information between one informant and another. Such as the head of the Farmer group

to obtain information about the development of the role of women and their families who are considered to know clearly about the increasing role of women in the management of oil palm farming both strategically and programmatically. Data processing is carried out qualitatively to answer research objectives.

The inference of research results is carried out by taking the results of analysis between consistent variables. The analysis used in this study is a qualitative descriptive analysis used to describe the role of women in the management of agricultural businesses in the oil palm plantation sub-sector in Aceh Province which will be linked to strategies to increase the role of women in the management of oil palm farming. In addition, analysis is also carried out to evaluate the socioeconomic factors of farmers on the various roles of women in the management of oil palm farming. Meanwhile, to answer problems related to strategies to increase the role of women in the management of oil palm farming, descriptive analysis is also used.

4. RESULTS AND DISCUSSION

4.1. *Palm Oil Sector Sustainability*

In the past decade, the area of oil palm plantations has increased rapidly in all regions throughout Indonesia, which has even led Indonesia to become the world's largest palm oil producer. In line with this development, there has been an expansion of oil palm plantations that affects various aspects of people's lives and environmental conditions in Indonesia. The impacts of this oil palm expansion broadly include forest conversion and agroforestry, biodiversity loss, soil conflicts, and climate change, both at the local and global levels, mainly due to land clearing by burning. The increasing area of Indonesian and Malaysian oil palm plantations raises concerns about the loss of tropical rainforests and biodiversity on earth. This is of course detrimental to the community, especially the indigenous people who depend on forest products. Reduced biodiversity results in reduced food sources, which can lead to starvation. However, on the other hand, palm oil is a strategic commodity that generates foreign exchange, creates jobs, accelerates growth in underdeveloped areas, and meets domestic cooking oil needs.

Indonesian palm oil producers face a variety of problems, from NGO accusations that palm oil companies have seized local communities' land, palm oil has damaged the environment and caused drought, to being an obstacle to Indonesian palm oil products entering the European Union market. The biodiesel production requirements of the European Union-Reducing Emissions from Deforestation and Forest Degradation (EU- REDD), i.e. the European Union Policy in an effort to reduce emissions from deforestation and forest degradation, demand serious changes from palm oil production. The joining of Indonesian palm oil producers to the RSPO does not ease the black campaign (palm oil causes forest fires, marginalizes indigenous peoples, and exploits labor) that plagues the palm oil sector.

In its development, the RSPO was ultimately not the dominant governance. The emergence of proto-institutions (which are the institutionalization or adoption of regulations, practices, or approaches beyond the limits of certain interorganitarian collaborations) and as rivals (which are inter-organizational collaborations that arise from actors who feel excluded from the existence of an initiative) Proto-institutions can be found from initiatives raised based on embryonic relationships and discussions in RSPO meetings, both among members within the RSPO and involving non-RSPO member organizations. Examples of proto-institutions are the Palm Oil Innovative Group (POIG) and RSPO Next.

RSPO Next is an initiative from within RSPO which was born in August 2015. RSPO Next is a success-based program to develop advanced criteria for sustainable palm oil production. These advanced criteria are stricter against deforestation, greenhouse gas emissions, and commit to respect human rights. Verification against these advanced criteria will be carried out by the certification body at the time they carry out the RSPO P & K verification. Palm oil producers should be able to demonstrate that their plantations at least 60% meet the rspos core P&K criteria. Certified farms must be able to demonstrate their commitment to 1) no deforestation with proof that their plantations are built in areas with low carbon stocks and no conversion from forest areas; 2) not planting on peatlands after November 16, 2015; 3) not to carry out burning by showing plans and procedures for preventing, monitoring, and handling fires in the garden area and around the garden; 4) reducing greenhouse gas emissions (demonstrating measures to monitor, address, and reduce greenhouse gas emissions); 5) respect for small farmers and laborers; and 6) prevent the use of paraquat and apply balak tracking to increase transparency and traceability.

4.2. *Gender Aspects of Palm Oil Sustainability*

In an assessment conducted by the Union of Oil Palm Farmers (SPKS), it was identified that of the 28 types of work on oil palm plantations, 24 types were carried out by women. The four types of work that women do not do are types of work that require muscle work or heavy physical labor, such as cutting trees during garden land clearing. Women, like men, are involved from the initial process of planting, caring, harvesting to sales. Women are involved in many plantations when the oil palm is still small, namely up to the age of 4-5 years, such as cleaning the land, breeding oil palms, planting seedlings, fertilizing, spraying, and so on. However, when palms begin to bear fruit, women are less involved in the garden than men. Nevertheless, women hold and manage the money from the sale of palm oil.

To be able to meet the eight P&K and all the indicators, smallholders are first trained and fostered, which requires a long process and a lot of money. This is where the accompanying institutions, NGOs, come into play. However, it is not easy for farmers to understand and translate the indicators in the RSPO P & K, including the indicators in Principle 6, as in Criterion 6.8, namely "All forms of discrimination based on race, caste, nationality, religion, disability, gender, sexual orientation, union membership, political affiliation, or age are prohibited," as well as Criterion 6.9, namely "Policies to prevent sexual harassment and various forms of violence against women and to protect their reproductive rights compiled and applied." Because patriarchal culture is deeply ingrained, many male farmers are unaware of the existence of discrimination against women, even themselves as perpetrators. For example, men do not involve women in smallholder organizations because meetings are often held at night, and going out at night is not safe for women. Thus, with the intention of protecting women, women are asked to stay at home.

In addition, among oil palm farmers, there is still a lot of assumption that palm oil cultivation, which is the main life support for the family, is the responsibility of the man as the head of the family. When women get involved in the garden, it becomes a disgrace to their husbands because it shows they are unable to provide a decent standard of living for their families. However, in a cultural background that has a more balanced relationship between men and women, the work on the garden is carried out jointly by men and women.

The management of the farmer group responsible for fulfilling the RSPO P & K is also still dominated by men. In the management of associations in Aceh, no woman who is a board member or in a strategic position can make a difference and influence organizational policies. Not only do farmers who live and are raised with patriarchal values, auditors, or staff members of certification bodies, who conduct audits of farmer groups also have a limited understanding of P&K and gender indicators so they cannot provide input and direction for farmers. Many auditors don't attach much importance to the indicator, they focus more on other P&K, such as Principle 1, which is "Commitment to transparency," and other principles they are easier to understand. Later, several organizations boosted the development of a framework to promote gender equality. Some nongovernmental organizations carry a trans- gender formation framework. The transformation of institutions that are prerequisites in creating equal gender relations must transform all stakeholders in the palm oil commodity chain without exception. Transformation is not only expected from palm oil farmer organizations, but also from palm oil producers and certification companies.

Women are usually only involved in sociocultural activities in rural areas, such as recitation and social gatherings. In these activities, discussions on gender issues relatively do not occur because the discourse has not yet reached a group dominated by women. Women engaged in farming are confined to the vicinity of the house to help meet daily needs. In the garden, the women planted vegetables or family medicinal plants.

However, women are actually also quite actively involved in the management of gardens as farm laborers. These farm workers usually work on company-owned farms, but even in independent smallholder farms, many female farm workers are found. One organization that is quite active in campaigning for the importance of further raising the issue of gender equality in the issue of sustainable palm oil is Oxfam. Oxfam, in collaboration with several civil society organizations in Indonesia, encourages companies not only to seek profit, but also to fulfill their environmental and social responsibilities.

In order for the company to implement sustainable business practices and investments in agriculture that also benefit farmers. In addition, through investment, they encourage the creation of equitable gender relations and encourage transformative change. One way to achieve this is through changing policy adoption, including in sustainability standards, that encourage responsible business practices. By supporting the work of several civil society organizations in the field, Oxfam seeks to gather information on the importance of gender aspects.

This gender transformation paradigm has been tried to be implemented through programs in the field. Some facts about women in the oil palm plantation site are, first, at all research sites, in the first 3–4 years of the oil palm plant, women are actively involved in working in the plantation until the oil palm plant bears fruit. However, when palm oil begins to bear fruit, they begin to get involved less frequently, because they no longer need intensive care

so women choose to do other activities, such as vegetable gardening, selling, or just staying at home. Second, household chores are generally done by wives, and male/husband involvement in household chores is very low. Although the wife helps the husband work in the garden, it is rare for the husband to help the wife with household chores. In addition, the husband's appreciation of the household or garden chores that the wife does is low. Third, the average time spent by women working in oil palm plantations is 2–3 hours, and that's not every day. The common work that women do in the garden is to clean the disk and fertilize. Fourth, women are rarely involved in meetings, training, or other activities related to palm oil. This happens because of the fact that a woman's job is to take care of the house, while taking care of the garden is the husband's job. Because they are rarely involved, women's attention and insight into oil palm plantations is limited. Women show interest in getting involved further in relation to the garden. They want to be involved and play a role in increasing the productivity of the garden. However, the existing structure becomes an obstacle for them. As peremers, they are required to stay at home, prepare meals for their husbands, take care of children, and carry out other traditional gender roles.

Access and opportunities to participate in activities outside the home are almost non-existent because training and meetings are reserved only for men. Women's thinking is considered unimportant. In fact, in some places, there is still the notion that the place of the female is behind.

However, efforts to touch female workers who are workers who come from other regions are quite lacking. Activists of local-level institutions have difficulty reaching them. They are not too keen to engage more deeply in the activities carried out by the institution at the local level. Meanwhile, the condition of those who are not sedentary also makes it difficult for organizations at the local level to embrace and organize them.

In light of these limitations, the practice of discrimination against female workers has also become untouchable. For example, the fundamental problem with female workers is that wages are received lower and they are employed on quite dangerous tasks, such as pest spraying. In principle, institutions at the local level are aware that these practices are an embodiment of discrimination against women. However, because these female workers worked as freelance day laborers who were not reached by organizing and mentoring activities, issues like this were not addressed.

In addition, female workers in palm oil mills, from collecting information in the field, seem to have not been touched too much by various mentoring and advocacy activities from institutions at the local level. More mentoring and advocacy activities in the palm oil sector are carried out by institutions that have a background in environmental advocacy. The issue of industrial relations is an issue that is understood, but is usually positioned outside the scope of work of environmental institutions. This limitation of scope is compounded by the lack of support from funding agencies for these environmental institutions, which consider industrial relations issues to have not received sufficient attention, while energy is devoted to issues concerning plantation expansion and their environmental and social impacts.

In its implementation, the transformation agenda encounters various challenges, such as dismantling structural relations at the community level, limited scope of the program that still focuses on implementing sustainability standards, lack of capacity of program implementers to integrate gender equality, limited forms and expectations of civil society cooperation with the government, limited resources in the implementation of multi-agenda programs, and hierarchical relationships of program implementation between communities and assistive institutions.

4.3. Towards Gender Transformation on Palm Oil Sustainability Issues

Based on the discussion above, it can be seen that efforts to include gender issues in existing sustainability schemes are still focusing on women. In fact, talking about gender justice means talking about the relationship between men and women. Men, in four research areas, still play an important role in decision-making. So, if their gender awareness is built and they are involved in making transformative gender changes from existing sustainability schemes/initiatives, the results will be more impactful than just focusing on women. Approaches related to gender equality efforts in the palm oil commodity chain are not enough to encourage women's involvement in palm oil work or encourage women's representation in multi-stakeholder forums. Approaches to promoting gender equality should be directed more towards enabling transformative gender change. To realize a transformative gender change, the male gender awareness of all the actors involved must also be built. Another problem that has not been sufficiently discussed is regarding the characteristics of workers. When discussing the worker sector, it does not cover the reality on the ground, namely that most of the workers in the palm oil sector are daily or wholesale workers who are not bound by contracts that are strong enough to ensure the implementation of efforts to improve sustainability.

Structural aspects such as land ownership have not been discussed in an integrated manner in an effort to raise gender equality on the issue of sustainability of the palm oil sector. This happens because there is a presumption that men as the head of the family and as the leader of the family are accepted by society and become the general truth. In the division of inheritance, males acquire a larger share than females.

Because land is in the name of men, in the community there is a tendency that land use decisions are determined by men as the head of the family and as the rightful owners of land backed by land papers in their name. This makes women's negotiations over land weak. The dominance of men in making decisions causes women to get around by preserving inheritance and preventing the name from being the name of the husband. Women are also involved in making decisions regarding land use. But, nevertheless, when there are disturbances in the household, such as the husband's infidelity that ends in divorce, the woman is in a weak position. The respondent said that her divorce from the first husband taught her to no longer give up land and other assets, especially those that were the result of her own labor, on behalf of the husband. She said she felt lucky that her second husband apparently didn't mind if the land and other assets were owned under her name.

To achieve transfer vertical gender change in palm oil sustainability, male involvement also needs to be considered and can be incorporated into gender-related principles and criteria. Although in many ways' men show superiority and assert a position as the head of the household who is more powerful than women, interestingly, all oil palm farmers claim that there is a superiority of wives in managing finances, both households and plantation businesses. In this case, almost all male oil palm farmers handed over the money from the sale of palm oil to their wives. After that, the wife spent the expenses of their needs, such as gasoline, cigarettes, and phone credit. Wives are also involved in determining labor wages, even making wage payments. Although almost all men agree that women are better at managing finances than they are, men still show concern that women are also easily tempted to behave consumptively. Thus, according to them, to encourage the sustainability of the palm oil business, the capacity of women, especially in managing finances, must be improved, and this can be done through training.

Female workers also benefit because they are paid the same as male laborers. In addition, in terms of working safety standards, such as when spraying pesticides, their safety factor is observed. With the many benefits received from farmer groups that have implemented the initiative to travel, it can be said that if gender standards are strengthened, it will also have an impact on the households and daily lives of male and female oil palm farmers.

However, the broad application of transformative gender approaches to women participating in the palm oil commodity chain is also still hampered by the limitations of the diversity and scope of accompanying institutions at the local level. This is a challenge when implementing sustainable palm oil P&K because, in addition to limited information from the field, capable human resources are still scarce. There is no other option for palm oil sustainability standards to recognize that oil palm expansion occurs in the social and ecological spheres and to work towards reducing negative impacts including on women requires working in civil society networks. P & K is the entrance and arena for learning so that various reflections from the experiences of other sectors can be lifted and studied.

CONCLUSION

Women have a considerable involvement in palm oil production. Therefore, gender equality is a part that cannot be ignored in the issue of palm oil. Gender equality is an integral part of the social justice aspect to be achieved in the issue of sustainable palm oil. The palm oil sector recognizes gender discrimination, which is a form of injustice faced by women. Through sustainable palm oil initiatives, efforts have been made to ensure gender equality in the palm oil sector, namely by incorporating gender clauses into the principles and criteria of sustainable palm oil, namely Principle 6: "Responsible for workers, individuals, and communities from plantations and factories," and Principle 5, "Responsible for workers." However, efforts to build gender equality in the issue of sustainable palm oil have not occurred fully due to limitations in operationalizing gender perspectives into sustainability standards.

Gender equality is still limited to efforts to protect women against occupational risks in the palm oil sector and only includes the paradigm of women in development. The limited scope of the women in development paradigm makes attention to gender equality limited because it has not paid attention to the gender relations of men and women and the structural barriers that affect them.

Later, there were indeed initiatives to bring about a paradigm of gender transformation to further increase attention to gender equality. However, in its implementation, structural barriers are still found in society, and interventions to transform such structures are still lacking. There is a wide gap in looking at the balance between the roles of men and women, namely that gender equality still cannot be comprehensively reviewed if interventions still take a heavy point on women. To further promote gender equality, all palm oil stakeholders, especially those with the

power to "force" a change, must pursue transformative gender thinking in institutions, policies, and programs in all their activities. In realizing a transformative gender in palm oil sustainability, it is also necessary to involve men and not only focus on women

AUTHORS' CONTRIBUTIONS

Mawardati as Coordinator & responsible for all research processes and operational activities, theoretical and literature studies, review of research instruments, preparation Research Report, Rozanna Dewi carries out research operational activities and coordination, theoretical and literature studies, reviews research instruments, Khalsiah conducts theoretical and literature reviews, reviews research instruments, prepares research reports and Publication of Publications and IPR, Yesy Afrillia conducts research operational activities and coordinates with related parties and the issuance of MOUs and MOAs with Partners, Gilang Ramadhan Helps collect Datasets and recaptures of activities, Andra Munandar Assists in the completion of Administration and Financial activities. All authors work together to produce clinically and scientifically acceptable writing.

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