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The Function Of Women's Involvement As Government Employees From The Perspective Of Feminism And Islamic Law

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Abstrak

Penelitian ini merupakan penelitian kualitatif dengan pendekatan deskriptif yang menguraikan pokok permasalahan yang diangkat dalam penelitian yaitu fungsi keterlibatan perempuan sebagai pegawai pemerintah yang dikaji dari perspektif feminisme dan hukum Islam. Penelitian ini juga memperlihatkan keunggulan keterlibatan perempuan dalam instansi pemerintah dan keunggulan perempuan dibandingkan laki-laki. Data yang digunakan dalam penelitian ini adalah data sekunder yang peneliti peroleh dari sumber tidak langsung yaitu buku, artikel ilmiah, majalah, dan website terpercaya. Data yang peneliti peroleh diklasifikasikan menurut bidang sebelumnya, dipilih, direduksi, dideskripsikan, dan ditarik kesimpulan. Berdasarkan uraian di atas dapat disimpulkan bahwa penelitian ini berawal dari keresahan sebagian perempuan yang perannya terdegradasi. Untuk meluruskan hal tersebut maka peneliti menyusun artikel ini yang akan membahas secara komprehensif tentang fungsi keterlibatan perempuan sebagai pegawai pemerintah dari perspektif feminisme dan hukum Islam. Penelitian ini juga menunjukkan keuntungan keterlibatan perempuan di instansi pemerintah dan keuntungan perempuan dibandingkan laki-laki. Data yang digunakan dalam penelitian ini adalah data sekunder yang peneliti peroleh dari sumber tidak langsung yaitu buku, artikel ilmiah, majalah, dan website terpercaya. Data yang peneliti peroleh diklasifikasikan menurut bidang sebelumnya, dipilih, direduksi, dideskripsikan, dan ditarik kesimpulan. Hasil dalam artikel ini menunjukkan Feminisme dan Islam sama-sama memiliki pemikiran yang sama jika dilihat dari segi peran antara laki-laki dan

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perempuan memiliki kedudukan yang sama. Untuk mendukung pendapat tersebut, pada tahap implementasi perlu adanya kebijakan yang mendukung kedua perspektif tersebut dan mendorong peran perempuan agar lebih besar di berbagai sektor. Kebijakan pelibatan sejumlah perempuan sebagai pegawai di instansi pemerintah merupakan salah satunya. Dengan adanya keseimbangan peran antara laki-laki dan perempuan di instansi pemerintah, peneliti dapat meningkatkan instansi karena dari segi hormon, sikap, dan pemikiran yang berbeda jika dikolaborasikan dengan baik dapat menghasilkan sesuatu yang memuaskan.

Kata Kunci: *Gaya Kepemimpinan Islam, Kepuasan Kerja, Lingkungan Kerja Islam*

Abstract

This research is a qualitative research with a descriptive approach that describes the main issues raised in the research, namely the function of women's involvement as government employees which is studied from the perspective of feminism and Islamic law. This research also shows the advantages of women's involvement in government agencies and the advantages of women compared to men. The data used in this study are secondary data that researchers obtained from indirect sources, namely books, scientific articles, magazines, and trusted websites. The data that researchers obtained were classified according to their previous fields, selected, reduced, described, and conclusions drawn. Based on the explanation above, it can be concluded that this research began with the anxiety of some women whose roles have been degraded. To straighten out this matter, the researcher compiled this article which will comprehensively discuss the function of women's involvement as government employees from a Feminist perspective. This research is a qualitative research with a descriptive approach that describes the main issues raised in the research, namely the function of women's involvement as government employees studied from the perspective of feminism and Islamic law. This study also shows the advantages of women's involvement in government agencies and the advantages of women compared to men. The data used in this study are secondary data that researchers obtained from indirect sources, namely books, scientific articles, magazines, and trusted websites. The data that researchers obtained were classified according to their previous fields, selected, reduced, described, and conclusions were drawn. The result in this article show Feminism and Islam both have the same thoughts if in terms of roles between men and women have the same position. To support this opinion, at the implementation stage there should be policies that support both perspectives and encourage women's roles to be greater in various sectors. The policy of involving a number of women as employees in government agencies is one of them. With a balance of roles between men and women in government agencies, researchers can improve agencies because in terms of hormones, attitudes, and different thoughts if collaborated well can produce something satisfying.

Keyword: *Islamic Leadership Style, Job Satisfaction, Islamic Work Environemt*

INTRODUCTION

Talking about gender, especially about women, is indeed an actual and never-ending topic, just like when we talk about wealth and power. In addition to the discourse about politics and economics that fill the conversation in our society, issues about women are also widely discussed. It is even more interesting if the discussion explores awareness of injustice between the two sexes (men and women) whose issues we usually call gender injustice (Marzuki, 2018).

Talking about women, she is the mother figure of life. From the womb of women, life is also born, fought for, until finally life is more valuable in its essence and dignity. History records that the killing of humans by other humans is caused by the motive of fighting over women by men. This illustrates the important role of women for men. In English, women are called Woman, which is the opposite of Man. Woman can be interpreted as a woman or can also be interpreted as a wife. This is different from the term about women in the Qur'an which is mentioned in several wordings, and will experience differences in meaning directly or indirectly. Among them; an-Nisa, Imro'ah, Untsa, Zauj, and Banat (Balgis, 2021).

The variety of wordings of the word woman in the Qur'an has implications for the importance of understanding and studying the differences in wording, which will later have an impact on different interpretations and show its position in gender relations. The terms that discuss women in the Qur'an are very broad, each pronunciation has its own meaning. Not limited to one or two. The creation of humans, both male and female, both have the same essence. However, what has become the focus of the community's attention that has spread widely is the creation of Siti Hawa from the rib of the Prophet Adam AS, so that often the interpretation of the verses about creation is interpreted by various scholars in such a way (Uswatun Hasanah, 2022).

The word gender comes from English, which means sex. In the Webster New World Dictionary, gender is defined as the apparent differences between men and women in terms of values and behavior. Because in essence, gender is more related to non-biological traits, masculinity and femininity of a person in a particular culture that are influenced and can be characterized by several factors, in terms of behavior for example. Gender is a trait that is used as a basis for identifying differences between men and women in terms of social and cultural conditions, and gender is a form of social constructions, not something that is natural (KPPA, 2022). So it can be understood that gender and sex or gender are different things, because sex and gender are natural traits given by God. While

the role and function of gender are formed by the state of society which is influenced by social and cultural factors that emphasize more on the aspects of masculinity and femininity of a person (Marzuki, 2018).

Gender is not only aimed at women, but also at men. However, what is currently being considered marginalized is the position of women, especially their role in the social and public spheres, as if women are not allowed to occupy these positions. If there are any, their positions are definitely below men (Sulistiyowati, 2020). Therefore, discussions related to gender always seem to focus on women, when in fact, gender also talks about men. In this case, gender is indeed categorized as an operational device that regulates the relationship between women and men, especially those related to social roles constructed by society itself (Faqih, 2023).

Many misunderstand that the discourse on gender equality or justice has implications for competition from women to men (Utaminingsih, 2017). However, in reality, in many cases, unfair treatment often befalls women both at home, in the workplace, or in several other public sectors. According to feminist analysis, the problem of gender injustice arises and begins with a misunderstanding of the concept of gender which is equated with the concept of sex, even though gender and sex do have the same meaning in terms of language, namely sex (Salviana, 2019).

If we review the basic understanding, it is clear that gender and sex always have different meanings (Kasmawati Kasmawati, 2013). The concept of sex according to feminists is more focused on the sex that is natural from God and cannot be changed indirectly. The concept of sex only focuses on the division of functions of each sex itself. Like women who naturally experience menstruation, pregnancy, while men do not (Suhra, 2013).

Meanwhile, the concept of gender according to feminists is not a natural trait, but is the result of social and cultural construction that has been going on throughout human history (Suhra, 2013). For example, women are identified as gentle and only suitable for domestic roles, while men are identified as tough and powerful, so they often get escorts to be placed in the public sector. Through a long process, the concept of gender is finally considered a natural gift from God. That is, as if it is biological and its nature is like the sunnatullah which cannot be changed (Samini, 2017).

Based on the phenomenon of the above explanation, the researcher believes that the involvement of women as government employees is necessary to improve the performance of the agency. This is the reason for this study. This study examines the

function of women's involvement from the perspective of feminism and Islamic law.

METHOD

Based on the explanation above, it can be concluded that this research began with the anxiety of some women whose roles have been degraded. To straighten this out, the researcher compiled this article which will comprehensively discuss the function of women's involvement as government employees from a Feminist perspective. This research is a qualitative research with a descriptive approach that describes the main issues raised in the research, namely the function of women's involvement as government employees which is studied from the perspective of feminism and Islamic law. This research also shows the advantages of women's involvement in government agencies and the advantages of women compared to men. The data used in this study are secondary data that researchers obtained from indirect sources, namely books, scientific articles, magazines, and trusted websites. The data that researchers obtained were classified according to their previous fields, selected, reduced, described, and conclusions drawn. Based on the explanation above, it can be concluded that this research began with the anxiety of some women whose roles have been degraded. To straighten out this matter, the researcher compiled this article which will comprehensively discuss the function of women's involvement as government employees from a Feminist perspective. This research is a qualitative research with a descriptive approach that describes the main issues raised in the research, namely the function of women's involvement as government employees studied from the perspective of feminism and Islamic law. This study also shows the advantages of women's involvement in government agencies and the advantages of women compared to men. The data used in this study are secondary data that researchers obtained from indirect sources, namely books, scientific articles, magazines, and trusted websites. The data that researchers obtained were classified according to their previous fields, selected, reduced, described, and conclusions were drawn.

RESULT AND DISCUSSION

Women and Gender

Talking about gender, especially about women, is indeed an actual and never-ending topic, just like when we talk about wealth and power. In addition to the discourse about politics and economics that fill the conversation in our society, issues about women

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The Function Of Women's Involvement As Government Employees From The Perspective Of Feminism And Islamic Law

Perspective Of Feminism

Basically, everyone agrees that men and women have different characteristics from

each other physically. Natural differences known as gender differences are actually just biological differences that are carried since birth. However, these differences can cause problems when injustice, conflict, oppression, or oppression of each other arise (Subhan, 2015).

When the undesirable thing (gender injustice) happens, then what is rife in the midst of our society today is the idea of equality and equal rights, especially equal rights between men and women, or better known as the idea of emancipation, which then has implications for the emergence of feminism. Feminism is a women's movement that demands equal rights between men and women to reject everything that is marginalized, subordinated, and degraded from various aspects. In another sense, it is also called the gender equality movement (Boediarsih, 2016).

The feminist movement has become a topic of discussion that has attracted public attention, including Muslims in particular. Along with the increasing discussion of defending the fate of women which is always echoed in various universities, community organizations, or other non-governmental organizations. The struggle for women's rights and fate has also grown through the world of literacy with the emergence of books that challenge male domination over women, and of course by showing evidence from various sides that both are God's creatures whose positions are equal (Yanggo, 2016).

Islamic Law

In Islam, the Qur'an has given rights to women as well as rights given to men, including the issue of leadership. The factors that are considered in this case are only their abilities and the fulfillment of the criteria to become a leader. So, leadership does not monopolize men alone, but can also be held by women as long as they are capable and fulfill the criteria. As Allah SWT says in QS. At-Taubah (9): 71 which means: *"And those who believe, men and women, some of them (are) helpers (leaders) for others. They enjoin (to do) what is right and forbid (to do) what is wrong, establish prayer, pay zakat, and they obey Allah SWT and His Messenger. They will be given mercy by Allah. Indeed, Allah is All-Mighty, All-Wise"* (Nur Arfiyah Febriani dan Lilis Fauziyah Balgis, 2021).

In the verse, Allah SWT uses the word "auliya" (leader), it is not only directed at men but also women simultaneously. Based on this verse, it is concluded that women can also be leaders, and the Qur'an does not prohibit women from entering various professions according to their expertise, such as becoming teachers, doctors, and so on. However, on condition that she can meet the existing criteria and still meet the corridor of sharia and not neglect her rights and obligations as a child, wife, and even a mother (Nur Arfiyah

Febriani dan Lilis Fauziyah Balgis, 2021).

Through the word of Allah SWT contained in QS. At-Taubah (9): 71 also means the firmness of the Qur'an and even the Prophet Muhammad SAW regarding the erroneous stigma that has been embedded in the era of ignorance which judges that women have no role in the movement of his life. In this verse, it is also clear regarding the mention of the wording that is used as the object in the verse, namely men and women who believe. So in this case, they have the same opportunity to lead, help, and cooperate with each other in their respective expertise. Ibn Kathir in his interpretation of the verse, he mentioned the relationship and mutuality between men and women. The word "auliya" in the verse is interpreted by him as "helpers", namely defending each other and helping each other (Nur Arfiyah Febriani dan Lilis Fauziyah Balgis, 2021).

Based on the explanation from the perspective of feminism and Islamic law above, it can be concluded that Feminism and Islam both have the same thoughts if in terms of roles between men and women have the same position. To support this opinion, at the implementation stage there should be policies that support both perspectives and encourage women's roles to be greater in various sectors. The policy of involving a number of women as employees in government agencies is one of them. With a balance of roles between men and women in government agencies, researchers can improve agencies because in terms of hormones, attitudes, and different thoughts if collaborated well can produce something satisfying.

CONCLUSION

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