

Urban Millennial Men's Perceptions of Justice and Gender Equality

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Abstract

Gender equality in Indonesia began to be programmed when the Presidential Instruction of the Republic of Indonesia Number 9 of 2000 was issued regarding gender mainstreaming, meaning that understanding of gender equality in society began to be developed in the 2000s. However, not all people understand the meaning of gender equality so that the implementation of gender equality in the family is still far from expectations. Gender studies pay more attention to aspects of a person's masculinity or femininity. The specific objectives of this research are; to find out how millennial men perceive gender justice and equality. The research method uses a qualitative research design with a case study approach. The research results show that millennial men do not understand the term Gender Mainstreaming. However, they understand the terms gender equality and justice, they even have the perception that this is considered normal when women work in the public area and men work in the domestic area.

Keywords: *Millennial Men, Equality, Justice.*

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A. INTRODUCTION

Gender equality in Indonesia began to be programmed when the Presidential Instruction of the Republic of Indonesia Number 9 of 2000 was issued regarding gender mainstreaming, meaning that understanding of gender equality in society began to be developed in the 2000s. However, not all people understand the meaning of gender equality so that the implementation of gender equality in the family is still far from expectations. Gender studies pay more attention to aspects of a person's masculinity or femininity (Kantola et al., 2019)(Moser & Branscombe, 2022)(Kobayashi & Kondo, 2019).

Another legal basis that ensures the creation of gender equality is Law No. 7 of 1984 concerning Ratification of the Convention Concerning the Elimination of All Forms of Discrimination Against Women and the issuance of Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG) in National Development. Gender justice is a process and fair treatment of women and men. Gender justice means there is no standardization of roles, double burdens, subordination, marginalization and violence against women and men. The realization of gender equality and justice is characterized by the absence of discrimination between women and men, and thus they have access, opportunities to participate and control over development and obtain equal and fair benefits from development (Clevero & Galligan, 2021)(Sudkamper et al., 2020).

The results of the 2022 population census show that the population of Medan City has reached 2,494,581 million people. In detail, 1,242,312 people are male and

1,252,269 people are female. This means there are more women than men, even though the difference is only small. However, if you look at the table below based on generation, it shows that the Millennial generation is more dominant compared to the other generations, namely 807,078 people with a calculation of 403,429 men and 403,649 women. Based on this data, researchers are interested in analyzing urban millennial men's perceptions of justice and gender equality. This is important to face the demographic bonus where there are more productive ages and also more women. With this problem as a background, researchers are interested in researching urban millennial men's perceptions of gender justice and equality.

B. METHOD

This research uses qualitative with a Participatory Action Research (PAR) perspective. This approach was chosen because the research target is based on applied action in solving problems. In this case the problem is to be able to unite the Perceptions of Urban Millennial Men towards Gender Equality and Justice. This is in accordance with what Bogdan and Taylor (Kaelan, 2012) said that qualitative research methods are research procedures that produce descriptive data in the form of words, notes related to meaning, value and understanding. Apart from that, qualitative methods always have a holistic nature, namely the interpretation of data in relation to various aspects that may exist.

C. RESULT AND DISCUSSION

The results of the 2022 population census show that the population of Medan City has reached 2,494,581 million people. In detail, 1,242,312 people are male and 1,252,269 people are female. This means there are more women than men, even though the difference is only small. However, if you look at the table below based on generation, it shows that the Millennial generation is more dominant compared to the other generations, namely 807,078 people with a calculation of 403,429 men and 403,649 women. Based on this data, researchers are interested in analyzing the perceptions of urban millennial men towards justice and gender equality. This is important to face the demographic bonus where there are more productive ages and also more women.

Table 1. Population Based on Generations of Medan City

Generation Category	Male	Female	Total
Post Generation Z (born 2013 until now) Aged 0-10 Years	203,453	194,488	397,941
Generation Z (born 1997-2012) Aged 11-26 years	296,583	280,350	576,933
Millennials (1981-1996) Aged 27-42 Years	403,429	403,649	807,078
Generation X (born 1965-1980) Aged 43-58 Years	219,441	230,623	450,064
Boomer II or Jones generation (born 1955- 1964) Aged 59-68 Years	80,494	89,787	170,281
Boomer I (born 1946-1954) Aged 69-77 Years	38,912	53,372	92,284
Total	1,242,312	1,252,269	2,494,581

Source: Medan City Central Statistics Agency in Figures, 2022

If you look at the data above, the generations are classified into 6 (six) levels from post Generation Z to Boomer. If we order the number of generations, namely the Millennial generation with the most, then generation Z, then generation X, these three generations will be the ones who will implement future policies. And these three generations will also make policies. Therefore, it is important to know the extent of Millennial men's perceptions of Gender Justice and Equality.

H.T. Wilson in sex and gender understands gender as a basis for determining the influence of cultural and life and collective factors in distinguishing men and women (Schiker et al., 2021)(Zdravkovic et al., 2020). Somewhat in line with Showalter's opinion and quote which defines gender as more than just a distinction between men and women seen from socio-cultural construction, but emphasizes gender as an analytical concept that we can use to explain something (Gender is an analytical concept whose meanings we work to elucidate and a subject matter we proceed to study as we try to define it) Gender equality is a concept that states that men and women have the freedom to develop their personal abilities and make choices without restrictions by a set of stereotypes, prejudices and rigid gender roles (Arkaniyati, 2012)(Ponomarev et al., 2019)(Triana et al., 2019).

Table 2. Understanding Gender Terms

Name	Status	Perception
TM Khairi Arizaldi	Single	Gender is a synonym for a person's sex in today's era. Often gender
T Raihanul zaki	Single	Social Relations Between Men and Women
Hasbi hutama	Single	A difference embedded in society regarding the functions, duties, position and status of men and women
Fadhullah	Married	Differences between male and female gender
M,Rakezza Risfli	Single	Traits that exist in men and women that are related socially and culturally
Anddika yudatama	Single	The difference in behavior between men and women or what is usually called masculinity and feminism.
Wasky	Single	Social status in society that leads to an individual's masculinity and feminism
Ryalsyah Putra	Single	Social terms for men and women
Alfatehan septianta	Single	A frequency that is subjective to a person's sexuality, gender is a social construction. Gender is different from sex.
Muh Irsan	Single	Equality between men and women.

Of the ten informants who answered about understanding gender, 4 people answered about gender differences between men and women. 4 people answered about social status in society and there were two different people who answered differences embedded in society regarding functions, duties, positions and status of men and women. Also, another person answered a frequency that is subjective to a person's sexuality, gender is a social construct. Gender is different from sex. This answer shows that you really understand gender by definition.

In general, it shows that the millennial generation has begun to understand what gender is. However, if we look at Presidential Instruction No. 9 of 2000 concerning Gender Mainstreaming, this is very worrying, because this instruction has been in place for 23 years but its understanding has not been maximized. Meanwhile, the millennial generation is considered and expected to contribute to thinking about gender equality.

Gender mainstreaming or abbreviated as PUG is a strategy carried out rationally and systematically to achieve and realize gender equality and justice in a number of aspects of human life (household, community and state), through policies and programs that take into account the experiences, aspirations, needs and problems of women and men into planning, implementation, monitoring and evaluation of all policies and programs in various fields of life and development (Wikipedia Bahasa Indonesia).

Gender Mainstreaming is a strategy to achieve gender equality and justice through policies and programs that take into account the experiences, aspirations, needs and problems of women and men in the planning, implementation, monitoring and evaluation of all policies and programs in various areas of life (Mousa et al., 2020)(Bhaghamma, 2023)(Gurney et al., 2021).

Table 3. Understanding Gender Mainstreaming

Name	Status	Perception
TM Khairi Arizaldi	Single	I don't know much about Gender Mainstreaming.
T Raihanul zaki	Single	Things are done to achieve gender equality and gender justice in aspects of human life.
Hasbi hutama	Single	Know
Fadhullah	Married	Do Not Know
M,Rakezza Risfli	Single	Ya know
Anddika yudatama	Single	You know, but I think this gender difference should be better understood because many people say that if women are pregnant, it means men are too, even though it's just behavior/attitude.
Wasky	Single	Equality in rights/obligations in gathering opinions or scope of work, social status and so on.
Ryalsyah Putra	Single	Yes, a little
Alfatehan septianta	Single	Not
Muh Irsan	Single	The differences that occur/psychosocial inequality towards women.

Not many of the Millennial generation know the term Gender Mainstreaming, while those who answer know, but have not yet reached the target, because they answer that this gender distinction must be better understood because many people say that if a woman is pregnant, it means men are too, even though it is just behavior. /attitude. This answer still cannot differentiate between gender and gender mainstreaming. However, there was something very surprising about one informant who answered correctly as if he really understood, namely by answering "Things that are being done to achieve gender equality and gender justice in aspects of human life."

Gender equality means the absence of gender-biased treatment or differentiation of roles and positions between women and men in various aspects. Gender equality also refers to equal rights, responsibilities and opportunities obtained by women and men (Assan et al., 2020)(Chung et al., 2021).

Table 4. Understanding Gender Equality

Name	Status	Perception
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TM Khairi Arizaldi	Single	What I understand about gender equality is equality between men and women in the rights and obligations in carrying out certain activities, for example in the world of work, this is a strategic position issue that should be led by men rather than women.
T Raihanul zaki	Single	What is the form of treatment between the opposite gender and members of the same gender when interacting?
Hasbi hutama	Single	Gender equality is a form of equal position between men and women and no party is oppressed or disadvantaged in participation or function.
Fadhullah	Married	What I understand is that gender equality means that both women and men must have equal rights in life.
M,Rakezza Risfli	Single	Gender equality is the application of social action which must prioritize justice in terms of the right to act and express opinions, understandings and behavior in life.
Anddika yudatama	Single	Gender equality means not differentiating between men's and women's behavior and attitudes in terms of activities and habits.
Wasky	Single	Do not understand.
Ryalsyah Putra	Single	Gender equality is the rights and obligations of men and women
Alfatehan septianta	Single	Equal rights in global matters such as human rights
Muh Irsan	Single	Women and men have equal rights

Understanding of Gender Equality in general is well understood, namely equality that occurs between men and women, but no one has answered that there are indicators of this equality as implemented by the government, which in fact is the Women's Empowerment and Child Protection Service. Of the ten informants, there was still one who answered that he didn't understand, namely Wasky.

Gender equality in Indonesia began to be programmed when the Presidential Instruction of the Republic of Indonesia Number 9 of 2000 was issued regarding gender mainstreaming, meaning that understanding of gender equality in society began to be developed in the 2000s. However, not all people understand the meaning of gender equality so that the implementation of gender equality in the family is still far from expectations. Gender studies pay more attention to aspects of a person's masculinity or femininity (Horta et al., 2023).

Another legal basis that ensures the creation of gender equality is Law No. 7 of 1984 concerning Ratification of the Convention Concerning the Elimination of All Forms of Discrimination Against Women and the issuance of Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG) in National Development. Gender justice is a process and fair treatment of women and men. Gender justice means there is no standardization of roles, double burdens, subordination, marginalization and violence against women and men. The realization of gender equality and justice is characterized by the absence of discrimination between women and men, and thus they have access, opportunities to participate and control over development and obtain equal and fair benefits from development.

Table 5. Understanding Gender Justice

Name	Status	Perception
TM Khairi Arizaldi	Single	I've never heard of gender justice. Gender justice as I understand it is that every obligation or job must be in accordance with a person's ability to do that job.
T Raihanul zaki	Single	What I understand is society's response in making decisions without looking at gender.
Hasbi hutama	Single	Gender justice is a form of equality in education, selecting participation in equal positions
Fadhullah	Married	What I understand is that every gender must have the same rights.
M,Rakezza Risfli	Single	As I understand it, gender justice is an act of fair lifestyle behavior in expressing opinions to fight for rights and obligations.
Anddika yudatama	Single	Equality of rights and obligations in daily life between men and women
Wasky	Single	Equality of rights/obligations between men and women.
Ryalsyah Putra	Single	Women receive justice according to their position and abilities regardless of whether they are male or female
Alfatehan septianta	Single	Gender justice is treating people of different genders the same/not differentiating.

Muh Irsan	Single	Men and women have the same rights
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There are still people who have never heard of the term gender justice, such as TM Khairi Arizaldi who said "I have never heard of gender justice. Gender justice as I understand it is that every obligation or job must be in accordance with a person's ability to do that job." Meanwhile, M, Rakezza Risfli gave the answer that "Gender justice as I understand it is an act of behavior with a fair lifestyle in expressing opinions to fight for rights and obligations. ." In general, they understand that gender justice is equal rights and obligations between men and women, even Ryalsyah Putra answered that justice is given to women.

D. CONCLUSION

Millennial men do not yet understand what is called gender mainstreaming. This is seen in the answers to the questions asked. However, there were 2 people who answered Tau but this answer did not reach the true meaning of gender mainstreaming, namely a strategy to achieve gender equality and justice. Millennial men interpret gender equality as equal rights and obligations between men and women. But they also do not separate rights between public and domestic areas, so they do not mention that gender is a cultural construct that is difficult to change, even though it is sometimes detrimental for one gender. Gender issues are not a reason for Millennial men to oppose justice and equality. It is proven that they consider it normal and normal for women to work in public areas and men to work in domestic areas. Even more broadly, millennial men already carry out domestic work at home. This means that in concept there are still many who don't understand the term, but in implementation.

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