

Revisiting Women's Empowerment in the Dotuman Angon Livestock Group: A Theoretical Analysis Based on Naila Kabeer's Framework

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Abstract: *This study examines women's empowerment in the Dotuman Angon livestock group through the theoretical framework of Naila Kabeer, which emphasizes the interrelated dimensions of resources, agency, and achievements. The study is grounded in the understanding that empowerment is not solely an economic process, but a transformation of power relations shaped by social and cultural structures. Using a descriptive qualitative approach based on a literature review and contextual analysis, this study explores how access to resources, decision making capacity, and meaningful achievements are experienced by women within the livestock group. The findings indicate that while development programs may increase productivity and household assets, these outcomes do not necessarily translate into genuine empowerment for women when agency and control over decisions remain limited. Social norms and gendered roles continue to constrain women's choices, resulting in achievements that are often superficial rather than transformative. The study highlights the importance of applying a multidimensional and gender sensitive approach in community empowerment programs to ensure that women are not merely beneficiaries of development initiatives, but active agents in shaping their own lives.*

Keyword: Agency, Achievement, Gender, Resources, Women's Empowerment

1. Introduction

Women's empowerment within the socio-economic domain remains a central concern in discussions on sustainable development (Erhun, 2015). An examination of the *Dotuman Angon* livestock group in Jepara demonstrates how patriarchal structures continue to constrain women's agency, despite the program's stated commitment to inclusivity and participatory engagement. These limitations are evident in unequal access to resources, restricted participation in decision-making processes, and outcomes that fail to reflect transformative social change. This paper analyzes these dynamics through Naila Kabeer's theoretical framework, which emphasizes the interrelated dimensions of resources, agency, and achievements as essential components in assessing women's empowerment.

An understanding of these three dimensions forms the basis for evaluating the extent to which women in the *Dotuman Angon* group can access resources, exercise agency, and achieve meaningful outcomes within processes of social transformation. This analysis also explores the structural barriers women encounter, particularly the influence of cultural norms and power relations that limit their participation in the local economy. Through this analytical approach, the study seeks to develop a comprehensive understanding of how existing social structures either impede or support ongoing empowerment initiatives.

Key factors influencing women's access to resources, including educational attainment, social support networks, and local policy frameworks, are systematically identified and examined. Policies that promote women's empowerment play a critical role in creating opportunities for active and equitable participation within the group (Akeno & Wafula, 2017). In addition, interactions among group members and the external roles of supporting institutions and development actors are analyzed to illustrate how power dynamics evolve and shape women's engagement in economic activities (Schmidt et al., 2023).

Acknowledging the importance of collaborative engagement among diverse stakeholders, this analysis underscores the need for synergistic partnerships among government institutions, non-governmental organizations, the private sector, and local communities in building a sustainable empowerment ecosystem. Efforts to promote women's empowerment cannot depend on a single sector alone; instead, they require an integrated approach that combines extension services, continuous mentoring, financial support, and supportive policy frameworks to drive meaningful social transformation (Raniga, 2022).

Through a holistic analytical approach, women's empowerment within the *Dotuman Angon* group is expected not only to improve economic well-being but also to encourage shifts in social structures toward a more inclusive and gender-equitable society. The lived experiences of women within this group may also serve as valuable references for similar initiatives in other contexts, while still recognizing the importance of local conditions and socio-cultural differences (Zuriah, 2014).

The findings of this analysis are expected to produce practical recommendations aimed at enhancing the effectiveness of women's empowerment programs within the *Dotuman Angon*

group and in other communities facing comparable challenges. These recommendations emphasize strengthening individual capacities, transforming entrenched social dynamics, and promoting equitable participatory mechanisms in community-based resource management.

Ultimately, a deeper understanding of empowerment dynamics is expected to support the development of community-based programs that are more responsive to women's needs (Latipun et al., 2012). Women's participation in decision-making processes, ownership of resources, and engagement in economic activities serve as key indicators for evaluating program success, as well as essential components for achieving substantive gender equality within the socio-economic structures of the community (Shrestha, 2014).

This study adopts a descriptive qualitative approach to provide an in-depth and reflective examination of Naila Kabeer's perspectives on women's empowerment within the development framework. This approach was selected because it allows for the exploration of experiential, value-based, and meaning-oriented dimensions that cannot be adequately captured through quantitative methods alone. The primary sources consist of Naila Kabeer's scholarly works, particularly those addressing women's empowerment, agency, and social structures, which are critically examined using content analysis techniques. Additional supporting literature, including books and peer-reviewed journal articles, is also consulted to enrich the theoretical and contextual understanding of Kabeer's framework.

The analytical process was conducted in several stages, beginning with a thorough rereading of the primary texts to identify central themes such as access to resources, decision-making, and shifts in consciousness. These themes were then categorized and examined within the broader socio-economic context of women in developing countries. Data validity was strengthened through the triangulation of theoretical sources and sustained engagement with the existing literature. This approach enabled a holistic interpretation of Kabeer's ideas and illustrated how empowerment theory evolves dynamically in response to challenges such as globalization, poverty, and gender inequality.

2. Research Findings

2.1 Philosophical Foundation of Women's Empowerment in the *Dotuman Angon* Livestock Group: A Theoretical Study from Naila Kabeer's Perspective

Ontological Aspect

The ontological foundation of women's empowerment is rooted in an understanding of women's social existence as agents of change (Stromquist, 2015). Empowerment is not merely a process of skill enhancement or increased access to resources, but a fundamental transformation from a condition of powerlessness to one of autonomy, in which women possess control over decisions that shape their lives (Sahu, 2016). Within this framework, it is essential to examine how social and cultural structures shape empowerment processes, as well as how women utilize available resources to achieve autonomy (Osamor & Grady, 2016). In the context of the *Dotuman Angon* livestock group, women's empowerment reflects a dynamic interaction between individual agency and collective community efforts in generating positive social change.

In practice, women's empowerment within livestock group settings continues to encounter substantial challenges. Women are frequently positioned in traditional roles as domestic actors, confined to household responsibilities and activities perceived as natural extensions of their gender roles. This situation reflects unequal power relations in which men dominate access to resources, public spaces, and strategic decision-making processes (Horley & Clarke, 2016). Addressing these conditions requires collective efforts to transform prevailing paradigms by actively involving women in all aspects of livestock group management. Through such inclusive engagement, women are expected to make meaningful contributions to decision-making processes and to the economic development of the community.

From an ontological perspective, women's empowerment embodies the transformation of social relations, shifting women from passive objects of development to active subjects who shape their own life trajectories, while simultaneously challenging social structures that perpetuate inequality. This perspective aligns with Naila Kabeer's framework, which asserts that empowerment involves not only expanding access to resources but also restructuring power relations that sustain gender inequality. Consequently, empowerment processes must ensure

women's active participation at every stage, from planning to implementation, in order to achieve sustainable and meaningful outcomes (Beti et al., 2023).

Epistemological Aspect

The epistemological dimension of women's empowerment concerns the ways in which knowledge about inequality, subordination, and social change is produced, validated, and interpreted (Salahuddin & Ahmad, 2017). Within the context of livestock groups, qualitative approaches are particularly important for capturing women's lived experiences. Methods such as life narratives, in-depth interviews, and participatory observation enable a more authentic understanding of women's realities. Many of the social structures that restrict women's participation are not readily visible through quantitative data, as they are embedded in norms, everyday language, and patterns of interaction that have become socially normalized (Heilmann, 2021).

Through this methodological orientation, the epistemological discourse on empowerment challenges overly simplistic generalizations (Bode & Moro, 2021). Instead, attention is directed toward understanding the meanings women attribute to their social actions, particularly how they interpret opportunities, constraints, and transitions within their life trajectories. Recognizing the diversity of local experiences and contextual conditions is essential for developing a comprehensive and unbiased understanding of empowerment, irrespective of broader structural dynamics (Uddin, 2019). Accordingly, incorporating women's perspectives into both research and practice becomes crucial for designing empowerment strategies that are effective and responsive to their specific circumstances within the Dotuman Angon livestock group.

Axiological Aspect

The axiological dimension of women's empowerment highlights the values and normative goals underlying the empowerment process. At its core, women's empowerment is grounded in principles of social justice, respect for human dignity, and the recognition of women's rights to make life choices free from coercion (Karmakar & Adhikari, 2023). This process necessarily includes efforts to eliminate stigma and discrimination that hinder women's active participation in

various social and economic spheres, including livestock groups. Consequently, women's empowerment should be understood not only as an individual endeavor but also as a collective responsibility of the community to foster an environment that upholds gender equality and justice (Mishra, 2015).

Within livestock group contexts, empowerment initiatives should not be limited to increasing economic productivity or formal participation alone. More fundamentally, the objective is to cultivate a just social space in which women can access resources, participate in decision-making processes, and develop critical capacities as equal members of the community (Salomon, 2015). Accordingly, the axiology of women's empowerment within the *Dotuman Angon* livestock group underscores the importance of collaboration among community members to ensure equitable access and participation. Through participatory practices, women can be recognized as agents of change who contribute meaningfully to the collective well-being of the community (Sofi, 2015).

Empowerment strategies that focus exclusively on economic gains, such as income generation, without addressing women's bargaining power risk reproducing existing forms of subordination in new ways (Zunaida et al., 2019). Therefore, the axiological foundation of empowerment must promote critical consciousness, reinforce women's agency, and support the transformation of social structures toward genuine equality rather than merely adapting women to unequal systems. This approach requires synergy between economic and social objectives, ensuring that empowerment initiatives not only deliver material benefits but also strengthen women's social positions and decision-making power (Brenyah, 2018). This perspective is consistent with Naila Kabeer's emphasis on transforming power relations as a prerequisite for achieving substantive gender equality.

2.2. Analysis of Women's Empowerment in the *Dotuman Angon* Livestock Group from Naila Kabeer's Perspective

Analysis of Resources

Within Naila Kabeer's theoretical framework, resources function not merely as economic inputs but as structural conditions that enable the development of agency and the realization of achievements. Ownership of resources extends beyond formal or administrative possession;

more critically, it involves the ability to access, control, and utilize resources to pursue meaningful life choices. These resources encompass interrelated economic, social, and political dimensions that allow women to participate actively in decision-making processes and to enhance their overall well-being. Furthermore, effective resource management contributes to women's independence and empowerment within the context of the livestock group (Bui et al., 2023).

Empirically, the *Dotuman Angon* livestock group exhibits a gender-biased pattern of resource distribution. Although the program formally promotes community participation, women experience systematic exclusion in practice. They are frequently absent from lists of livestock recipients, training participants, and beneficiaries of production facilities, and they are often not invited to take part in planning or evaluating group activities. This exclusion is not simply a matter of individual choice but reflects the internalization of cultural norms that position women as secondary actors within productive and economic domains (Prastiwi, 2022).

Limited access to resources produces significant and far-reaching consequences. First, women lose opportunities to independently strengthen their economic capacities. Second, they are denied access to social networks that could broaden their life opportunities. Third, such exclusion reinforces persistent stereotypes regarding women's perceived inability to manage productive resources, thereby sustaining entrenched structures of inequality (Lawlis & Jamieson, 2016). Consequently, targeted interventions are required to expand women's access to resources, including specialized training programs, the development of support networks, and the implementation of policies that promote gender inclusion across all components of the livestock group initiative.

From Kabeer's perspective, conditions such as these demonstrate that the mere presence of resources within a community does not automatically result in empowerment if access to those resources is unequally distributed. Genuine empowerment occurs only when individuals, including women, possess not only physical access to resources but also socially recognized rights to use, manage, and benefit from them autonomously (Gupta & Das, 2016). Accordingly, programs such as the *Dotuman Angon* initiative must engage in critical reflection, recognizing that equitable resource distribution is not solely a technical concern but an ethical requirement for achieving egalitarian social transformation.

An examination of resource distribution within the program indicates that women's empowerment remains distant from its intended objectives. Addressing this gap requires gender-responsive interventions that reinforce mechanisms for women's inclusion at every stage of the program, including planning, implementation, and evaluation, so that empowerment extends beyond rhetoric and becomes a tangible lived experience (Hafidloh et al., 2021). A more comprehensive approach to women's empowerment in the *Dotuman Angon* livestock group must therefore involve structural reforms that support women's access to and control over resources, as well as the creation of inclusive spaces in which women can voice their perspectives and participate meaningfully in decisions that affect their lives.

Agency Analysis

Within Naila Kabbeer's theoretical framework, agency constitutes the central element of the empowerment process. Agency refers to an individual's capacity to define life goals, articulate personal interests, and make decisions that shape their own trajectories. It extends beyond the ability to choose among available options to include the power to negotiate, challenge, and create new opportunities within existing structural constraints. In the context of the *Dotuman Angon* livestock group, women's agency is frequently constrained by social norms that circumscribe their roles. Strengthening agency therefore requires the creation of supportive environments in which women can participate meaningfully in decision-making processes and develop strategies that reflect their needs and aspirations (Toocheai, 2022).

Empirical conditions within the *Dotuman Angon* livestock group reveal that women's agency faces systematic obstruction. Deeply embedded social norms that designate men as primary productive actors limit women's mobility, both physically and symbolically. Women are often restricted from engaging in activities outside the household, particularly at certain times, under justifications related to honor or safety (Rezeanu, 2015). Participation in decision-making forums, such as routine meetings or group deliberations, remains minimal and is frequently mediated through husbands or male relatives. In some instances, women who attempt to voice their perspectives are perceived as violating accepted social norms, exposing them to social pressure, exclusion, or stigmatization (Tan, 2021).

The absence of agency extends beyond limited formal participation to encompass a lack of autonomy in decision-making, self-expression, and influence over the direction of social change within the community (Chackal, 2016). In Kabeer's analysis, agency is the core of empowerment, without which access to resources loses its transformative potential and achievements become passive or imposed. Consequently, empowerment programs must be designed not only to expand women's access to resources but also to strengthen their capacity to engage actively in decision-making processes. Through such engagement, women can cultivate agency and contribute to meaningful change within existing social structures (Eger et al., 2018).

These conditions indicate that the social structure surrounding the livestock group not only governs access to resources but also determines who is entitled to aspire, plan, and act. Structures that normalize the silencing of women's voices operate as latent barriers to genuine empowerment. Strengthening women's agency therefore extends beyond technical interventions such as training or capital provision and requires deeper efforts to challenge and transform social norms and practices that prevent women from becoming decision-makers in their own lives (Burgess & Campbell, 2016).

Programs such as the *Dotuman Angon* initiative must intentionally develop mechanisms that enable women to articulate their needs and aspirations, participate fully in all group processes, and access safe spaces for negotiation and advocacy within the community. Without the institutionalization of women's agency, empowerment interventions risk remaining superficial and fail to address the deeper structures that sustain inequality (Widianto et al., 2018).

Achievements Analysis

In Naila Kabeer's framework, achievements in women's empowerment are not assessed solely through material indicators such as income growth or asset ownership. More fundamentally, achievements reflect the extent to which women are able to realize life choices they value through genuine processes of agency. Achievements represent the concrete outcomes of the interaction between resources and agency, shaping women's overall quality of life (Tripathi & Mishra, 2017). These outcomes may include improvements in education, health, and social participation, all of which contribute to broader well-being. Within the context of the *Dotuman*

Angon livestock group, achievements therefore need to be evaluated not only in economic terms but also through changes in women's social positions and self-perceptions within the community.

Empirical evidence indicates that achievements related to women's empowerment within the *Dotuman Angon* livestock group remain limited and uneven. While the program has contributed to increased livestock productivity and improved household economic conditions, these gains are not distributed equitably between men and women. Control over livestock management and the resulting economic benefits largely remains in the hands of men. Despite women's significant involvement in daily livestock maintenance, they often lack recognition and authority over the outcomes generated by their labor (Shenjere-Nyabezi, 2016).

Moreover, the limited involvement of women in program planning and evaluation means that the achievements attained do not fully reflect their needs and aspirations. Consequently, increases in community assets do not necessarily translate into greater capacity for women to shape the direction of their own lives. From Kabeer's perspective, this condition represents superficial achievement, where progress may appear statistically significant but substantively continues to reproduce gender inequality (Donnelly, 2015). It is therefore essential to develop achievement indicators that are more comprehensive and gender-sensitive, capable of capturing deeper transformations in women's lives. Such indicators must be defined through the active participation of women themselves to ensure that empowerment initiatives genuinely reflect their priorities and aspirations (Chubin et al., 2015).

In addition, prevailing social narratives within the community increasingly reinforce stereotypes of women as domestic supporters rather than as productive agents or decision-makers. This suggests that women's achievements within the livestock group largely extend traditional gender roles rather than signaling a shift toward genuinely empowering roles (Siraj, 2016). According to Kabeer, meaningful achievements in empowerment should be reflected in women's increased control over their economic, social, and political lives. Genuine achievement is therefore demonstrated not only through higher household income but through women's enhanced capacity to critically interpret social realities, participate in strategic decision-making, and live in accordance with their own values, aspirations, and choices rather than merely conforming to established norms.

Within the context of the *Dotuman Angon* livestock group, women's achievements must therefore be critically examined. The central question remains whether increased productivity has been accompanied by greater control for women over resources and decision-making, or whether it has simply reinforced male dominance in a more modern yet still gender-biased form. In conclusion, without strong agency and equitable access to resources, the achievements produced by community development programs risk remaining symbolic, altering surface conditions without challenging the deeper structures of inequality that continue to constrain women.

2.3. Choice Issues and Social Construction

Individual decisions, particularly those made by women, are often interpreted as expressions of agency (Fetterolf & Sanchez, 2015). From Naila Kabeer's perspective, however, it is essential to differentiate between choices that arise from autonomous awareness and those shaped by deeply embedded social constraints. Not all choices can be regarded as indicators of empowerment, especially when decisions are made under the influence of cultural norms that restrict women's autonomy (Khader, 2016). Consequently, creating an enabling environment that provides women with access to information, resources, and social networks is crucial for expanding the range of choices available to them. Such efforts must also involve the active participation of all community members in order to transform restrictive norms and promote gender equality across multiple dimensions of social life.

The conditions within the *Dotuman Angon* livestock group clearly illustrate these dynamics. Many women appear to choose not to participate actively in the program; however, these decisions do not stem from genuine freedom of choice. Social restrictions on women's mobility, stigma toward women who are visibly active in public spaces, and low societal expectations regarding women's economic contributions collectively shape a limited framework of available options (Singh, 2013). As a result, the decision not to engage in the program reflects structurally constrained agency rather than deliberate self-determination. Addressing this issue therefore requires interventions that extend beyond improving women's access to resources to include

broader community education on the value and benefits of women's active participation. Through such efforts, more sustainable and inclusive forms of social change can be achieved.

This phenomenon demonstrates that empowerment cannot be evaluated solely by observing the outcomes of women's choices, but must instead be understood through an examination of the socio-economic conditions that shape the feasibility of those choices. The degree to which women possess fair options and genuine opportunities to direct their own life trajectories emerges as a more reliable indicator of empowerment (Medina & Herrarte, 2020). Progress toward meaningful empowerment therefore requires the dismantling of restrictive social paradigms. Such initiatives should focus not only on the redistribution of economic resources but also on the emancipation of consciousness, fostering critical awareness among women of their rights, potential, and capacity to shape their own lives (Alkhaled & Berglund, 2017). In this regard, education grounded in critical consciousness plays a vital role in strengthening women's ability to confront structural constraints.

Moreover, collaboration with diverse stakeholders, including civil society organizations, can further strengthen empowerment initiatives by creating spaces in which women can exchange experiences and develop supportive networks (Cuesta, 2021). Such collaborative efforts are important not only for enhancing individual capacities but also for transforming prevailing social norms that hinder women's advancement. The formation of solidarity networks among women thus represents a crucial step in reinforcing their social position and advancing broader goals of social justice (Afloarei, 2017). Through these networks, women can collectively navigate challenges, share strategies, and reinforce one another's roles within society. In this sense, women's empowerment becomes not merely an individual endeavor but a collective process that engages the wider community (Inneké et al., 2021).

2.4. Empowerment Dilemma: Between Good Intentions and Field Realities

Community empowerment initiatives, including livestock groups such as the *Dotuman Angon* program, are generally motivated by intentions to enhance community welfare. However, these intentions do not always translate into desired outcomes, particularly when program design and implementation fail to account for gender-based power relations. Women's participation in such

initiatives is often marginalized, despite their substantial contributions to both economic and social activities within the community. Consequently, it is essential to critically evaluate and design empowerment interventions that integrate a gender perspective in order to achieve meaningful and sustainable outcomes (Suartha, 2012).

In principle, empowerment programs seek to promote equal access and opportunities for all community members. In practice, however, field realities frequently demonstrate that, without critical engagement with existing social structures, such interventions may inadvertently reinforce inequality. Practices such as prioritizing men in livestock distribution, scheduling training sessions without regard for women's domestic responsibilities, and limiting discussion forums to male participants illustrate that empowerment cannot be achieved through good intentions alone (Cuesta et al., 2018). Genuine empowerment therefore requires a holistic and inclusive approach that actively involves women and other stakeholders at every stage of program planning and implementation. Such an approach enhances program responsiveness to diverse needs and contributes to more substantial improvements in community well-being.

This tension highlights the need for a more reflective and participatory orientation in corporate social responsibility and community-based empowerment programs. Women's involvement from the earliest planning stages is essential to ensure that their perspectives are meaningfully represented in strategic decision-making processes. Moreover, program facilitators must be equipped with a critical gender lens to identify and address structural barriers that often remain unrecognized (McCarthy, 2015). Meaningful empowerment extends beyond the provision of resources or skills and requires the transformation of power relations, the recognition of women's agency, and the creation of social spaces in which women can act autonomously (Han, 2016).

Strong institutional support, particularly from government bodies and relevant agencies, is therefore crucial in developing and enforcing policies that advance gender equality and women's empowerment. In the absence of firm commitments from all stakeholders, empowerment initiatives risk remaining symbolic and failing to produce substantive change (Holvoet & Inberg, 2015). It is thus important to establish frameworks that integrate gender analysis throughout all stages of empowerment programs, from planning to evaluation. By ensuring women's active

participation, such programs can address not only economic needs but also strengthen women's social and political positions within their communities (Abdullahi & Abdullahi, 2013).

2.5. Recommended Strategies Based on Kabeer's Theory

Reexamining the current dynamics within the *Dotuman Angon* livestock group, the transition toward substantive women's empowerment requires a more comprehensive strategy than the mere allocation of resources. In accordance with Naila Kabeer's framework, the three interrelated dimensions of empowerment, namely resources, agency, and achievements, must be strengthened simultaneously to establish an equitable and effective empowerment model. It is therefore essential to ensure that women not only gain access to resources but also possess the autonomy to make decisions and participate actively in all aspects of community life. Accordingly, proposed interventions should include skill development initiatives, expanded access to educational opportunities, and the facilitation of robust social networking mechanisms (Gailits et al., 2019).

The first strategic priority involves promoting a more equitable distribution of resources. Women's access to livestock management roles, educational training, and production infrastructure must be deliberately expanded, not as symbolic gestures of equality but as recognition of their legitimate rights to participate and benefit economically. Beneficiary selection processes should be restructured to mitigate underlying gender biases, while training programs must be designed to equip women with practical skills aligned with market demands, thereby enhancing their economic contributions (Kumari, 2017). In parallel, community awareness initiatives are needed to challenge prevailing attitudes and to highlight the value and potential of women's involvement in the livestock sector.

The second strategic focus centers on strengthening women's agency. This objective can be achieved through leadership development programs, the creation of inclusive deliberative spaces that allow women to express their interests, and the provision of sustained mentoring support. Enhancing women's agency through these mechanisms not only builds self-confidence but also equips women with the capacity to advocate for their rights and aspirations within broader community decision-making processes (Acquah, 2012).

The third strategic dimension involves fostering meaningful achievements that reflect changes valued by women themselves. Empowerment initiatives must therefore assess their effectiveness not only through economic indicators but also through evidence of social transformation, including increased women's participation in decision-making, greater autonomy over resources, and the emergence of more egalitarian patterns of interaction within both household and community contexts. By integrating resources, agency, and achievements in this manner, a comprehensive empowerment strategy can generate lasting and transformative outcomes for women in the *Dotuman Angon* livestock group. Such outcomes not only enhance economic well-being but also strengthen women's positions within broader social structures, enabling them to act as agents of change in their communities (Howard et al., 2008).

In the absence of cohesive initiatives that address these three core dimensions, empowerment risks remaining a rhetorical concept rather than a lived reality. Gender-sensitive and rights-based approaches must therefore be integrated throughout all phases of the program to ensure that women are not positioned merely as passive recipients of development interventions, but rather as active actors in shaping their own circumstances (Cochrane & Rao, 2019). Ultimately, the success of these strategies depends on strong collaboration among all stakeholders, including government institutions, non-governmental organizations, and local communities. Through such a holistic and inclusive approach, it is anticipated that a sustainable environment supportive of gender equality and women's empowerment can be established.

3. Conclusion

This study demonstrates that Naila Kabeer's framework on women's empowerment makes a significant contribution to the pursuit of socially just development. Her conceptualization of empowerment moves beyond narrowly defined economic approaches by emphasizing the interrelated dimensions of resources, agency, and achievements. These dimensions do not operate in isolation; rather, they form a dynamic and mutually reinforcing process that enables women to make life choices previously constrained by unequal social and cultural structures.

From Kabeer's perspective, empowerment is not a linear progression but an evolving process shaped by women's experiences, negotiations, and interactions across different spheres of life.

The findings further indicate that initiatives aimed at empowering women should not be limited to expanding access to education or employment opportunities. Such efforts must also create spaces in which women can articulate their voices, build self confidence, and strengthen their bargaining power within families, communities, and broader social institutions. Consequently, inclusive development policies need to account for the complexity of women's lived experiences, including cultural and normative barriers that often remain unrecognized in formal development indicators. In this respect, Kabeer's framework serves as an important bridge between feminist theory and context sensitive development practice.

Future research should further examine the application of Kabeer's empowerment framework at the local level, particularly within Indonesia's socially and culturally diverse contexts. Community based and participatory research approaches would provide richer insights into how women confront gender inequality, respond to structural constraints, and develop strategies to navigate everyday challenges. Moreover, cross disciplinary collaboration among academics, development practitioners, and local women's organizations can contribute to more responsive, inclusive, and sustainable policy formulation.

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Conflict of Interest:

The author declares that there is no conflict of interest in conducting this research. All processes from data collection to analysis and report preparation were carried out independently and free from any influence that could compromise the integrity of the research results.

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