

THE AWARENESS OF GENERATION Z ABOUT MANIFESTATION OF WOMEN'S SUBORDINATION AND MARGINALIZATION

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Abstract

Patriarchal ideology breeds subordination and marginalization of women. Gender awareness is key to eliminating both. This research uses descriptive quantitative methods to examine generation Z's gender awareness regarding manifestations of subordination and marginalization at Balitar Islamic University. The study involved 200 respondents. Data were collected through questionnaires. The study found that generation Z lacks understanding of the manifestations of subordination. This is evident in the majority of respondents who agree that men should be leaders and women should be led. Men should represent the family. Wives are prohibited from working, and all wives activities outside the home must have their husbands permission. Wives must obey their husbands. Generation Z's awareness of the manifestations of marginalization is better. The majority of respondents disagree that family allowances are only for male workers and that their wages are higher than those of female workers in equivalent jobs. Only a small proportion of respondents agree that men are more suitable as leaders and decision-makers. Only a few respondents agree that women should work at home. The majority of respondents disagree that women are only suitable for unskilled and service-oriented jobs. Socialization to build generation Z's gender awareness needs to be encouraged for gender justice.

Keywords: Gender; Generation Z; Marginalization; Subordination; Women.

Abstrak

Ideologi patriarki melahirkan subordinasi dan marginalisasi terhadap perempuan. Kesadaran gender menjadi kunci untuk menghapuskan keduanya. Penelitian ini menggunakan metode kuantitatif deskriptif untuk mengkaji kesadaran gender generasi Z tentang manifestasi subordinasi dan marginalisasi di Universitas Islam Balitar. Penelitian ini melibatkan 200 responden. Data dikumpulkan melalui kuesioner. Penelitian ini menemukan generasi Z kurang memahami manifestasi subordinasi. Ini terlihat dari pendapat mayoritas responden yang sepakat laki-laki seharusnya menjadi pemimpin dan perempuan yang dipimpin. Laki-laki harus mewakili keluarga. Istri dilarang bekerja dan segala aktifitas istri di luar rumah harus seizin suami. Istri harus patuh pada suami. Kesadaran generasi Z tentang manifestasi marginalisasi lebih baik. Mayoritas responden tidak setuju tunjangan keluarga hanya untuk pekerja laki-laki dan upahnya lebih besar dari pekerja perempuan dalam pekerjaan yang setara. Hanya sebagian kecil responden yang setuju laki-laki lebih pantas menjadi pemimpin dan pengambil keputusan. Hanya

sedikit responden yang sepakat perempuan sebaiknya bekerja di rumah. Mayoritas responden tidak setuju perempuan dikatakan hanya cocok melakukan pekerjaan yang tidak membutuhkan keahlian dan yang sifatnya melayani. Sosialisasi untuk membangun kesadaran gender generasi Z perlu digalakkan demi keadilan gender.

Kata kunci: Gender; Generasi Z; Marginalisasi; Subordinasi; Perempuan.

INTRODUCTION

Men have dominated social life for a very long time. This root of this domination is patriarchy. Patriarchy is a social system that places men in authority and as the primary, central figure (Bressler 2017). Men in a patriarchal system are positioned as the sole, centralized, and all-powerful rules (Astuti, Mulawarman, and Rokhmansyah 2018), while also playing the role of the main controller in society, while women have little or no role or influence at all in social life (Sakina & Siti, 2017). One example, based on data from the Central Statistics Agency in 2024, the labor force participation rate by gender in Indonesia was 84.66 for men and 56.42 for women (BPS, 2024). Women were also considered inferior to men due to their physical condition and weaknesses. This assumption made men superior and women inferior (Mahfudz, 1994).

The order of superiority and inferiority of men and women is a socio cultural construction, because by nature the position of every human being is equal (Muhammad, 2001; Nugroho, 2011; Kartini & Maulana, 2019). This patriarchal construction gives rise to various forms of discrimination, inequality and injustice against women, such as stereotypes, subordination, marginalization, double burdens, and violence (Nugroho, 2011; Kartini & Maulana, 2019). However, patriarchal culture has been socialized and internalized by society from generation. This reinforces male dominance while perpetuating forms of gender inequality, making gender justice and equality increasingly difficult to achieve (Kartini & Maulana, 2019).

Female subordination refers to the placing of women in second place. Women's status, function, and role are seen as inferior to men's (Syafe'i, 2017; Wicaksono et al., 2022). Speaking about subordination, Siti Uswatun Khasanah and

Johny Alfian Khusyairi explained that subordination stems from the stereotype that women are unintelligent and weak, thus being confined to the domestic sphere. This stereotype itself stems from societal constructs and the strength of patriarchal culture (Khasanah & Khusyairi, 2023). Meanwhile, women's marginalization is defined as placing or shifting women to the margins (Rahmatullah 2021). Marginalization of women is detrimental to women (Dewi 2020). Marginalization of women continues today and is both systematic and symbolic, due to strong patriarchal values that place men in power. This impacts political, economic, and social development (Qorry et al., 2025). Faridhatul Kusnah and Oksiana Jatingsih explained the causes of subordination and marginalization include internal and external factors. These internal factors include patriarchal values and women's beliefs about their gender roles in society. External factors causing marginalization include patriarchal culture, poverty, stereotypes, and women's powerlessness in the workforce. External factors contributing to subordination include social stigma (Kusnah & Jatingsih, 2024).

The Indonesian government has actually made various efforts to eliminate gender discrimination and injustice. Several international conferences on achieving gender equality have been ratified. Numerous laws and policies have been issued to realize gender quality and justice. Gender mainstreaming has been used as a development strategy across all sectors. Various programs and activities to raise public gender awareness have also been implemented (UNDP, 2019). Considering these various efforts, it is logical that public gender awareness has increased, including awareness of forms of gender inequality and their manifestations. Given this issue, researchers are interested in examining and analyzing the gender awareness of generation Z, particularly university students, regarding the manifestations of two forms of gender inequality: the subordination and marginalization of women. The reason for researching generation Z students is because this highly educated young generation, born between 1995 and 2010, is part of the generation that will shape the future. According to 2023 data from the Central Statistics Agency, generation Z is the largest demographic group in Indonesia, with 74.93 million people, or 27.94% of the total population (BPS,

2023). This generation is also familiar with technological developments and is proficient in using them, so they are assumed to have access to a wide range of information, including information on gender (Wibawanto 2016).

RESEARCH METHODS

This descriptive quantitative research focuses on generation Z's gender awareness regarding the manifestation of two forms of gender inequality: the subordination and marginalization of women. Generation Z is the generation born between 1995 and 2010 (Muhazir & Ismail, 2015). The study population consisted of 748 students from the Faculty of Social and Political Sciences at Balitar Islamic University in Blitar. This population is assumed to be interested in social and political issues, including gender issues. Furthermore, by using the quota sampling technique, the researcher determined a sample of 200 students consisting of 100 male students and 100 female students born between 1995-2010 as respondents. Research data was collected through a questionnaire (*Google Form*) and analyzed using quantitative descriptive analysis. Quantitative descriptive data analysis is a useful method for describing numerical data (numbers) derived from research results, without drawing inferential conclusions. The goal is to provide an overview of the characteristics of respondents or research variables based on simple statistical calculations, such as percentages, averages, modes, medians, standard deviations, and frequencies. Researchers calculate, analyze, and compare the percentages of respondents answers, the interpret the data and draw logical and critical conclusions.

RESULTS AND DISCUSSION

Respondent Identity

The respondents consisted of 100 male and 100 female students, aged 19-27. The majority of respondents were Muslim (96%), with the rest being Catholic (2%), Christian (1.5%), and Atheist (0.5%). The majority were Javanese (97.5%), with the remaining respondents being Chinese (1%), Manggarai (1%), and Sundanese (0.5%).

Respondents Awareness of the Manifestation of Subordination

Respondents awareness of subordination in this study was assessed through their responses to nine statements commonly associated with subordination. Researchers selected responses from male and female respondents to compare them. They then combined the responses of male and female respondents to determine their overall awareness of subordination. The following are the responses of male respondents regarding subordination. Next, here are the responses of male respondents regarding subordination.

Table 1. Male Respondents Responses Regarding Manifestations of Subordination

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	Men should be leaders in the family and society.	87	87	9	9	4	4	100	100
2.	Men are leaders and women are led.	62	62	18	18	20	20	100	100
3.	Men are decision makers and women are decision implemeters.	40	40	30	30	30	30	100	100
4.	Men must represent the family in society.	76	76	11	11	13	13	100	100
5.	Important and vital decisions in the family are in the hands of men.	61	61	18	18	21	21	100	100
6.	The position of women in relation to men in the family is <i>heaven, nunut, hell katut</i> .	38	38	36	36	26	26	100	100
7.	A wife may not work to earn a living without her husband's permission.	80	80	14	14	6	6	100	100
8.	All wife's activities outside the home must have her husband's permission.	80	80	15	15	5	5	100	100
9.	A wife must submit and obey her husband.	77	77	17	16	6	6	100	100

Source: Research Data Processing Results, 2025.

From the table above, it is known that the majority of male respondents agree: 1) men must be leaders in the family and society (87%), 2) men are leaders and women are led (62%), 3) men are decision makers and women are decision implementers (40%), 4) men must represent the family in society (76%), 5) important and vital decisions in the family are in the hands of men (61%), 6) wives

may not work to earn a living without their husband's permission (80%), 7) all wife's activities outside the home must have the husband's permission (80%), and 8) wives must submit and obey their husbands (77%).

Table 2. Female Respondents Responses Regarding Manifestations of Subordination

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	Men should be leaders in the family and society.	67	67	15	15	18	18	100	100
2.	Men are leaders and women are led.	50	50	19	19	31	31	100	100
3.	Men are decision makers and women are decision implemeters.	21	21	30	30	49	49	100	100
4.	Men must represent the family in society.	42	42	29	29	29	29	100	100
5.	Important and vital decisions in the family are in the hands of men.	29	29	25	25	46	46	100	100
6.	The position of women in relation to men in the family is <i>heaven, nunut, hell katut</i> .	34	34	31	31	35	35	100	100
7.	A wife may not work to earn a living without her husband's permission.	68	68	23	23	9	9	100	100
8.	All wife's activities outside the home must have her husband's permission.	75	75	16	16	9	9	100	100
9.	A wife must submit and obey her husband.	55	55	28	28	17	17	100	100

Source: Research Data Processing Results, 2025.

Based on the description above, it can be seen that the majority of female respondents agree that: 1) men must be leaders in the family and society (67%), 2) men are leaders and women are led (50%), 3) wives should not work to earn a living

without their husband's permission (68%), 4) all wife's activities outside the home must have her husband's permission (75%), and 5) wives must submit and obey their husbands (55%). Meanwhile, the majority of female respondents do not agree that; 1) Men are decision makers and women are decision implementers (49%), 2) Important and vital decisions in the family are in the hands of men (46%).

Table 3 Responses of Male and Female Respondents Regarding Manifestations of Subordination

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	Men should be leaders in the family and society.	154	77	24	12	22	11	200	100
2.	Men are leaders and women are led.	112	56	37	18,5	51	25,5	200	100
3.	Men are decision makers and women are decision implemeters.	61	30,5	60	30	79	39,5	200	100
4.	Men must represent the family in society.	118	59	40	20	42	21	200	100
5.	Important and vital decisions in the family are in the hands of men.	90	45	43	21,5	67	33,5	200	100
6.	The position of women in relation to men in the family is <i>heaven, nunut, hell katut</i> .	72	36	67	33,5	61	30,5	200	100
7.	A wife may not work to earn a living without her husband's permission.	148	74	37	18,5	15	7,5	200	100
8.	All wife's activities outside the home must have her husband's permission.	155	77,5	31	15,5	14	7	200	100
9.	A wife must submit and obey her husband.	132	66	45	22,5	23	11,5	200	100

Source: Research Data Processing Results, 2025.

The table above shows that the majority of male and female respondents agree: 1) men must be leaders in the family and society (77%), 2) men are leaders and women are led (56%), 3) men must represent the family in society (59%), 4) important and vital decisions in the family are in the hands of men (45%), 5) wives may not work to earn a living without their husband's permission (74%), 6) all wife's activities outside the home must have the husband's permission (77.5%), 7) wives must submit and obey their husbands (66%).

Based on the data presented above, it appears that the majority of male respondents indicated a high level of agreement with statements describing male

dominance in social and family life. These results demonstrate that patriarchal views persist in the minds of male respondents. They view men as having primary responsibility for decision making, organizing, and leading. Men are considered to have greater power and authority than women in various aspects of life (Ummah et al. 2022).

The majority of female respondents agreed with most statements indicating male dominance in social and family life. The majority of female respondents disagreed only on two issues: that men are the decision makers and implementers (49%), and that important and vital decisions in the family rest with men (46%). The percentage of rejection was also no more than 50%. This demonstrates that patriarchal values are not only believed by men, but also by women. Women are able to accept roles under male authority, so gender inequality in society is still considered normal.

The majority of respondents, both male and female, agreed with statements showing male dominance over women and female subordination, indicating that generation Z's awareness or understanding of the positions, roles, and functions of men and women in social and family life still internalizes patriarchal social and cultural values. This condition is in line with research by Fazrina et al., (2025) which found that although generation Z shows progress in thinking, some generation Z still internalizes traditional values, including patriarchal views. This shows that their understanding of gender roles and positions is still influenced by deep-rooted social and cultural values.

Generation Z still believes that women's position in relation to men is subordinate. Meanwhile, men are viewed as ordines occupying a central position. Men are positioned as the primary or sole rulers in control, while women merely implement their decisions (Modiano, 2021). This explains that education and modernization have not been able to completely change traditional mindsets regarding gender relations. Although generation Z is known as a group open to change, they still inherit a cultural value system that positions men as the primary leaders (Anoegrajekti et al., 2014). Therefore, gender equality among generation Z is still in its early stages. They have begun to embrace the concept of equality, but

have not yet fully separated from the social construct that places men as the center of power and women in a subordinate position.

Respondents Awareness of Marginalization Manifestations

Respondents awareness of marginalization manifestations in this study was assessed through their responses to seven statements commonly associated with marginalization. The researchers selected responses from male and female respondents to compare them. They then combined the responses of male and female respondents to determine their overall awareness of marginalization manifestations. The following are the responses of male respondents regarding marginalization.

Table 4. Male Respondents Responses to Manifestations of Marginalization

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	It is normal for male workers wages/salaries to be greater than female workers wages/salaries even if the type of work is the same.	27	27	22	22	51	51	100	100
2.	It is natural that family allowances are only intended for male workers because they are the heads of the family.	46	46	17	17	37	37	100	100
3.	Men are more suitable to be leaders and decision makers than women.	55	55	23	23	22	22	100	100
4.	Women are better off working/earning a living at home than outside the home.	44	44	27	27	29	29	100	100
5.	Women are suited to jobs that do not require special skills and expertise.	23	23	23	23	54	54	100	100
6.	Women are more suited to doing service based work than men.	34	34	23	23	43	43	100	100
7.	Women are more suited to doing jobs that require diligence, precision/accuracy, and patience than men.	78	78	9	9	13	13	100	100

Source: Research Data Processing Results, 2025.

The table above shows that the majority of male respondents agree that: 1) family allowances are only intended for male workers because they are the heads

of the family (46%), 2) men are more suitable to be leaders and decision makers than women (55%), 3) women are better off working/earning a living at home than outside the home (44%) and, 4) women are more suited to jobs that require diligence, precision/accuracy, and patience than men (78%). Conversely, the majority of male respondents disagreed that male workers wages or salaries are higher than female workers wages or salaries for equivalent jobs (51%). This indicates that some men have begun to understand the principle of fairness based on performance, not gender. In fact, they also disagreed with the statement that women are more suited to jobs that do not require special skills and expertise (54%), as well as service oriented jobs than men (43%). These results indicate a new awareness among men of the competencies and abilities possessed by women. They are beginning to recognize that women's skills and capacities are not inferior of those of men. This attitude also indicates that some young men are beginning to appreciate the abilities and professionalism of women, and are able to understand that competence is based on performance.

Table 5 Female Respondents Responses to Manifestations of Marginalization

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	It is normal for male workers wages/salaries to be greater than female workers wages/salaries even if the type of work is the same.	17	17	19	19	64	64	100	100
2.	It is natural that family allowances are only intended for male workers because they are the heads of the family.	18	18	19	19	63	63	100	100
3.	Men are more suitable to be leaders and decision makers than women.	23	23	33	33	44	44	100	100
4.	Women are better off working/earning a	21	21	39	39	40	40	100	100

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
5.	living at home than outside the home. Women are suited to jobs that do not require special skills and expertise.	8	8	26	26	66	66	100	100
6.	Women are more suited to doing service based work than men.	14	14	26	26	60	60	100	100
7.	Women are more suited to doing jobs that require diligence, precision/accuracy, and patience than men.	57	57	22	22	21	21	100	100

Source: Research Data Processing Results, 2025.

The table above shows that the majority of female respondents disagree; 1) male workers wages or salaries are greater than female workers wages or salaries for the same type of work (64%), 2) family allowances are only intended for male workers because they are the head of the family (63%), 3) men are more suitable to be leaders and decision makers than women (44%), 4) women are better off working or earning a living at home than outside the home (40%), 5) women are suited to jobs that do not require special expertise or skills (66%), and women are more suited to serving jobs than men (60%). However, the majority of female respondents agree that women are more suited to jobs that require diligence, accuracy, and patience than men (57%).

The majority of female respondents rejection of the above statements indicates that they are aware of the principles of equality and fairness in the workplace. They recognize that assessment and rewards for work should be based on responsibility, performance, and competence, not gender differences. The majority of respondents also recognize that men are not the sole financial providers in the household, as women also play a role in earning a living through work. Furthermore, the rejection by the majority of female respondents of the statement that men are more suitable to be leaders and decision makers than women indicates

that they are beginning to understand the meaning of gender equality and believe that women also have the ability to lead and make good decisions.

A significant majority of female respondents also rejected the statement that women are considered suitable for jobs that do not require special skills and expertise (66%), and are more suited to service oriented jobs than men (60%). This demonstrates that the majority of female respondents reject long standing stereotypes that devalue women's abilities and reject the gender based dichotomy of work roles. However, on the other hand, the majority of female respondents agreed that women are better suited to jobs that require diligence, precision, and patience than men (57%). This suggests that some women incorporate feminine traits into their social roles.

Table 6. Responses of Male and Female Respondents Regarding Manifestations of Marginalization

No.	Statement	Agree		Undecided		Disagree		Total	
		N	%	N	%	N	%	N	%
1.	It is normal for male workers wages/salaries to be greater than female workers wages/salaries even if the type of work is the same.	44	22	41	20,5	115	57,5	200	200
2.	It is natural that family allowances are only intended for male workers because they are the heads of the family.	64	32	36	18	100	50	200	100
3.	Men are more suitable to be leaders and decision makers than women.	78	39	56	28	66	33	200	100
4.	Women are better off working/earning a living at home than outside the home.	65	32,5	66	33	69	34,5	200	100
5.	Women are suited to jobs that do not require special skills and expertise.	31	15,5	49	24,5	120	60	200	100
6.	Women are more suited to doing service based work than men.	48	24	49	24,5	103	51,5	200	100
7.	Women are more suited to doing jobs that require diligence, precision/accuracy, and patience than men.	135	67,5	31	15,5	34	17	200	100

Source: Research Data Processing Results, 2025.

The data table above shows that the majority of male and female respondents disagree; 1) male workers wages or salaries are greater than female workers wages or salaries for the same type of work (57.5%), 2) family allowances are only intended for male workers because they are the head of the family (50%), 3) women should work or earn a living at home rather than outside the home (34.5%), 4) women are suited to jobs that do not require special skills and expertise (60%), and 5) women are more suited to serving jobs than men (51.5%). However, the majority of respondents agree that men are more suitable to be leaders and make decisions than women (39%), and women are seen as more suited to jobs that require diligence, accuracy, and patience than men (67.5%).

Male and female respondents responses to manifestations of marginalization differed somewhat. The majority of male respondents agreed that they are more suited to leadership and decision making roles than women. They also agreed that family allowances should be allocated only to male workers because they are the heads of the family. They also believed that women are better of working at home. The majority of male respondents responses indicate that generation Z men still adhere to outdated views and values, where men are positioned in the public sphere and play the role of heads of families responsible for productive functions. Meanwhile, women are positioned in the domestic sphere and play the role of housewives responsible for domestic, reproductive functions.

However, the majority of female respondents rejected the three points agreed with by male respondents above. This indicates that generation Z women have better gender awareness than generation Z men, especially regarding issues of marginalization or discrimination. Generation Z women have understood that they have the same opportunities and rights as men to participate in the public sphere and perform productive functions, and are also worthy of leadership and decision making. Furthermore, the rejection by the majority of respondents, both men and women, of the differences in wages or salaries for male and female workers indicates that they are beginning to realize that men and women actually have equal opportunities, roles, and work rights.

In general, it can be said that generation Z's awareness of gender equality and justice is increasing and developing, especially among women. This finding aligns with research by Wijaya & Arisetyawan (2023), which states that generation Z is beginning to fight against marginalization, where women are perceived as having lower competencies and positions in formal and informal work systems. They believe that commitment and ability at work cannot be measured by gender. Generation Z's resistance is also demonstrated through their rejection of structural marginalization, a situation where women face limitations in achieving positions due to perceived incompetence. This generation believes that women have equal rights in pursuing their careers. Generation Z's thinking on gender issues is increasingly open and critical. This development is inseparable from the development of the digital world, education, and the influence of globalization (Susanti & Krisdianto, 2025).

However, the progressive and realistic thinking of some generation Z members is still accompanied by patriarchal thinking (Arum et al 2023). This demonstrates the persistence of symbolic marginalization. The internalization of equality values has not been fully implemented due to the persistence of male dominance. Changes in social values occur gradually within the social, cultural, and educational environments.

In addition to the above, there is still a hidden marginalization of women. This is evident in the persistence of the majority opinion that women are more meticulous and patient. This opinion creates a positive stereotype that seems complimentary, but in reality, this praise actually limits women's mobility in the workplace. On the other hand, generation Z is beginning to embrace the new understanding that patience and meticulousness are not only possessed by women, but also by men. This indicates that generation Z is experiencing a value transition, where they are slowly moving away from traditional mindsets toward a mindset of equality and inclusiveness. The development of generation Z's gender awareness is related to the development of their knowledge and experience regarding the realities of women's and men's social lives, as well as the results of development and gender mainstreaming promoted by the government in all areas of life.

On the other hand, the low gender awareness and understanding of generation Z, primarily related to manifestations of subordination and marginalization of women, is due to the patriarchal culture that remains deeply embedded in society (UNDP, 2019). The process of gender socialization through parents, family, peers, educational institutions, mass media, and social media often contains gender biased messages. Likewise, the socialization and internalization of religious teaching and regional cultural values. These gender biased socialization messages reinforce and perpetuate patriarchal cultural (Muhammad, 2001; Kasiyan, 2008; Siswati, 2015; Siswati, 2019). Furthermore, the gender socialization process carried out by government and non government institutions to build gender awareness has not been able to reach the entire community (UNDP, 2019). Meanwhile, society's disinterest and a priori attitude toward gender related issues hinder efforts to build public awareness (Siswati, Yefi Dyan Nofa Harumike, and Fera Tara Batari 2022).

Efforts to raise generation Z's gender awareness of various forms of gender inequality and their manifestations must continue, alongside efforts to erode patriarchal culture and traditional gender roles. The government is required to continue promoting gender mainstreaming strategies in every aspect of development, including conducting routine and ongoing gender outreach. Government and non-governmental institutions must synergize in carrying out this outreach process (Siswati et al. 2022). Furthermore, efforts to reinterpret and deconstruct religious texts and thoughts that are unfair to women need to be continued and facilitated, as has been done by religious scholars such as KH Husein Muhammad and *Forum Kitab Kuning* (Muhammad, 2001). Likewise, regional cultural values that discriminate against women and perpetuate male dominance need to be interpreted and deconstructed (Siswati et al. 2022).

Specifically, students gender awareness can be built through adjustments to the campus curriculum. New courses on gender and gender mainstreaming can be added to the curriculum. At the very least, gender themes or issues can be incorporated into existing courses (Siswati et al. 2022). Students should also be facilitated to conduct discussions, research, and seminars addressing gender themes and issues (Susanti & Masudah, 2020). These activities enable students not only to

understand theory but also to understand social phenomena occurring in their environment. Participation in scientific forums encourages students to think critically about the subordination and marginalization of women in various social settings. Therefore, more in-depth gender awareness socialization is needed for generation Z, as the learning and understanding process can combine empirical experience, academic knowledge, and direct involvement in the social environment.

CONCLUSION

Government has promoted various efforts to raise public gender awareness, generation Z's gender awareness regarding manifestations of subordination and marginalization is still developing toward a more inclusive and equal mindset. Generation Z's awareness of the position, role, and function of men and women in social and family life remains heavily influenced by old patriarchal social and cultural values. Generation Z still views women's position in relation to men as subordinate while men are subordinate, occupying a central position, as the sole rulers in control. They still believe that men are more deserving of leadership and decision making, while women are the ones being led. This view perpetuates women's subordination and reinforces their position as second class citizens. However, some generation Z members have entered a transition period from a patriarchal social system to a more equal social order. Awareness of manifestations of subordination and marginalization is growing, along with the increasing flow of information and education. Some generation Z members, particularly women, are beginning to develop a critical attitude towards gender inequality. They understand that women have the same rights and opportunities as men to participate in the public sphere and perform productive functions. They understand the principles of justice and gender equality and therefore reject forms of marginalization and discrimination that stem from gender differences.

The Indonesian government and all elements of society, including universities, need to continue to promote gender socialization and education to the public, especially generation Z. Gender socialization is expected to build public

awareness, sensitivity, and responsiveness to issues of inequality and injustice and then work together to eliminate them.

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