



Women Leaders and Resilience: Reducing Poverty in Developing Countries, Indonesia

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Abstract

Environmental issues are indeed a global conversation. In the Asian region, environmental issues are a priority in various countries. One of the countries in Asia that is concerned with environmental issues is Indonesia. Indonesia as a developing country considers environmental issues to be critical, why is it important because it is part of the welfare of the community in accordance with the mandate of the 1945 Constitution. The existence of a female leader, is she capable of her feminine instincts to make important decisions through her programs as a leader in dealing with poverty problems? Absolutely, the issue of poverty will have a lot of impact on women themselves, for example, because of poverty, often the case of mothers who die when giving birth to their babies because of very minimal health workers. The presence of female leaders gives a lot of hope in development in Indonesia, especially in disadvantaged areas. Women leaders are expected to be able to contribute greatly in reducing and alleviating poverty in Indonesia. This study used a qualitative method with a case study approach; the location of this study was in a disadvantaged area, Lebak District, Banten Province, Indonesia.

Keywords: Poverty, Female Leaders, Resilience, Local Government, Indonesia

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Introduction

Indonesian Government Policy, which is about decentralization in the form of regional autonomy as one of the reform agendas, turns out to have such a big impact on implementing local government (Duncan, C. R., 2007; Ito, T., 2006). In this era of regional autonomy it certainly has greater and wider authority in regional autonomy which is the right, authority and obligation of autonomous regions to regulate and manage their own government affairs and the interests of the local community in accordance with laws and regulations (Law No. 32 2014 concerning Local Government). This brings the consequence that at present the greater responsibility for regional development lies with regional governments that must be better able to develop their regions.

With the enactment of regional autonomy, there should be accelerated development, namely the reduction of underdeveloped regions in Indonesia (Faoziyah, U., & Salim, W. A., 2016; Zulham, T. et al., 2015). Regional autonomy has provided a great opportunity for regional governments to explore their economic potential so that the regions can be advanced and independent. But until now there are still many regions whose status is still in the category of underdeveloped regions or in other words they are still within the poverty line, especially in education and health. The role of local government is very important in the acceleration of development activities in disadvantaged areas in various aspects; the regional government is given greater authority in managing its regions. With the existence of regional autonomy, it is expected to accelerate development, especially in disadvantaged areas. Assuming that the local government understands the condition of the area closer to the community compared to the central government. The a need for consistent leaders to innovate to alleviate poverty, especially those related to the issue of women living in disadvantaged areas. For two periods Lebak District has been led by a female regent, can the female regent as a female leader innovate to overcome poverty problems, especially those concerning women's needs.

In its history that the poverty of the Lebak community has long been known which was perpetuated by Edward Dowes Dekker in his book *Max Havelaar* 1856 which is very famous and influential in the world. Through the book, finally the Dutch colonial policy of the Dutch colonial nation was born. Ethical political policy, both directly and indirectly, became the embryo of enlightening a small portion of society so that the idea of an independent Indonesia was born. Now, after passing a fairly high span of time, after Indonesia's independence, Lebak District is still known as a disadvantaged area that is synonymous with its backward and poor people.

Along with the ongoing reforms, actually the efforts to accelerate development have been carried out by the government through development policies such as:

The first; Policy on the expansion of the West Java Region that gave birth to the New Autonomous Region (DOB) is that Banten Province which is at the core of its purpose and enthusiasm is to accelerate development, especially in the South Banten region, namely Lebak District, which has been far behind the regions of West Java compared to other districts in West Java. Second; Decentralization policy through the implementation of regional autonomy which gave birth to Law No. 22 of 1999 concerning Regional Government, which was later revised to Law No. 32 of 2004 concerning Regional Government, and revised again into Law No. 23 of 2015 concerning Regional Government.

In the concept of the National Development Planning Agency (2004) underdeveloped areas are generally characterized by relatively remote geographical locations, or areas that are poor with the availability of natural resources, or prone to natural disasters. The underdeveloped area is a region that physically, socially and economically reflects the community's slow growth compared to other regions. According to the Ministry of State that the Development of Disadvantaged Regions of the Republic of Indonesia is a Regency area whose communities and regions are relatively less developed than other regions on a national scale.

Furthermore, the PDT ministry said that an area is categorized as a lagging area, because of several factors (), including:

1. Geographical. Generally geographically disadvantaged areas are relatively difficult to reach because they are located far in the interior, hills / mountains, islands, coastal areas and remote islands or because of other geomorphological factors that make it difficult to reach by networks of both transportation and communication media.
2. Natural resources. Some underdeveloped areas do not have the potential for natural resources, areas that have large natural resources but the surrounding environment is protected or non-exploited, and disadvantaged areas are caused by excessive use of natural resources.
3. Human Resources. In general, people in disadvantaged areas have relatively low levels of education, knowledge, and skills, as well as undeveloped customary institutions.
4. Infrastructure and Facilities. Limited infrastructure and means of communication, transportation, clean water, irrigation, health, education, and other services that make it difficult for people in disadvantaged areas to carry out economic and social activities.
5. Isolated Area, Prone to Conflict and Disaster Prone. The physically disadvantaged area, its location is very isolated, besides that, often a region experiences social conflicts and natural disasters such as earthquakes, droughts and floods, and can cause disruption of social and economic development activities. Development of disadvantaged areas is on the agenda.

Although this policy has been in place for more than 15 years, it has not been able to lift Lebak District from underdevelopment. In various media we still often see and hear this condition. Even though it has been separated from West Java province as part of Banten Province and has carried out regional autonomy, Lebak District is currently still a disadvantaged area that is identical to the condition of poverty.

Although it has been separated from West Java, it has become part of the Banten Province area, and has implemented regional economic policies for more than ten years. However, the status of Lebak District is still a disadvantaged area. In fact, Lebak District has difficulty getting out of its condition as a disadvantaged area. How then with the presence of female leaders can contribute to poverty alleviation.

Research Methods

The method used in this study is a qualitative method with a case study approach, this method is considered relevant to the research that will be conducted in order to gain a real understanding of the contribution of female leaders in poverty alleviation in underdeveloped regions in developing countries in the Lebak district of Banten province Indonesia. Besides that with qualitative methods, it is expected to be able to explore and understand the meaning of a problem that will be studied (Creswell: 2014).

Furthermore, the research with the qualitative method was intended with the hope that the authors could explore and understand deeply the contribution of female leaders in poverty alleviation in underdeveloped regions in developing countries in the Lebak district of Banten Province in Indonesia, how women's leadership can innovate in poverty alleviation through local government programs especially to alleviate poverty in the health sector, education especially for women and children. Besides that, research with qualitative methods involves the author as a key instrument in research, thus information and data related to the context of research on the contribution of female leaders in poverty reduction in underdeveloped regions in study cases in the Banten province of Lebak district can be obtained from direct interaction between researchers and participants in this study. Therefore, the information and research data obtained by the author corresponds to what happens in the field and is not manipulated.

In qualitative research, the researcher is the main instrument in the study. The validity of the data and information collected by researchers is very dependent on the expertise, abilities and experience of the researcher. In research that uses qualitative methods, the focus of research is

closely related to problem formulation, where research problems are used as a reference in determining the focus of research. In this case, the focus of the research on the type of research the researchers used was descriptive, because in this study, researcher focused on the contribution of female leaders in poverty alleviation in disadvantaged areas in developing countries in the case study of Lebak district –Indonesia.

The material taken in this study was about in-depth interviews from the female regent of Iti Jayabaya, researcher had the opportunity to interview on the day Thursday 21st on February in 2019 and approximately 2 hours in the Lebak District Hall the researchers talked. The rest, the researchers studied document, news, as a complement to secondary data. Besides that the researcher studied document, news, as a complement to secondary data. The researchers also conducted interviews with outspoken communities regarding the contribution of female leaders in poverty alleviation and the benefits felt by existing programs.

Results and Discussion

Direct regional head elections have a direct impact on women's participation in Indonesia, there is an increase in women's participation in politics in the region (Dewi, 2007), including Lebak district as a disadvantaged area led by a female regent. Lebak District is a district in Banten Province, Indonesia, Rangkasbitung which is the capital city. The district is bordered by Serang regency and North Tangerang district, Bogor regency and Sukabumi regency in the east, Indian Ocean in the south, and Pandeglang district in the west. The regency is divided into 28 sub-districts, which are divided into 345 villages and urban villages with a population of 1,288,103 people. The population growth rate was 0.68 percent in 2018 and decreased from the previous year by 0.76 percent because Lebak district was not the main destination for migrants migrating and settling to find a steady income. Districts that are still predicated as underdeveloped regions and District / City Minimum Wage which are still low in 2018 Rp. 2,312,384.00 is the lowest District / City Minimum Wage of all regencies / cities in Banten province that make Lebak District residents look for jobs to other areas such as Jakarta, Bandung and even becoming domestic servants in abroad. Number of the poor until 2017 and published in Lebak district statistical agency is 11. 108 people.

The central government is in the Rangkasbitung sub-district located in the northern part of the district. Geographically, the Lebak District is at 105 25'-106 30 East Longitude and 6 18'-7 South Latitude, the northern part of this district is in the form of a lowland, while in the south is the mountain, with the peak of Halimun at the southeast end, namely at Bogor district and Sukabumi district. Lebak District is also crossed by the train line with the Jakarta-Merak destination. This district is still in a position as a lagging area on the island of Java, Lebak district continues to improve especially in poverty alleviation, so in its mission Lebak district is to improve the quality of productive, creative and innovative human resources aimed at improving basic service quality, building resources humans who master science and technology are competitive while maintaining the character of a polite and cultured society. The targets are: increasing accessibility and quality of education that is equitable, increasing access and quality of affordable and equitable health services, increasing competitiveness of human resources, increasing the role of youth and sports achievements, preserved and utilized cultural heritage objects and local cultural values and increasing quality and quantity of library services. From some of these missions, there is a desire for Lebak District government to be free from the position of underdeveloped regions by continuing to innovate, and led by female regents, several agendas have been realized in poverty alleviation.

As a woman for the second time serving as regent, the problem of poverty is still a hard job because releasing from the title of a disadvantaged area is very difficult. The seriousness of the regent in Lebak district in reducing poverty has been seen from 2013-2017 where the poverty rate has decreased from 11,856 and the latest published data in 2017 decreased to 11.108. While the human

development index until 2017 reached 62.95 percent which illustrates the human development index is still the lowest in all districts / cities in Banten province even though the number of poor people has decreased.

Table 1. The number of poor people in Lebak district

The Number of Poor People	Year
11856	2013
11583	2014
12642	2015
11121	2016
11108	2017

Source: Statistics Agency Centre of Lebak District 2017

Regent in Lebak District has very high concentrations of poverty in Lebak district. As a female leader who has a level of sensitivity, empathy, intuitiveness, caring, cooperation and accommodating (Grow, 1999), she has great hopes in alleviating poverty by giving the smallest contribution so that the Regency is more advanced and prosperous. These attitudes can facilitate the administration of the government, especially in making policies. It cannot be avoided that femininity will be present for every woman in every position, motherhood, and feeling for each other as fellow of women.

The research results of the authors found that as a female leader in general it was the same as men, that is, want to prosper their society. Then this study would like to look more deeply at the extent of the contribution of leadership in poverty alleviation especially concerning women and children. Kanter mentioned 4 things owned by female leaders namely the mother, the pet, sex object and the iron maiden from the four explanations above the district head of Lebak was very listener and wanted to listen to complaints from the community in terms of poverty reduction to be able to see the situation and conditions, The regent went down to the location to make sure the situation was going through steep roads, mountains, mud and walking were usually done by female regents as leaders. His speech style is not as graceful as a woman but sensitive, intuitive, caring, empathetic and collaborative attitudes (Grow, 1999) become a sign that she as a female regent actually has a very high sensitivity to the problem of poverty.

In a previous study that the female leader in leading using the approach of compassion, understanding and democracy was the finding of Grown and Montgomery in 1999 (in the article entitled Women and The Leadership Paradigm: Bridging the Gender Gap that compares women's and men's leadership. Grow's research is like emphasizing that women's leadership in Lebak District is a leader who understands her people because she invites the community to provide input, advice, aspirations and information in creating a prosperous society that is a reflection of democratic leaders (Lippit, 1939). Speech that is sometimes hard, uproarious is a passion which is not because of anger with authoritarian leadership but compassion to the people as women leaders indeed began since she was young, historically the regent named Iti Oktavia Jayabaya began learning to be a leader already taught by her grandfather who was a village head. Since childhood, the grandfather often invited her to visit the poor and disadvantaged people, to understand the empathy for the poor, especially women and children.

In the interview session with the researcher, she explained her sense of loving others, wanted to change the portrait of poverty that had existed since long ago, when often accompanying grandfather to visit poor local communities. Then now that I have become a leader, I, as a woman, was very sad until I cried when a mother named Ibu Ani whose house was not feasible had no water channels and no electricity. Finally at that time I took the initiative to employ the mother as a cleaning officer at the Lebak district government building so that the mother could have income to support

her life. I am also in charge of the district social office to improve the house which is very inadequate and provides access to electricity so that when the child is able to study at night. The story like Madam Ani is actually a lot, but I as a leader sometimes do not get reports and constrained by rules. Then in overcoming poverty in addition to the duties of the local government, the regent and its staff must also have synergy from the community to work together to help each other by working together.

Then (Eagly & Carli, 2003) in a study entitled *The Female Leadership Advantage: An Evolution of the Evidence*. This is the same as the study conducted by (Grow, 1999) that women appear to be more democratic than men, and have a transformational leadership style. The democratic side has been explained previously, that is, willing to hear suggestions, input, and aspirations from the people of Lebak District for the benefit of the community of the district of Lebak.

Contributions in the Field of Maternal and Child Health

As leaders there are several things that have been done in alleviating poverty in the health sector, for medical personnel, namely doctors, the Lebak district government provides scholarships for prospective doctors who study at state universities, then after graduation they will be placed in all community health centers and hospitals in Lebak District. Until now there are 8 doctors who have returned and are placed in several community health centers. Improving community health centers for inpatient care is one way to make it easier for the community to get health services without having to go to hospital if they can still be hospitalized in community health centers, because local government hospitals to date only have one regional public hospital that is in Lebak District. Currently, the new public hospital is planned to be rebuilt in the coming 2021. For pregnant women in order to reduce maternal mortality during childbirth, they will be marked as flags in each house so that health workers and the public can find out the whereabouts of the community that is pregnant and easier to monitor the health of pregnant women and the safety of mothers in childbirth.

Previously there was a shelter program initiated by the central government for pregnant women, but the shelter program was not in accordance with the culture and habits of the Lebak District, because in the halfway house the mother who gave birth was not close to their relatives in their respective villages, a mother the childbirth is usually accompanied and attended by many family members. therefore the Ujas is produced which is meat Ujas (Undang Jemput Antar Selamat) for poor patients, and pioneering the Jamilah Program, patients who will give birth will be picked up and taken to the nearest midwife / health center and will be delivered again after recovering after giving birth. The Program (Problematic Mother Assurance) is a mother who will give birth but has an abnormality or other problem such as the condition of a baby with a breech baby, a baby who has a congenital abnormality, or a mother who gives birth in a sick condition will be guaranteed by the local government to the hospital which depends on the condition.. This became the concern of the Lebak regent as a leader and also based on interviews with him besides being obliged as a leader, he had the instincts of femininity and motherhood to influence the UJas program policy (Invite Pickup Congratulations) and Jamilah (Jaminan Ibu Bermasalah). Therefore, the mother and baby can be survived.

The community interviewed confirmed that the program was based on the narrative of the residents of the Cilangkap village in the village of Jalupang Girang, Banjarsari district that: I felt helped by the program (interviewed with Srihandayani 35years old, march 2019). This was also confirmed by the statement of the head of the neighborhood unit (RT) that the program had been socialized to the community. The researcher asked four people in the village and on average knew the program, and said the program was very helpful for the community, because on average the people in this village were poor, so the program helped ease the burden on the community. Three people interviewed were Sani 24 years old, Opah 24 years old and Yanah 45 years old.

However, there are still a number of problems because so far there are still many people who use the services of traditional birth attendants who sometimes endanger pregnant women because they are less sterile and inadequate tools. The Lebak regent strives to make improvements by providing training to reduce maternal mortality in childbirth. But all of that is not easy to do because of the habits of the people who still maintain the habits of their ancestors such as childbirth by using the services of traditional birth attendants, with abnormal conditions that will endanger the mother and baby. But gradually the community has been given an understanding of this. Midwife health personnel, doctors and other health workers continue to work together

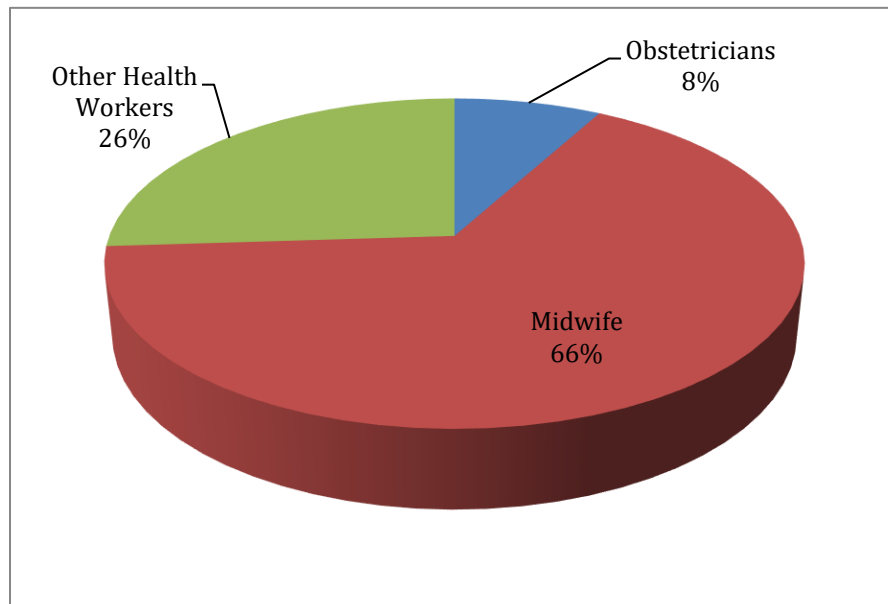


Figure 1. Percentage of population in Lebak district who gave birth with the services of obstetricians, midwives and other health workers in 2017. Source: Statistics Agency Centre of Lebak District 2017.

For the health of children the government has also made an Emergency Installation program for children in regional public hospitals, to make easier for children when sick at midnight and cannot be handled by midwives and health centers because children are very vulnerable to diseases such as fever coughs and other, especially in toddlers. Then a program of integrated service centers and collaboration between midwives and the community are made. For health, it is necessary for cooperation from all parties, especially the community.

Another health problem is that waste is still a problem and there are still many people who still throw litter or throw into the river which eventually makes dirty and vulnerable to diseases and floods. At one time the Lebak regent also invited the community to clean up the garbage together because cleanliness would minimize disease, but many people were only watching, but later as regents then invited the community even though by scolding the people who were just watching but seen as female regent have an attitude of initiative which is a caring attitude. Efforts to clean the environment and garbage clearly work well, the Lebak district government received the Adipura award, an award for cities in Indonesia that succeeded in cleaning and managing the environment, which was held by the Ministry of Environment and Forestry Republic of Indonesia in Jakarta January 14 in 2019.

In the field of education program that has been carried out is with related policies regarding the one house program for one graduate, so each house is required to send their children to college.

Diniyah compulsory that is every school-age child must attend religious learning especially Islamic Education with the aim of increasing faith and piety and provision of the younger generation to prevent promiscuity, drugs in order to become a generation with character.

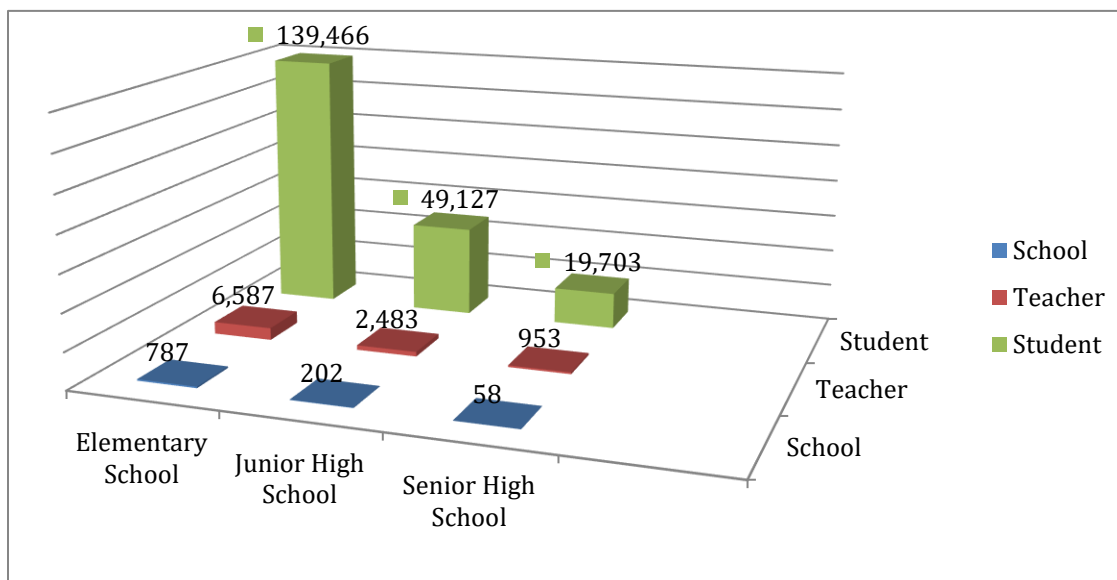


Figure 2. Education facilities in the district of Lebak in 2017. Source: Statistics Agency Centre of Lebak District 2017

From these data there are still many shortages of teachers, and then the Lebak district government seeks to provide incentives to assisting teachers and honors to help local governments to educate community of Lebak district. By allocating a budget of 23 billion for incentives for honorary teachers, as a leader, women and mothers feel called to educate the nation's future children so that they can be productive, creative and innovative human resources in accordance with Lebak district mission. The researcher also interviewed the Lebak district community on February 27 in 2019 in Lebak Ombi regency, they are Romli 36 years old and Rohim 37 years old who lived in Warung Gunung village, they expressed their support for community change in the field of Education, and had already felt the benefit of that program through at the head of the region made. Improving the community literacy index is one way to support Lebak Pintar in collaboration with Bank Indonesia, although this program is a Bank Indonesia social program, but thanks to the leadership of Iti Jayabaya as regent, this program quickly materialized, Bank Indonesia Deputy Governor Rosmaya Hadi expressed admiration for the government leaders District and their leaders: "Lebak has a millennial leader who is full of energy and enthusiasm under her leadership so that she is increasingly progressing of development" (Rosmaya's statement: 2019). This shows that there is an assessment from the community that as a leader she has a high enthusiasm to educate her people.

Being a leader since 2014, Iti Jayabaya was able to prove to the public about the dynastic presumption that was always negatively connoted and it can be denied that this Lebak regent was the daughter of the previous regent who served for 10 years namely Mulyadi Jayabaya. Women became the head of the region very close to the notion of dynastic politics as in the study (Dewi, 2016) that women who became regional heads were usually husbands or their fathers were the previous regional heads. But Iti Jayabaya as the head of the area proved that the achievements were awarded to her. The community also welcomed the wishes of their leader to change from disadvantaged and poor regions to developed regions.

Transformation Women Leadership as Resilience Social in Lebak District, Indonesia

Transformational leadership style is suitable to be attached to the district head of Lebak women in innovating to improve people's living standards through social programs by providing 1.2 hectares of burial land for people who are displaced, chairing the Mulya Hati Insani orphanage foundation, as a driver of surgery for poor homes *korpri*, triggered the installation of flags at the homes of pregnant women, initiators of the Ujas program (*Undang Jemput Antar Selamat*) for poor patients, and initiated the Jamilah Program (*Jaminan Ibu Bermasalah*), to advance Lebak district from underdevelopment in the field of education in Lebak regent district also sparked a program of 1 house 1 scholar, mandatory *Diniyah*, Magrib Recitation Qur'an, and *Zakat* received an innovative regent and received the Satyalencana Social Service award (SLKS) from the president of the Republic of Indonesia which is pinned by the Social Minister.

Similarly, in the book (Deborah, 2017) that many women become executives who make movements is pro-women, then welcomed by the statements of Madeleine Albright and Hillary Clinton who stated that making women's rights is a priority. What the Lebak regent do to the needs of women in Lebak by making the program of pregnant women, childbirth so that they could easily obtain services that had been done previously by women leaders in the world. Then why do female leaders have to achieve according to Clinton in the book (Deborah, 2017) claiming that female leaders bring special power to the public sector, as good listeners, more responsible, more open to new ideas, and able to work with satisfying results. This is evident from the 2017 innovative Government Award (IGA) award from the Minister of Home Affairs in Jakarta on December 18, 2017, because it succeeded in innovating governance, public services, and innovation in poverty alleviation with one of its programs of *Ujas (undang jemput antar selamat)* in order to reduce maternal and child mortality.

One of the points claimed by Clinton was that it was open with new ideas and then implemented by female regents in addition to contributing to alleviating poverty in the health sector which is concentrated education for women and children. The infrastructure and improvement of the district of Lebak began to be repaired to attract tourists to come to Lebak District. This innovation is to increase the budget so as to achieve equity and can leave the title of a disadvantaged area in Indonesia. Innovations are initiatives according to what (Growe R., & Montgomery, P., 2001)) said. If we describe the theory of Grow then we see it according to the reality in the field.

1. Sensitive, female regents are sensitive to poverty issues and need a budget that is not small to develop Lebak district so that many do innovative and initiatives, including promoting tourism areas that have not been touched, because with the presence of tourism will stimulate the economy and trade of society the real thing that has been done is making a maltatuli museum that is one year old as one of the iconic regions of Lebak Banten. Over a year more than 25 thousand visitors to the Maltatuli museum and made the district a part of domestic and foreign tourist destinations. Based on interviews with the Zia Hakim community that 25 years of development in the district of Lebak were quite serious in development and poverty alleviation I had felt the benefits with the leadership of the regent of Iti Jayabaya, although there were still many shortcomings, but in general it was quite satisfied.
2. Empathy, from the interview results of the female regent's empathy to the community was very high, often the Lebak regent immediately went down to check the citizens into the field, and as explained earlier at one time the Lebak regent visited the poor to cry.
3. Like taking care of that habit which can be seen from the video and also the public response that Lebak regent loves cleanliness, orderly, in one of the videos that had been viral in

cyberspace, the regent of Lebak was angry with employees who did not fit the designation. This means that she is very disciplined.

4. Working together, as Lebak regent leader always invites people, collaborating to leave behind, in her speeches Lebak regent district often stated Lebak district was us, not solely because of my leadership, but the collaboration of all regional officials and Lebak district community.
5. Intuitive is the ability to understand something without going through rational and intellectual reasoning, but this does not mean rational analysis does not work at all or rather emotional, fantasy, and rational factors complement each other, but emotional aspects are more dominant (Robbins, 1996). In a video that had been viral in Indonesia, the Lebak regent was very angry with the illegal development in the city park, until he issued harsh words using regional language, at that time immediately ordered the authorities to dismantle the building without such permission emotionally. Said the Lebak regent when the researcher interviewed her, that as a leader sometimes I have to be hard, firm and quick to make decisions in accordance with the interests and needs, she said.

Research Implications

The implications of this research show that social vulnerability which is widespread in various regions in Indonesia requires women's leadership who are empathetic, intuitive, caring, sensitive and collaborative. Women's empathetic, intuitive, caring and collaborative leadership has greatly encouraged the realization of social resilience and governance in regional government in Indonesia (Prastio, L. O. et al., 2021; Abdillah, A. et al., 2023). In the case of Lebak district, Indonesia, efforts to face social vulnerability and create resilience have implemented female leadership that is empathetic, intuitive, caring, sensitive and collaborative.

Conclusion

From the research conducted, that women's leadership has an empathetic, intuitive, caring, sensitive and collaborative attitude, even though it cannot yet be perfect to alleviate poverty, especially in the health sector, education specifically concerns health and education for women and children, but some the award was proof of the seriousness of the Lebak regent in alleviating poverty and advancing her region. Real programs that are part of innovative ideas get appreciation from the Indonesian government and the people of Lebak district. Then in the style of leadership, the district head of Lebak was a democratic female leader. This is reflected in the frequency of the regent asking for opinions from the community regarding several things for the progress of the Lebak district government. It was precisely attached to the regent of Lebak as a female leader if there was a nickname that (Kanter, 1977) said was the mother leader as a mother, the pet leader as an entertainer, the sex object leader motivated the performance of her subordinates and the iron maiden leaders who were competent work optimally.

The limitation of this research is that it only studied 1 case in Lebak Regency, Indonesia. This research also only conducted a qualitative study. So that future researchers can study several cases regarding women's leadership in local government, and suggest using various more comprehensive methods.

Declaration of Competing Interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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