
SOCIAL CAPITAL RECONSTRUCTION ON RESILIENCE BUILDING OF COMMUNITY CADRES BASED ON GEDSI

Arindini Ayu Kisvi Rizkia¹, Elly Malihah Setiadi², Siti Nurbayani K.³

^{1,2,3}Universitas Pendidikan Indonesia, Bandung, Indonesia

Email: arindinirizkia97@gmail.com

Abstract

This study analyzes the social capital of community mobilization cadres in Antapani Sub-district, which serve as intermediaries between the community and the government in meeting the needs of urban communities. The main focus of this study is on the reconstruction of social capital towards the resilience of community mobilizers based on Gender Equity, Disability, and Social Inclusion (GEDSI). This research was conducted using the phenomenological method involving 3 stages of research. The research shows that community activist cadres in Antapani sub-district have social capital that can be reconstructed based on gender equity, disability, and social inclusion. The reconstruction of social capital is trust, social networks, and norms. The study identified a deep need for additional training to improve advocacy skills and regulatory understanding. Gender differences affect how cadres build networks and trust. Empowerment through social inclusion programs and a better understanding of disability are critical to improving cadres' effectiveness in serving marginalized groups. Reconstructing social capital with a GEDSI perspective is expected to strengthen the capacity of cadres to address various community needs, improve access, and build better relationships with diverse community groups. The findings highlight the need for a more inclusive and gender-equity-based approach to enhance the role and effectiveness of community cadres.

Keywords: *Reconstruction, Social Capital, GEDSI.*

A. INTRODUCTION

Community cadres are agents between the government and the community. Community cadres play a role in realizing government programs at the general community level and helping people get facilities and access in various fields (Widadi & Eldo 2023). The role of community cadres is very important for the sustainability of various community needs. This shows that community cadres must improve their ability to assist the community in various interests (Malihah et al. 2023). In addition, community cadres have a responsive ability to identify, anticipate, and deal with various problems and conditions experienced by community members (Isrofah, Prastiwi, & Handoko 2021). West Java Province has mobilizing cadres spread across each district and city. Quantitatively, this represents the urgency of the role of cadres in each region as an agent between the local government and the community. Community cadres must prioritize relationships with the community to form collective action in dealing with various community problems. They are referred to as capital formed within communities or social groups. In this case, it relates to social capital.

Social capital is a key factor influencing community cadres' effectiveness in achieving their goals. Social capital includes social networks, social norms, trust, and cooperation between individuals in society (Bourdieu 2018). Community cadres with strong social capital can more effectively organize, garner support, and influence positive change in the community (Tamara et al. 2023). However, social capital owned by community cadres can be affected by various factors, including social, economic, and political changes (Rudick et al. 2019). Therefore, research on the reconstruction of social capital in community cadres is urgent. Social capital reconstruction refers to efforts to understand how community mobilizers deal with

changes in their social environment and how they rebuild or strengthen the social capital they have to achieve their goals.

Social capital is the actual pool of resources associated with institutionalized and enduring networks of relationships and recognition. Community groups are bound to an order of norms as institutionalized social institutions (Bourdieu 2018). In addition, within a social group, each member will be connected based on coherent values, interests, and beliefs. Each community group can develop its social capital to move constructively (Maulana and Wardah 2023). In reality, community cadres experience various challenges in carrying out their roles. Bandung City has a program called “MOTEKAR” (Motivator of Family Resilience), which aims to improve family resilience. Instead of being effective, this program still experiences obstacles in the process. The bureaucracy still has limited skills and understanding. The community empowerment system that has not been optimized is a challenge for community cadres (Kapti, Bintari, and Adinda 2023). Therefore, this study explores the phenomenon of social capital in community cadres based on the urgency of the cadre's role in mobilizing the community.

According to the West Java Province dataset, Antapani sub-district has had 174 general cadres since 2020. Antapani sub-district has demonstrated its commitment to advancing the role of women through participatory mobilizing cadres. However, it needs to be recognized that there are still shortcomings in terms of implementation (Malihah et al. 2023). This research was designed in three stages. First, a pre-research phase to explore the condition of community cadres and the problems they face in their respective areas. Antapani still has many obstacles related to the issue of people with disabilities and inclusion groups. Second, the empowerment program stage through focus group discussion activities. At this stage, researchers further explored the social capital owned by community cadres. The results showed that there is a uniqueness in the composition and roles between male and female cadres. Based on the results of the activities, it was found that male cadres were more active in carrying out various strategies. This encourages researchers to reveal the reconstruction of social capital in community cadres towards the formation of balanced resilience between male and female cadres in Antapani District using a qualitative approach with phenomenological methods which further uses critical analysis based on gender equity, disability, and social inclusion.

The concept of gender equity is different from gender equality. The difference lies in its diction and meaning. Gender equality refers to equality in rights, opportunities, access, and participation in various areas of social life (Siscawati et al. 2020). Gender equality also refers to equality between women and men (Funk and Molina 2022). Meanwhile, according to the United Nations Educational, Scientific and Cultural Organization (UNESCO), the concept of gender equity is based on the recognition of the different needs of each individual regarding rights, obligations, benefits, and opportunities (The UNESCO Agenda for Gender Equality 2019). The concept is not enough to provide equal rights, opportunities, access, and participation to every individual in various fields of social life. Therefore, the researcher chose to explore the issue from the perspective of gender equity. This research involves the context of disability and social inclusion. The urgency is based on the mapping of problems that are still experienced by cadres in dealing with these issues. This research further analyzes the social capital owned by community cadres based on GEDSI (Gender Equity, Disability, and Social Inclusion). Under these conditions, how do community cadres strengthen the social capital they have. Reconstruction of social capital based on gender equity, disability, and social inclusion has an impact on the resilience of community cadres for both male and female cadres in Antapani District, Bandung City.

B. METHOD

This research was conducted in Antapani District, Bandung City, involving community

cadres of different genders as sources and research objects. This research uses a qualitative approach with phenomenological methods. This method used to describe the social capital of community cadres through participant observation and in-depth interviews. Apart from that, researchers also conducted qualitative data analysis in order to explore the reconstruction of social capital towards the formation of resilience in community cadres. This research also analyzes data based on the GEDSI (gender equity, disability and social inclusion) approach. The data analysis process involves the study of scientific literature and various documentation at the research location. This research involves checking the reliability of the data through triangulation and member checking. Based on all the steps that have been carried out, this research can present the complete results.

C. RESULT AND DISCUSSION

The research shows that community activist cadres in Antapani sub-district have social capital that can be reconstructed based on gender equity, disability, and social inclusion. The reconstruction of social capital is trust, social networks, and norms. The study identified a deep need for additional training to improve advocacy skills and regulatory understanding. Gender differences affect how cadres build networks and trust. Empowerment through social inclusion programs and a better understanding of disability are critical to improving cadres' effectiveness in serving marginalized groups. Reconstructing social capital with a GEDSI perspective is expected to strengthen the capacity of cadres to address various community needs, improve access, and build better relationships with diverse community groups. The findings highlight the need for a more inclusive and gender-equity-based approach to enhance the role and effectiveness of community mobilizers.

1. Social Capital of Community Cadres in Antapani

The Antapani community is a well-organized urban community. However, in sustaining the needs of urban communities, there is still a need for intermediaries or agents who can bridge the community's needs with government programs. The community mobilization cadre is the agent that connects the government and the community. Community activist cadres have the task of advocating for the needs of local communities through various programs at the sub-district to village level (Malihah et al. 2022). Antapani sub-district has a number of active cadres spread across 4 sub district, namely Antapani Tengah, Antapani Kidul, Antapani Kulon, and Antapani wetan. At the first data collection stage, Antapani faced several problems related to equality, disability, and social inclusion. The community mobilization cadres can handle various problems in their respective areas. However, these issues still need to be explored in more depth through various trainings for community activist cadres. Therefore, the empowerment stage of the Antapani community mobilization cadres was carried out. Empowerment was carried out through focus group discussion activities to dissect the constraints of the community activist cadres in their respective areas, especially in improving the political assistance of the Antapani community. This stage describes the social capital owned by the community mobilizers in carrying out their duties.

The Antapani community mobilizer cadre uses a personal approach in identifying problems in the area. A personal approach is also used in assisting troubled communities to gain access to various fields. This personal approach is used as a way to deal with the cultural challenges experienced by community activist cadres. Cultural challenges are micro-challenges that can affect the accessibility of community activist cadres in solving problems. These cultural challenges include people's lack of knowledge, distrust of government elements, and deep-rooted theological attitudes. A personal approach can create a personal network within the community. Personal networks are part of social capital that can facilitate and improve individual lives (Di Nicola, Stanzani, and Tronca 2011). In sociological studies, personal

networks are said to be one of the social capitals, namely as resources that individuals can use to achieve their goals (Vacca 2020). Apart from using a personal approach as a form of their performance in the community, community activist cadres also use the “pick up the ball” technique in exploring every community condition in their area. This technique is an effective alternative to being able to get the reality of the community at a micro level.

Antapani district already has regular demographic data that has been systemized. However, rather than relying solely on tentative reports from the community, the community activist cadres utilize a “pick up the ball” technique to handle various cases in the community. This method is also used by community activists to detect the urgency of community needs. Through this technique, various community needs in various fields can be more easily recognized. This also makes it easier for community activists to be more effective and efficient in solving various problems in their area. The “pick up the ball” technique requires advocacy skills as one of its capital. This capital also affects the level of community trust in the cadres who assist them. Antapani's community activist cadres use this technique in the problem identification process, the advocacy process, and the follow-up problem-solving process. Practically, this technique builds trust as one of the social capital owned by Antapani community cadres.

Community mobilizers in Antapani have a basic capacity to understand advocacy regulations in various fields, although not at a maximum level. Community activist cadres use knowledge of public service regulations. Despite working in the micro realm, Antapani's community activist cadres still carry out their duties following regulations in various public services for the communities they handle. This capacity is another social capital possessed by Antapani community activists. Through an understanding of advocacy regulations, community activist cadres will find it easier to handle the various needs of the community in their area effectively and efficiently. The social capital of Antapani's mobilizing cadres is illustrated as follows:

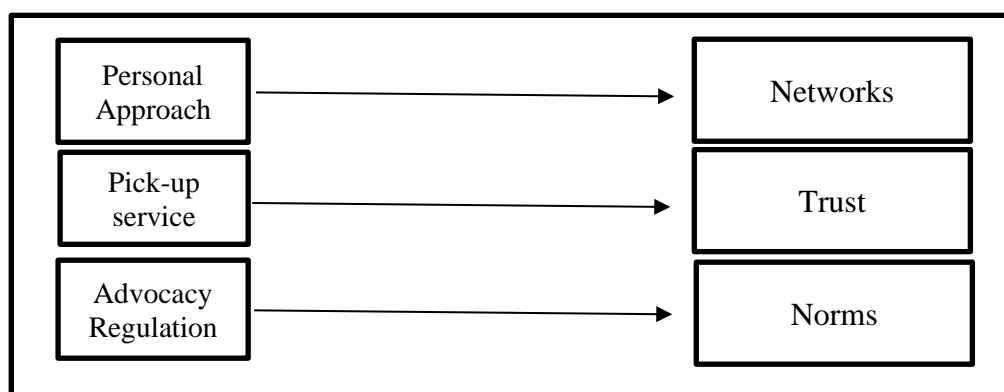


Figure 1. Social Capital of Community Cadres in Antapani

Source: Authors (2024)

2. Social Capital Reconstruction Based on GEDSI Gender Equity, Disability, and Social Inclusion

In this study, the social capital that has been owned by community activist cadres is reviewed through GEDSI studies. This study shows that the urgency of the involvement of GEDSI studies is needed as a reconstructive form. The social capital reconstructed through the GEDSI study will show how it impacts on the strengthening of community activist cadres in facilitating their role in accordance with the description of problems in Antapani sub-district. GEDSI is the process of analyzing information to ensure that development benefits and resources are targeted effectively and fairly and that any negative impacts of development interventions on women, people with disabilities, or marginalized groups are successfully

anticipated (Wahyuni et al. 2022). GEDSI is known as the acronym for Gender Equality, Disability, and Social Inclusion. However, in this study, the researcher does not just highlight the point of gender equality, but more than that is gender justice. So, the diction used in this research is not gender equality but gender equity.

The concept of gender justice is different from gender equality, this difference is both in diction and meaning. Gender equality refers to the concept of “equality” in rights, opportunities, access, and participation in various areas of social life such as education, politics, employment and so on. Gender equality also refers to the concept of equality between women and men (Funk and Molina 2022). Meanwhile, according to the United Nations Educational, Scientific and Cultural Organization (UNESCO), the concept of gender justice is based on the recognition of the different needs of each individual regarding rights, obligations, benefits and opportunities. So that the concept of equality is not sufficient to provide fair rights, opportunities, access and participation to each individual in various fields of social life. Therefore, this study explores the problem from the perspective of gender equity.

In this study, Antapani sub-district community mobilization cadres consisted of both male and female cadres. However, during the second phase of the focus group discussion, male cadres dominated in carrying out their roles in the field. So, this provides a fundamental reason for this study to reconstruct the points of social capital that have been owned using a gender justice perspective. Through the perspective of disability and social inclusion, social capital is reconstructed as material rather than the problems that are still experienced by the driving cadres in Antapani. The GEDSI perspective will show how the impact of social capital reconstruction on the formation of strengthening each cadre based on the perspective of gender equity, disability, and social inclusion.

3. Social Capital Based on Gender Equity

Gender equity is a moral foundation and principle that encourages the elimination of all forms of injustice and discrimination based on sex (Prihatini 2019). It includes recognition of individual differences that should not lead to unfair or limited treatment in access to resources and opportunities. To build an inclusive and equitable society, it is important to comprehensively understand and implement the concept of gender equity. In this case, the community mobilizer cadres still do not have the ability and fair access in carrying out their duties in the field. This can be revealed through a series of in-depth interview processes and participant observation that community activists with male gender can be more-free in building networks, but lack trust from the community. In contrast, community activist cadres with the female gender can easily gain the trust of the community, but have difficulty in mobilizing regulations for assistance. Both male and female community mobilizers have their social capital. However, in the process they still do not have balanced resilience due to their differences.

Female-gendered community mobilizers develop more interpersonal skills in building trust with the community. Meanwhile, male-gendered community activists rely on personal approach skills in building networks with communities and various parties. This study shows that both female cadres still need to improve their understanding and practical skills in advocacy regulation in the community. This is due to the various access limitations that female cadres have. However, female cadres have more ability to reach out to various groups in the community. Female cadres gain more trust from the community through interpersonal approaches such as persuasive ways to touch diverse communities, especially other women's groups. Based on the results of this study, equal access to cadres is needed to build the resilience of both female and male cadres in dealing with various problems in their areas. Thus, the social capital owned by each cadre can be maximized. The following is a form of gender equity-based social capital reconstruction for both female and male activist cadres:

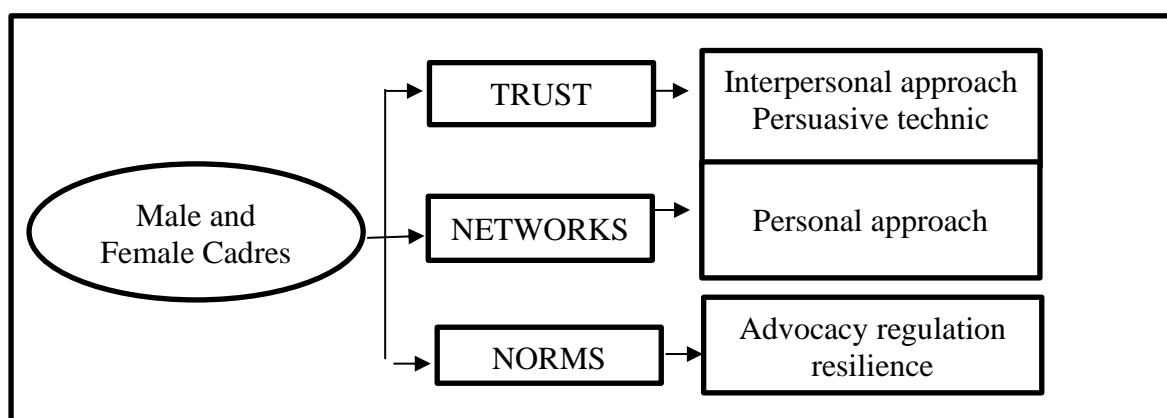


Figure 2. Social Capital Based on Gender Equity

Source: Authors (2024)

4. Social Capital Based on Disability and Social Inclusion

This study discusses that the Antapani sub-district community mobilizer cadres already have a variety of social capital such as personal approach skills, ball pick-up techniques in building trust, although the understanding and technicalities in mentoring regulations are still not optimal. The social inclusion groups referred to in this study are special community groups in the Antapani sub-district. These groups include people with lower economic means and the elderly. The community mobilization cadre is the agent between the various community groups and the local government. This study shows that the “pick-up” technique is effective in dealing with people with disabilities and inclusion groups.

From a disability perspective, community activist cadres still need to improve their ability to understand services for various types of disabilities. The challenge in the field is that there are still many people with disabilities who are difficult to reach by cadres due to limited access and cultural challenges. Thus, strengthening community activist cadres must continue to be formed through maximizing their social capital. The Antapani community activist cadres need to strengthen their ability to handle people with disabilities through the establishment of networks. The network that needs to be reconstructed is through increasing the maximum relationship between the driving cadres as agents with various related parties. These include community health centers, hospitals, mental health services, growth and development doctors, and advanced therapy facilities. With the network that is owned, it will have a better impact than just relying on a general understanding of mentoring regulations. Networks built through various parties make it easier for community activist cadres to assist people with special needs.

Strengthening the trust of people with disabilities in the cadres was also reconstructed through an interpersonal approach. Through this approach, the community activist cadres succeeded in increasing community trust in the cadres. This also contributed to the resilience of the Antapani community activist cadres. By relying on interpersonal approaches and the intensity of periodic visits, people with disabilities can rely on the cadres to help meet their needs. Trust is one of the important points in dealing with people with disabilities. For the community mobilizers in Antapani, they must build a high sense of trust from the community. This is to overcome the cultural challenge where the treatment of people with disabilities is hampered by a lack of trust in the cadres and health workers.

Community mobilizers in Antapani also need to build a synergistic harmony between themselves and the community. One way is by maintaining a code of ethics in assisting community groups with disabilities. This requires strengthening the community mobilizer cadres in having insights related to the code of ethics in assisting community groups with disabilities. Community activist cadres need to know and fully understand the regulations

regarding the handling of each type of disability in their area. By knowing the regulations and carrying out everything based on the code of ethics of mentoring. Community activists can maximize social capital in the form of existing norms by involving knowledge of regulations regarding the assistance of people with disabilities in their area.

Based on a social inclusion perspective, the social capital of community mobilizers can also be rebuilt. Not only for the general public, the level of trust of inclusion groups towards community mobilizers also needs to be built. Community activist cadres through various programs can rebuild the trust of inclusion groups. The “*buruan sae*” empowerment program in Antapani Kulon village is one strategy where empowerment is carried out not only for young people, but also involves elderly people who have retired. This is a concrete action in providing facilities for the elderly to remain productive and not neglected. Through this concrete action, a social network is formed with every member of the community. In addition, cadres will gain fuller trust from various groups. This phenomenon also illustrates the process of reconstructing social capital based on the perspective of disability and social inclusion.

D. CONCLUSION

This study explores the role and strengthening of social capital of community mobilizers in the Antapani sub-district in the context of Gender Equity, Disability, and Social Inclusion (GEDSI). Social capital plays a role in the resilience process of community mobilizers. Community mobilizers in Antapani act as intermediaries between the community and the government, by identifying problems and providing solutions. Social capital, such as personal networks and advocacy skills, play a key role in their effectiveness. The use of personal approaches and “pick-up the ball” techniques helped in building trust and overcoming cultural challenges. Advocacy cadres need further training to address specific issues related to gender equality, disability and social inclusion. Studies show that this training is important to improve their understanding and skills in dealing with existing community challenges, especially in the context of advocacy and public regulation.

Gender differences affect how cadres build networks and trust within the community. Male cadres are better at building networks but less trusted, while female cadres are more trusted but have difficulties in regulatory mobilization. To achieve gender equity, there needs to be increased access and equal support for male and female cadres. Cadres need to improve their understanding and ability to serve disability and social inclusion groups. Empowerment programs, such as “*buruan sae*” have shown success in building trust and social networks with marginalized groups. Cadres should strengthen their networks with health institutions and provide code-of-conduct-based support.

Social capital reconstruction based on gender equity, disability, and social inclusion can strengthen cadres' capacity to address community needs more effectively. This includes improving advocacy skills, understanding regulations, and building better relationships with different community groups, including those with special needs. Overall, this study emphasizes the importance of developing cadres' skills and understanding in dealing with the specific challenges faced by communities. Inclusive and gender-equity-oriented approaches and improved access for people with disabilities can strengthen the role of cadres in supporting and empowering their communities more effectively.

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