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Women Empowerment by Women's Farmer Groups (KWT) in Gandasari Tangerang City Resort & Spa

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ABSTRACT
Women's empowerment remains a critical issue in Indonesia, particularly in urban areas where poverty, gender inequality, and limited economic opportunities continue to restrict women's participation in productive sectors. In Tangerang City, women's labor force participation remains significantly lower than that of men, and many women are still concentrated in informal employment. In response to these challenges, the Women Farmers Group (Kelompok Wanita Tani/KWT) has emerged as a community-based initiative promoting women's empowerment through urban farming activities. This study aims to analyze the process of women's empowerment implemented by KWT Gemas Implant in Gandasari Village, Jatiuwung District, Tangerang City. The research employed a qualitative approach using Charles Zastrow's empowerment framework, which consists of engagement, assessment, intervention, and evaluation stages. Data were collected through observations, in-depth interviews, documentation studies, and literature reviews involving extension officers, local government representatives, KWT administrators, and members. The findings indicate that the empowerment process has successfully enhanced women's participation, self-confidence, agricultural knowledge, and economic independence. KWT Gemas Implant has also strengthened social solidarity, expanded community networks, and promoted the adoption of urban farming technologies. However, several challenges remain, including limited technological utilization, administrative management constraints, environmental issues, and insufficient youth regeneration. Overall, the study concludes that KWT plays a significant role in empowering women and improving community welfare, although sustained institutional support, capacity-building programs, and technological innovation are necessary to ensure long-term sustainability and effectiveness.

INTRODUCTION

The number of poor people in Indonesia remains quite large, with a relatively high percentage, a condition observed in nearly all cities and regencies, including Tangerang City (Fitri, Fauzi, Seanders, & Danniswari, 2023; Toharudin et al., 2024; Winata, Purba, & Cidell, 2025). Based on the 2024 survey by BPS (Statistics Indonesia), there are 128,000 residents in Tangerang City classified as poor.

In general, poverty is a condition in which individuals or groups, both men and women, are unable to meet their basic needs, including food, health, education, employment, shelter, clean water, land, natural resources, environmental quality, protection from acts or threats of

violence, and the right to participate in social and political life. Poverty is not only an economic issue but also encompasses social and spiritual dimensions, as stated by Zastrow (2008):

"Poverty also often leads to despair, low self-esteem, and stunted growth — including physical, social, emotional, and intellectual growth. Poverty hurts most when it leads to a view of the self as inferior or second class."

In addition to poverty, the issue of the gender gap remains a serious concern. Despite policy support and government commitments to promote gender equality, clear disparities persist in terms of access, participation, control, and development benefits between men and women. According to BPS data on the Labor Force Participation Rate (TPAK) by gender in 2024, women's participation still lags significantly behind that of men. Nationally, the female labor force participation rate reached only 56.42%, far below men's rate, which exceeded 80%. A similar pattern is observed in Tangerang City, where the female labor force participation rate is 49.79%, compared to 82.13% for men.

Table 1. Labour Force Participation Rate (TPAK) By Gender in 2024

Description	Labor Force Participation Rate by Gender in 2024	
	Male	Women
Indonesia	84,66	56,42
Tangerang City	82,13	49,79

Source : BPS Banten Province, 2024

Furthermore, Indonesia's employment data shows that in 2023, the proportion of labor in the informal sector will still dominate the national labor market structure. If analyzed by gender, women appear to be more involved in the informal sector compared to men. Based on data sourced from the results of the BPS (Central Statistics Agency) survey, related to the Proportion of Informal Employment by Gender in 2023 shows that women seem to be more dominant in the informal sector. This can be seen from the following data:

Table 2. Proportion of informal employment By Gender in 2023

Gender	Proportion of informal employment by gender
Male	55,81
Women	64,25

Source : BPS, 2023

The table above shows that women still dominate informal work and are often included in the low-income group. This indicates that women remain highly dependent on informal employment, such as small-scale businesses and home industries, which typically lack social protection and income stability.

Based on the existing data, women have significant potential to enter and develop within the informal sector, particularly in agriculture (Sopamena & Pattiselanno, 2023, dalam Perdana et al., 2025). Women need to be prepared to become productive economic actors (Quisumbing et al., 2023). Enhancing women's capacity in the public sector is one method to address, or at least reduce, the existing gender gap (Njuki et al., 2022). Nevertheless, gender equality in the agricultural sector remains a multidimensional issue that affects various aspects of women's

lives (Quisumbing et al., 2021). In Indonesia, although the number of women involved in agriculture is relatively high, their roles are still dominated by informal or domestic types of work (Syafitri, 2025), so their contributions are not fully recognized within the institutional structure of agriculture (Amalia et al., 2022; Ministry of Women's Empowerment and Child Protection, 2022).

In many cases, women face barriers such as limited access to resources, training, decision-making participation, and land ownership, despite their significant role in agriculture (FAO, 2020; Aziz et al., 2022). This gap highlights the importance of empowering women—not only as a step toward social justice but also as a strategy to improve food security (Haque et al., 2024) and family well-being (Sarker et al., 2024). One strategic approach to increase women's empowerment in urban agriculture is through urban farming (Langemeyer et al., 2021). Urban farming is an innovation in modern agricultural systems that addresses urban challenges such as limited land, food security, and the need for a healthy environment (Wahyuningsih et al., 2023).

Urban farming differs from traditional agriculture in several ways, including land constraints that encourage the development of verticulture and hydroponics, and its proximity to end consumers, which reduces the food distribution chain (Setyowati et al., 2022). The uniqueness of urban farming lies in its ability to adapt to limited spaces and integrate with dense urban life, providing efficient and sustainable agricultural solutions. One major advantage is its contribution to household-level food security. In large cities, access to fresh and nutritious food is often limited, particularly for the lower-middle class. Urban farming offers opportunities for people, especially housewives, to independently meet some of their food needs. This activity not only supports local food security but also creates opportunities for women’s empowerment in sustainable food systems, especially through Women Farmers Groups (KWT).

KWT serves as the main driver of community-based urban agriculture. In community development, KWT activities can be seen as a locality development approach, which emphasizes the active participation of local communities in identifying needs, managing resources, and implementing development programs independently (Rothman, 1979). Similarly, Ife & Tesoriero (2016) argue that local communities can play a leading role in addressing social and economic problems. Efforts to establish and strengthen farmer institutions, including KWT, have received formal legitimacy through government policies. One key policy is the Regulation of the Minister of Agriculture (Permentan) Number 67/Permentan/SM.050/12/2016 on Farmer Institutional Development, which emphasizes farmer institutions as empowerment tools, including for women in agriculture. In this regulation, KWT is identified as a strategic institution to enhance women’s capacity in managerial, technical, and entrepreneurial skills.

Support for urban agriculture and women’s empowerment is also reflected in local government policies. In Tangerang City, Tangerang Mayor Regulation Number 41 of 2023 strengthens the role of the Food Security Service as an agency tasked with facilitating and empowering communities through urban agriculture. This agency collaborates with KWT to support food security and improve women’s economic participation. According to the 2023 Performance Report of the Tangerang City Food Security Office, major strategic challenges

include land conversion, which constrains agricultural development and limits sectoral activities.

To address this, the Tangerang City Food Security Office outlined objectives in the 2019–2023 Food Security Service Amendment Plan, including increasing agricultural and fisheries productivity and developing urban farming to ensure regional food availability. Community empowerment initiatives emerged through the formation of fostered farmer groups, including Women Farmers Groups (KWT). Strengthening farmer institutions is seen as a vital government strategy to accelerate growth, enhance agricultural sector quality, and improve community welfare. KWT members benefit from empowerment programs that strengthen social networks, facilitate knowledge sharing, mutual assistance, and organizational skills development.

KWT also functions as a production unit to optimize business activities. It serves as a focal point for extension programs, enabling mentoring, coaching, data collection, identification, and evaluation to be carried out more efficiently. Central and regional government programs are more effectively implemented through these groups, improving targeting and efficiency in agricultural welfare programs. As Tangerang continues to urbanize, challenges such as poverty, food security, and gender gaps persist. In this context, KWT plays a key role in addressing these issues through urban agriculture initiatives and women's empowerment programs.

Previous studies indicate that women's participation in KWT positively impacts economic empowerment, agricultural knowledge, and family food security (Yuliana & Ramadhani, 2021). Urban farming through KWT not only produces healthy food but also strengthens social solidarity, expands women's socio-economic networks, and creates participatory learning spaces. Challenges remain, including limited technology access, lack of ongoing mentoring, and gender stereotypes that hinder women's strategic roles.

Research by Sunu, A. H. (2024) highlights KWT's significant role in encouraging women's participation in productive economic activities, strengthening capacity through training and education, and building social solidarity. Strategies include raising awareness of potential, skill development, and partnership network expansion. However, obstacles such as limited access to modern technology, lack of business capital, and double workloads persist. Consequently, studies recommend enhancing institutional support, expanding access to capital, and improving time management to strengthen women's empowerment in agriculture.

From a social perspective, KWT reduces the gender gap by increasing women's participation in the economic sector. Women's involvement through KWT has created new jobs, increased family income, improved mobility to meet daily needs, and transformed the community's economic structure from women working solely as housewives or farmers to active participation in business and home industries (Ulfianna, V., 2021).

As of 2023, approximately 114 KWTs exist in Tangerang City across 13 sub-districts. However, not all are active or productive, and many are passive or no longer functioning. Among them, KWT Gemas Implant in Gandasari Village, Jatiuwung District, remains active and serves as a model. KWT Gemas Implant provides strategic activities to empower local women, offering opportunities to improve knowledge and skills under guidance from Extension Officers of the Tangerang City Food Security Office.

This study focuses on examining the empowerment process at KWT Gemas Implant. Charles Zastrow's empowerment framework, consisting of four stages—Engagement, Assessment, Intervention, and Evaluation—is used as the theoretical basis. These stages provide a framework to gradually explain the process of women's empowerment. This research is significant in exploring how empowerment through KWT in urban farming can address poverty, food security, and the gender gap in agriculture, while considering national and local policy support.

METHOD

Approaches and Types of Research

The research approach used in this study is qualitative research, where the researcher will describe, describe and analyze the stages in the process of women's empowerment carried out through the Women Farmers Group (KWT) in Gandasari Village. Qualitative research aims to develop the concept of sensitivity to the problem at hand, explain the reality related to the search for theories from below (grounded theory) and develop an understanding of one or more of the phenomena at hand. In this study, analysis will be used using the empowerment theory of Charles Zastrow. This research will accurately describe the information and facts found about the process of women's empowerment by KWT in Gandasari Village.

Place and Time of Research

This research was held at the Gemas Implant Farmer Women Group (KWT) located in Gandasari Village, Jatiuwung District, Tangerang City. The research time will be carried out from July-December 2025.

Informant Selection Techniques

In this study, the purposive sampling technique was used. This is done with the consideration that the selected informants are considered the right people in providing information about the Women's Empowerment process by KWT Gemas Implants in Gandasari Village, Jatiuwung District, Tangerang City. The informants determined in the study are, Supervisors (Extension Officers from the Food Security Office), Heads of the local area (Gandasari Village Head), KWT Gemas Implant Administrators, and Members of KWT Gemas Implants.

Data source

The data sources that will be used by the researcher are as follows: The primary data sources are data directly obtained from informants at KWT Gemas Implant at the time of the research, including Trustees (Extension Workers from the Food Security Office), Heads of the local area (Gandasari Village Head), KWT Gemas Implant Management, Members of KWT Gemas Implants. Secondary data sources are those collected through indirect information sources obtained by researchers through field observations, data and documentation from KWT Gemas Implants.

Data collection techniques

Data collection techniques are needed to obtain the data and information needed to be able to explain and answer the problems of this research. The data collection techniques used in this study include: Observation The researcher will conduct direct observations in the field to observe the things needed in accordance with the research objectives. Researchers can make independent observations and record what is interesting for further analysis and conclusions.

Interview: The researcher will conduct in-depth interviews directly with the key informants that have been determined. These informants include Trustees (Extension Officers from the Food Security Office), Heads of the local area (Gandasari Village Head), KWT Gemas Implant Administrators, and Members of KWT Gemas Implants. Documentation Study Literature study is carried out by examining various relevant documents and literature. The sources studied include official documents of regional policies, books, scientific journals, laws and regulations, government reports, and other academic publications. This literature study aims to analyze the stages in the empowerment process based on Charles Zastrow's empowerment theory.

Data Analysis

The data analysis steps that will be carried out include: Data reduction, namely the researcher tries to sort out data relevant to women's empowerment carried out by KWT Gemas Implant. Data presentation is compiling data and presenting the data in the form of narratives, visuals, images, matrices, charts, tables, and so on. Data inference is to draw conclusions by connecting the research theme so that it is easier to draw conclusions.

RESULT AND DISCUSSION

Women's Empowerment Process

After knowing the profile of KWT gemas Implant, here is an overview of the process of empowering women through a series of programs and activities that take place at KWT Gemas Implant.

Engagement Stage

Engagement is a critical initial phase in empowering women through the Farmer Women Group (KWT), as it establishes the foundation for the working relationship between facilitators and group members. The primary goal of this stage is to build trust and effective communication. The Engagement Stage involves facilitators who play a key role in KWT activities, including Agricultural Extension Officers from the Food Security Service as Trustees, and the Sub-districts and Villages as local activity facilitators.

Based on interviews with Agricultural Extension Officers, building an initial relationship with KWT Gemas Implant members is achieved through personal approaches, friendly communication, and an empathetic, non-patronizing attitude. This approach fosters comfort and encourages members to openly share their needs and expectations. Similarly, village facilitators initiate relationships through simple introductions, showing interest in members' activities, and emphasizing their role as activity facilitators.

According to the Chairperson of KWT Gemas Implant, the engagement stage has successfully established strong relationships between management and members, as evidenced by trust, openness, and mutual respect within the group. Informant feedback highlights the following aspects of the engagement process:

Women's interest in joining KWT Gemas Implant began with socialization programs on urban farming conducted by the village, sub-districts, and the Food Security Office. These programs successfully broadened members' understanding that agricultural activities are not limited to rural areas or large plots of land, but can be conducted in urban environments using narrow land and simple technologies such as hydroponics. KWT is seen as a means of

empowering women, especially housewives with diverse educational and economic backgrounds.

The group atmosphere fosters positive engagement. The sense of family, togetherness (guyub), and knowledge-sharing are central strengths of KWT Gemas Implant. Roles are assigned based on members' potential in areas such as cultivation, harvesting, financial management, and marketing, which supports effective and complementary cooperation. Healthy competition enhances motivation, while open communication, discussion habits, and joint decision-making processes ensure that members feel comfortable collaborating. Despite the familial atmosphere, professionalism is maintained, creating a balance between emotional closeness and organizational responsibility. The working relationship is thus grounded in mutual trust, comfort, and shared goals to improve members' and the community's well-being.

For women who are less active or reluctant to participate, facilitators apply gradual and inclusive strategies. Personal approaches help identify obstacles, whether due to self-confidence, time constraints, or prior experiences. Assigning small, appropriate roles encourages confidence, while recognizing all contributions, however minor, motivates members to engage more actively. Flexible, non-burdensome activities reduce stress and gradually increase participation. Facilitators balance professionalism and familiarity, adhering to rules and agreements while maintaining equal communication.

When conflicts or differences of opinion arise, the facilitator acts as a neutral mediator, promoting open dialogue and problem-solving. Equal opportunities are provided for all members to express their views. Discussions focus on problems, not individuals, and the facilitator guides the group toward mutually agreed solutions. This approach not only resolves conflicts but also strengthens cohesion and a sense of togetherness within the group. Conflicts are addressed through hearings, deliberations, and joint decision-making processes.

Assessment Stage

The assessment stage is a crucial phase in the empowerment process, as it forms the foundation for planning and implementing programs that are accurately targeted. Based on interviews, the identification of needs, problems, potentials, and resources of KWT Gemas Implant members was carried out comprehensively and participatively. KWT facilitators—from the Food Security Office, the Village, and KWT Gemas Implant Management—identify members' main needs through group discussions, informal interviews, and direct observation of daily activities. This approach allows facilitators to understand the real needs of women farmers, such as skills training, access to capital, cultivation knowledge, and marketing support.

Identification of Issues and Problems

Informants revealed several common problems faced by KWT Gemas Implant members, shared through personal experiences and group discussions. These issues indicate that women farmers' challenges are not only economic but also social and psychological. The main problem faced by KWT Gemas Implant is the limitation of qualified human resources, particularly in administration and professional organizational management. Initially, member recruitment focused on willingness to learn rather than prior knowledge or skills. Over time, members' abilities in cultivation and crop processing have improved significantly; however, administrative and bookkeeping management is still manual and unorganized, potentially hindering institutional strengthening and accountability.

Another challenge relates to managing the nearly 2-hectare area. With limited manpower, the predominantly female workforce, and minimal use of modern agricultural tools, land management cannot rely solely on KWT members. To address this, the group collaborates with local residents to divide work roles. While this demonstrates strong social solidarity, it underscores the need for adequate agricultural mechanization and technology. Environmental conditions, such as barren, rocky, and garbage-filled land, also present challenges, requiring advanced tools and techniques beyond manual labor. Furthermore, the group's location in an industrial area poses potential risks of soil and water pollution from factory waste, threatening agricultural product quality, consumer health, and sustainability.

A long-term challenge is the lack of youth regeneration. Most members are over 40 years old, and younger women show low interest in KWT activities. The perception that agriculture involves heavy labor and lacks prestige inhibits youth participation. Addressing this requires modern technology adoption and intensive socialization to make urban agriculture attractive, relevant, and economically promising for younger generations.

Identification of Urgent Needs

Based on the challenges, the most urgent needs for KWT Gemas Implant include increasing the use of agricultural technology, enhancing pest, fungus, and bacteria management, and addressing soil and water pollution through scientific and technological support. Human resource regeneration is a strategic priority for long-term sustainability.

Identification of Resources and Assets

Facilitators map individual member capabilities, environmental potential, and local market opportunities. Community asset mapping includes land, social networks, partners, and local knowledge, presented in lists or simple sketches to guide program planning.

Despite challenges, KWT Gemas Implant possesses significant assets. The 2-hectare land is a key resource with high potential if optimally utilized. Institutionally, KWT is officially recognized by local government decree (SK) and has an organizational structure actively functioning according to its roles. The group maintains extensive networks for marketing agricultural products to traditional and modern markets, cooperates with schools for educational tourism, and has multiple memorandums of understanding (MoUs), reflecting external recognition and trust.

KWT Gemas Implant's strengths include organizational experience and maturity. Since its establishment in 2019, the group has benefited from socialization, training, coaching, and assistance from multiple parties, enhancing members' skills, organizational effectiveness, and cooperation networks. Economically, the group has demonstrated productivity by providing sustainable income and improving members' well-being. Independence is relatively high, although professional support and business development assistance remain welcomed.

Data collection and assessment are systematically carried out through interviews, observations, and group discussions. Data validation includes cross-checks among members and reconfirmation in meetings, ensuring information accurately reflects social, economic, and environmental conditions. Facilitators involve KWT members participatively from the start, inviting discussions and input to identify problems and assets. While activity records, crop yields, training logs, and visit documentation exist, administrative systems remain manual. Nonetheless, documentation serves as a foundation for developing a more organized administrative structure in the future.

Intervention Stage

The intervention stage focuses on planning and implementing programs or interventions that are in accordance with the needs, capacity, and potential of KWT Gemas Implant. Based on the results of the interviews, it can be seen that KWT is not only at the stage of receiving programs, but has actively played a role in the process of planning, implementing, and evaluating the interventions carried out.

Intervention Planning Based on information mining, it is known that the determination of the priority of activities in the Gemas Implant KWT is carried out through a deliberation mechanism involving all members. Regular monthly meetings are used to discuss needs and activity plans, while quarterly evaluations are conducted to assess the achievements and constraints of the program that has been running. In addition, monthly evaluations with companions and village officials function as a means of monitoring and aligning programs with government policies and support. According to the Chairman of KWT Gemas Implant, in the implementation of future interventions, KWT Gemas Implant really expects support from various parties, both government, private, and educational institutions. The expected forms of support include the improvement of supporting facilities for KWT activities, such as saung, increasing the frequency and quality of skills training, capital assistance in the form of grants or soft loans, and the provision of modern agricultural tools accompanied by training on their use.

The results of the interview with KWT members of Gemas Implantan stated that the training programs that are considered most needed include digital marketing training to expand the marketing reach, plant and fish cultivation training as a form of business diversification, and agricultural product processing training to increase product added value. In addition, the need for financial management training and obtaining certification from the National Standardization Agency (BSN). All of these programs are planned in a participatory manner, where KWT administrators and members are actively involved in the planning process through discussion and deliberation forums with assistants from the office as well as the village and sub-district parties.

Communication and Supervision Based on the information from the Chairman of KWT Gemas Implant, from the communication aspect, KWT Gemas Implant has implemented an open and scheduled communication pattern. Interaction between members, administrators, and supervisors is carried out directly through regular monthly and quarterly meeting forums.

Identification and Implementation of Interventions Next, the Chairman of KWT Gemas Implan explained that they have implemented innovations such as the use of coal fertilizer, sprinkler watering systems, hydroponics, vertical gardens, aquaponic, cultivation, rice mining, and smokeless waste processing technology, showing the group's courage in conducting trials and innovations. The use of the Gemar Menanam website as an information and promotional medium also indicates the use of digital technology in the development of KWT. Sources of knowledge and innovation are obtained from various channels, such as training and coaching from related agencies, mass media, the internet, and agricultural community networks.

The results of the implementation of these innovations are felt by members, especially in increasing production, quality of agricultural products, work efficiency, and increasing income. Evaluation of activities is carried out periodically through evaluation forums and informal discussion activities (meriung). Furthermore, information was obtained that the use of

agricultural technology, organic fertilizers, and social media marketing has had a positive impact on KWT's performance. Typically, new information and knowledge is gained through training and then shared back with members in regular meeting forums. Members' participation in various agricultural technology trainings strengthens the group's internal knowledge transfer process. Furthermore, according to the statement from the Chairman of KWT Gemas Implant, the impact of the use of technology is not only seen in increasing faster, more and higher quality production, but also in increasing the skills/expertise of KWT members.

Evaluation Stage

Based on the results of interviews with assistants from the Food Security Office and the Chairman of KWT Gemas Implant, it was explained that the KWT program shows a significant impact both economically, socially, and psychologically. From the economic aspect, KWT Gemas Implant members feel an increase in income as a result of their involvement in group activities. In addition, participation in KWT also provides increased work experience, knowledge, and skills that support the development of productive businesses. This shows that the KWT program plays a role in increasing women's economic independence. Socially and psychologically, the impact felt by members is very positive. Members become more confident, dare to appear in public, and have a wider network of relationships. Participation in KWT also makes members better known by the public and able to do self-actualization.

Regarding the suitability of the program, the informant stated that the activities carried out by KWT were sufficiently in accordance with the expectations and needs of members. The programs implemented are considered to provide real results and the benefits are felt, not only by members of KWT Gemas Implantan but also by the surrounding community. In terms of evaluation of activities, groups and facilitators conduct assessments through regular meeting forums held every three months. This forum is a means of joint reflection to discuss the development of activities, obstacles faced, and achievements that have been achieved.

From these regular meetings, suggestions and input from parties who participate in discussions are usually netted both from companions and members of KWT Gemas Implant. Members expect an increase in the number of skills training to expand knowledge and improve skills. In addition, the socialization of the program needs to be intensified in order to attract the interest of the public, especially the younger generation. Support in the form of capital assistance, both in the form of equipment and funds, is also considered important to expand the business of KWT Gemas Implant. In addition, there is a need for assistance in expanding the marketing reach of production products so that KWT products can have a higher selling value.

CONCLUSION

The engagement stage of women’s empowerment through KWT Gemas Implant occurs through several key steps: (1) raising awareness through program socialization, (2) building equal and trusting working relationships, (3) increasing women’s participation and motivation, (4) creating a supportive group atmosphere, and (5) strengthening members’ confidence and social capacity. This stage is critical for the sustainability of the empowerment process across economic, social, and institutional dimensions and serves as the foundation for subsequent empowerment stages.

The assessment stage indicates that KWT Gemas Implant has a strong foundation in terms of assets, networks, and organizational experience. However, challenges remain in

agricultural technology, institutional administration, environmental management, and human resource regeneration, which require planned and sustainable interventions. The assessment results provide a crucial basis for formulating empowerment programs that are more targeted, contextual, and oriented toward economic, social, and environmental sustainability.

The intervention stage demonstrates that empowerment is implemented in a participatory manner, with the group actively involved in planning, implementing, and evaluating programs. The use of deliberation, open communication, and facilitative assistance reflects increasing group control and independence. Evidence-based interventions and the adoption of agricultural technologies have positively impacted members' capacities, production, and income, while reinforcing women's roles as productive economic actors. Nevertheless, long-term sustainability depends on continued support in areas such as capital provision, training, and network development, which form the basis for recommendations.

Finally, the evaluation stage shows that the women's empowerment program through KWT Gemas Implant has been effective and positively influenced members. The program has successfully increased women's income, knowledge, and skills, while promoting economic independence. Participation in KWT also enhances confidence, social skills, and active engagement in community life. Program implementation aligns with members' needs and is supported by routine evaluation mechanisms, although further strengthening is required in certain aspects to improve long-term sustainability and effectiveness.

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