Model for Strengthening Women's Empowerment through the Implementation of Family Functions in Indonesian Women's Associations with Disabilities

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Abstract---This research was motivated by the limited space given to the community of women living with disabilities in the Indonesian Association of Women with Disabilities during the COVID-19 Pandemic. Since the temporary suspension of all routine activities in the community, they’ve had to stay at home more. With all the limitations that they have, women living with disabilities need to be strengthened so that they can continue to carry out their functions in the family. Research activities involved the use of research and development methods which are carried out in two forms, namely through qualitative and experimental explorations. The research findings were a model for strengthening the empowerment of women with disabilities through the application of family functions such as; Women who previously did not understand and who cared less about the importance of implementing family functions are now more responsive. Among them were the implementations of health protocols recommended by the government in their activities, which they are now starting to implement at home. Women living with disabilities are increasingly concerned about maintaining health in their families to avoid the COVID-19 virus. In the end, women with disabilities during the pandemic became more empowered and are able to carry out several family functions in their families properly.

Keywords---COVID-19, disability, family functions, HWDI, strengthening, women’s community.
**Introduction**

Discussions about women have always been an interesting issue to explore in many quarters, though the space for women tends to be limited in the socio-cultural constructions. This condition was polarized from the past until the new era when women began to feel the need to enter into the public space. Women are seen as subordinates who cannot be separated from the patriarchal culture. According to Duflo (2012), women are always considered to be passive creatures and will become followers of the goals and ideologies of men. Therefore, a new effort is needed to provide space for women to show who they are and what their abilities are, so that they can choose the best for themselves (Samarakoon & Parinduri, 2015). The definition of a woman is something that cannot be separated from the concept of a family, and education in the family tends to shape women to become dominant in domestic affairs.

Education in the family has a broad function in socializing and internalizing children's character formation, including strengthening the individual. According to Oktowaty et al. (2018), they explained in their research that was conducted to examine 128 pronalist participants at Mitra Sehati Primary Clinic, that patients who were routinely controlled for 3 months experienced an increase in the quality of life of chronic disease patients by involving the role of family functions in the patient's healing process.

In order to benefit from the true functions of the family, namely being able to provide strengthening to all aspects of human life, a strategy is needed to achieve the main functions in a family, for example the application of the functions of religion, love, protection, socio-culture, reproduction, education, economy and the environment (Matsubayashi & Ueda, 2014). In addition, the strengthening of education that needs to be developed in the family, such as instilling religious education, instilling moral education, instilling social values, developing household skills (Ministry of Education and Culture, 2015). This Strengthening strategy can be applied to everyone in the family, including those with disabilities.

People living with disabilities, especially women, are very vulnerable to harassment, bullying, with several of them experiencing violence in the society and even violence in sexual relationships. Stone (2018); Stern et al. (2020); Xenakis & Goldberg (2010), said in their studies that women with disabilities are more likely to experience sexual violence four times more than women without disabilities. In addition, similar research also reveals that people with disabilities are very vulnerable to discrimination both in the community and in the workplace. A research conducted by Roessler et al. (2012), stated that there is discrimination such as unilateral dismissal of workers, and failure of job providers to provide supporting facilities for persons with disabilities.

The functions of families in the family life of people with disabilities tends to be limited, especially to people living with disabilities (Turk et al., 2020). The pattern of interaction and communication in a family with limitations tends to have narrower access than the ideal family. This condition cannot be separated from the role of women in a family. As mentioned by Mustangin (2017), women have
the task of managing all existing systems in the household to make them run better, as well as in the application of education in the family.

According to the National Socio-Economic survey data (Central Statistics Agency, 2018), The number of persons living with disabilities in Indonesia aged 2 years and above is 37,137,518 people. With this number, more than half of the data are women. The position of mothers in the family circle has become a source of strengthening in various family functions, as well as the role of women living with disabilities in the family during this time of change where every family is feeling the impact of the outbreak of the COVID-19 virus which is still ravaging the world till date, especially women living with disabilities who are vulnerable to exposure to the COVID-19 virus and who has a double stigma to deal with in the society (Lind, 1997). Almost 70% of women are the forefront of the government’s efforts to deal with the COVID-19 virus, because they function as medical personnel and strategic guards in the family during the implementation of stay at home (Indonesian Ministry of Foreign Affairs, 2020).

The phenomenon of various information obtained at this time of the spread of the COVID-19 virus in various sectors has a significant impact on the lives of women living with disabilities, especially among the organization of the Association of Indonesian Women with Disabilities (HWDI) in the North Sumatra region in Medan City, who are vulnerable to the spread of the COVID-19 virus. How they are able to work as service providers in an additional role for the family during the outbreak of the COVID-19 virus is the finding of this study (Boyle et al., 2009). Consequently, the image of persons living with disabilities, who are considered abnormal, especially for women living with disabilities, generates limited space for the empowerment of women living with disabilities. In addition, there is the assumptions that persons living with disabilities are people who experienced secondary deviation and disabilities so that the right to obtain employment opportunities is difficult to obtain.

Further, the limitations experienced during the outbreak of the COVID-19 pandemic are new challenges for women living with disabilities in carrying out their functions in a family (Warin et al., 2000). Various major changes have been experienced by women living with disabilities that can be referred to as total changes (peak experience), especially for women living with disabilities.

To deal with this condition, it is hoped that efforts will be made to provide strengthening or empowerment to women, in the form of knowledge, skills, ease of accessing economic networks and even ease in using technology, and the main point is to make human beings competitive and powerful within him/herself. This is in line with what was said by Harahap (2017); Hernanik (2014), that empowerment is an effort to make people independent, namely those who are able to control or rule over themselves and make it easier for them to access financial resources.

The current study examines ways to generate strengthening for women living with disabilities, in order for them to survive in keeping their families and themselves safe at home. Therefore, it is necessary to proffer solution to help women living with disabilities in HWDI to carry out their functions in the family through the
Strengthening Model Program for the Empowerment of Women living with Disabilities and through the Implementation of Family Functions. This program will be packaged in a pocket book containing programs for implementing family functions that can be read, watched and listened to by persons with HDWI disabilities. Pocket book products are designed manually and in virtual form through videos that are inserted into a VCD and uploaded to other virtual media. This program can be used by women living with disabilities during this outbreak and after COVID-19 to continue to function properly in the family (Asri et al., 2021).

This pocket book is designed to make it easier for women living with disabilities who are participating in government programs, to play their roles in their families as they stay at home (Suryasa et al., 2019). It is also a guide that teaches women living with disabilities how to reduce boredom and emotional stress in their families during the various phases of the COVID-19 pandemic (Sarnoto & Hayatina, 2021). The program for making this pocket book is an effort that will be implemented for women living with disabilities who are members of the HWDI organization from the North Sumatra region in Medan City. It is believed that after its application, it will not only increase knowledge, skills and changes in attitude that are the benchmarks for success, but it will also encourage many people living with disabilities to continue to follow the program until it is completed, in order to get the good values of the program and cultivate new habits in their lives. Sudirman et al. (2019), stated that the success of an empowerment is not only in changing attitudes and skills but in implementing adequate follow-up after the program ends. This program is carried out as a model for strengthening the empowerment of women during the COVID-19 period through the implementation of family functions that are members of the HWDI.

Methods

This study uses a Research and Development approach. In this study, efforts were made to produce a strengthening model as an effort to increase the empowerment of women living with disabilities in families during the pandemic. The research scheme or program contains an outline of what the researcher should do, starting from questions in exploring the data to the final analysis (Omogho, 2021; Kumari, 2016). Research activities were carried out through two forms of activity, namely (1) qualitative exploration, and (2) experimental. The research study used is descriptive analytic and has the objectives: (1) to determine the potential and development of existing human resources or the frequency of occurrence of certain social phenomenon aspects. (2) to describe in detail about certain social phenomena, which is the same with the statements of (Campbell & Holland, 2005), that quantitative research helps to identify what, and qualitative methods explain why, and qualitative methods offer depth in research while quantitative methods offer breadth in research.

In general, this study aims to determine the differences between participants or women living with disabilities before and after being given reinforcement. Data collection was carried out by (1) observation, (2) documentation study, and (3) interviews with HWDI members. According to Bungin (2011), Research informants
are subjects who understand the information on the object of research as actors and other people who understand the object.

Research and the research subjects were not taken from a random population but were taken purposively; the trial sample was relatively small. Quantitative analysis was performed using non-metric statistical analysis or by using the Wilcoxon Match Pairs Test (Furfey & Siegel, 1957). Test for men in order to know the difference between before and after reinforcements. Wilcoxon test can determine the results of the knowledge skills and attitudes of the target. The stages or procedures used to conduct the research can be seen in the form of a flow as follows:

![Research Steps Diagram](image)

**Figure 1. Research steps**

**Result**

**Model of strengthening women’s empowerment during COVID-19 through the implementation of family functions in HWDI**

The model of strengthening women’s empowerment during the COVID-19 period was carried out by using development programs that follow a conceptual model, namely by conducting a descriptive analysis of the components that were used as components of the strengthening model. Strengthening empowerment for women members of HWDI who are currently staying at home was carried out by implementing 8 family functions such as; Religion, Love, Protection, Socio-Culture, Reproduction, Socialization and Education, Economy and Environment. These eight functions are described and packaged in the form of a pocket book containing photos of the participants implementing several descriptions of each of these functions. The success of the implementation of strengthening women’s empowerment during the stay at home order during the COVID-19 period; can be observed by carrying out several activities according to the instructions in the pocket book. The design of the strengthening model is compiled by applying the guidelines or instructions listed in the pocket book.
The pocket book contains an arrangement of photos of participants carrying out several family function activities and is strengthened by written instructions or invitations. The photo shown is the participant’s own photo which is directed and demonstrated to carry out activities according to the instructions of each family function. Photographs were taken by the research team, several things were practiced in strengthening activities, such as: First, a description of the model for strengthening women’s empowerment, which depicts the concepts, goals and characteristics of strengthening and of course different from other models, Second, describing the objective conditions of women members of HWDI who were used as the subject and the potential of existing resources to support the implementation of the strengthening procedures. Third, the types of reinforcement that suit the needs of women at home during the COVID-19 period were chosen, in an effort to obtain benefits from the developed model. Fourth, the design of programs and media that are used as reinforcement and steps taken in strengthening were developed with attention to the condition of women as targets. Fifth, the process of strengthening women’s empowerment illustrates how to process between input and instrumental input in strengthening, in order to produce mutually agreed outputs. Sixth, monitoring and assessment of the results of the strengthening was carried out so as to see the progress or changes of women members of HWDI in implementing family functions, as the type of reinforcement that suits the needs of women at home during the COVID-19 period was chosen. Fourth, the design of programs and media that are used as reinforcement and steps taken in strengthening were developed with attention to the condition of women as targets. Fifth, the process of strengthening women’s empowerment describes how to process between input and instrumental input in strengthening in order to produce mutually agreed outputs. Sixth, monitoring and assessment of the results of the strengthening was carried out to see the progress or changes of women members of HWDI in implementing family functions during the COVID-19 period was chosen. Fourth, the design of programs and media that are used as reinforcement and steps taken in strengthening were developed with attention to the condition of women as targets. Fifth, the process of strengthening and women’s empowerment describes how to process between input and instrumental input in strengthening, so as to produce mutually agreed outputs. Sixth, monitoring and assessment of the results of the strengthening was carried out in order to see the progress or changes of women members of HWDI in implementing family functions the process of strengthening women’s empowerment illustrates how to process between input and instrumental input in strengthening to produce mutually agreed outputs. Sixth, monitoring and assessment of the results of the strengthening was carried out to in order see the progress or changes of women members of HWDI in implementing family functions

From the model design described above, the next step was conceptual preparation, which still refers to 3 steps; Planning, namely planning the media used and its use, implementation; that is, during the implementation or process
of strengthening activities, observation and evaluation are still carried out, to find out the process and results of women’s empowerment strengthening activities that have been carried out, through observation and the results of questionnaires that have been filled in by participants.

Before the conceptual model is applied, it must first conduct good theoretical validation, such as discussing with experts in the HWDI Community and experts in the field of Community Education. Meanwhile, empirical validation is carried out by looking at the reinforcement concept and model that has been implemented.

**Implementation of the model of strengthening women's empowerment during the COVID-19 period through the implementation of family functions in HWDI**

The implementation of the strengthening model trial implementation activity was given to increase knowledge, skills and attitudes in order to avoid being exposed to the COVID-19 virus. On the other hand, it was also to increase the empowerment of women in implementing family functions in their respective homes. The trial was carried out in two stages: First, the researcher provided or delivered the content of the material either orally or in writing or in the form of theory or practice to participants whose contents were contained in a pocket book.

This activity was carried out in addition to knowing whether the application is done in accordance with what was continued or according to the concept that has been produced, on the other hand, so as to see the possibility of the obstacles faced. Second, researchers reduced their roles in implementing reinforcements. Researchers made more observations and only occasionally provide direction when things seemed inappropriate. At this stage, it was required for each participant to have direct experience in implementing family functions in each activity. The first phase of the trial was also carried out in three stages: planning a model trial, implementing a model trial, and collecting data and analyzing data.

From the results of the first phase of the trial, descriptively, the developed model was deemed feasible, but there were still several factors that needed to be improved upon so as to be implemented at the next stage, such as: a) Apart from the time to practice strengthening women’s empowerment through the implementation of family functions that need to be reproduced, there was still a need to add direction furthermore, b) the need to provide a companion in carrying out or implementing family functions that are packaged in a pocket book, either an accompany from the family itself or from outside the family, c). The pictures and explanations for the media or teaching materials needed to be reproduced so that they are more complete to explain the missing family functions.

The outcomes were still considered unsatisfactory, when we observed the results of the quantitative trials, of before and after strengthening by implementing the family functions from the distribution of questionnaires. The data from these results is shown in the following Table 1:
Table 1

Improvements in Pre-test and Post-test results for the stage of Trial I

<table>
<thead>
<tr>
<th>No</th>
<th>Knowledge Pre-Test</th>
<th>Knowledge Post-Test</th>
<th>Enh %</th>
<th>Skills Pre-Test</th>
<th>Skills Post-Test</th>
<th>Enh %</th>
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<tr>
<td>1</td>
<td>12</td>
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<td>5</td>
<td>20</td>
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</tr>
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<td>14</td>
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<td>18</td>
<td>5</td>
<td>20</td>
<td>37</td>
<td>78</td>
</tr>
<tr>
<td>Av</td>
<td>12.9</td>
<td>19.1</td>
<td>6.2</td>
<td>24.8</td>
<td>39.4</td>
<td>75.3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No.</th>
<th>Initials</th>
<th>Total score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>K %</td>
</tr>
<tr>
<td>1</td>
<td>A</td>
<td>23</td>
</tr>
<tr>
<td>2</td>
<td>B</td>
<td>24</td>
</tr>
<tr>
<td>3</td>
<td>C</td>
<td>22</td>
</tr>
<tr>
<td>4</td>
<td>d</td>
<td>23</td>
</tr>
<tr>
<td>5</td>
<td>e</td>
<td>21</td>
</tr>
<tr>
<td>6</td>
<td>F</td>
<td>24</td>
</tr>
<tr>
<td>7</td>
<td>g</td>
<td>22</td>
</tr>
<tr>
<td>8</td>
<td>H</td>
<td>24</td>
</tr>
<tr>
<td>9</td>
<td>I</td>
<td>22</td>
</tr>
<tr>
<td>10</td>
<td>Y</td>
<td>22</td>
</tr>
<tr>
<td>Amount</td>
<td>227</td>
<td>908</td>
</tr>
<tr>
<td>Average</td>
<td>22.7</td>
<td>90.80%</td>
</tr>
</tbody>
</table>

In the second phase of testing, the steps or procedures used in principle are the same as the first stage. However, from the results of the strengthening that has been given to the participants in the second stage, it turned out that the participants’ knowledge and abilities to implement family functions were better. Data from these results can be seen in Table 2 below:

Table 2

Results of activities to strengthen women’s empowerment during the COVID-19 period through the implementation of family functions

<table>
<thead>
<tr>
<th>No</th>
<th>Unit</th>
<th>K %</th>
<th>Skills %</th>
<th>Attitude %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>a</td>
<td>23</td>
<td>92</td>
<td>89</td>
</tr>
<tr>
<td>2</td>
<td>b</td>
<td>24</td>
<td>96</td>
<td>93</td>
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<tr>
<td>3</td>
<td>c</td>
<td>22</td>
<td>88</td>
<td>88</td>
</tr>
<tr>
<td>4</td>
<td>d</td>
<td>23</td>
<td>92</td>
<td>90</td>
</tr>
<tr>
<td>5</td>
<td>e</td>
<td>21</td>
<td>84</td>
<td>85</td>
</tr>
</tbody>
</table>
From the results of the final evaluation, it turned out that the strengthening of women’s empowerment during the COVID-19 period through the application of family functions was able to significantly increase the knowledge, skills and attitudes of participants, namely for attitudes there was an average increase of 90.80 percent, 88.30 percent for skill improvement and the last one was around 84, 10 percent level of improvement.

**Discussion**

The analysis of the implementation results was done in accordance with the research design compiled by using descriptive analysis, which was strengthened by statistical tests. The results of the descriptive analysis have several strengths and weaknesses; Strengths: The knowledge and skills of participants in implementing family functions have increased, their attitude in responding to and facing the COVID-19 pandemic has also been acceptable, we can see from table 1 the increase that has occurred from the pretest and posttest in trial 1 for knowledge has increased 6.2 percent, namely in the form of knowledge of what COVID-19 is, the dangers of COVID-19 and simple ways to avoid COVID-19. As in the implementation of the first empowerment model, which conveys material both verbally or practically about the material in pocket books, (Sun et al., 2020). In addition, it is necessary for the public to increase the awareness of COVID-19, which is a severe respiratory disease as stated by Bikdeli et al. (2020), although in the mass media and electronic media there is already information about the discovery of COVID-19 vaccine and this has made the community a little at ease to comply with health protocols. As mentioned by Shereen et al. (2020), now many companies are working on the development of a corona virus vaccine, but the vaccines that are being developed are still in the animal testing phase and this usually take a very long time about 3 to 10 months to be tested on humans, and they will not be commercially viable right away.

In addition to material presentation, practice was also carried out as a provision for advanced understanding for HWDI members to be able to apply health protocols in their daily life. Like using a mask, washing of hands (Lin et al., 2020). Besides using personal equipment and staying at home if there is no urgent need, there are also very important things to do, just as it was implemented in the small town of Gunnison, Colorado in 1918 when there was a very great flu pandemic but this city did not record too many cases because they implemented social distancing (Huremović, 2019).

Empowerment is defined as the need to increase the personal, interpersonal, and political power of the oppressed and marginalized people, so that they can unite as a community to improve their own situation. Apart from that, participation and
empowerment are considered to be one of the keys so that inclusive economic growth, employment opportunities and decent economy can also be enjoyed by Indonesian women. There are several types of empowerment, such as political and psychological empowerment. In a study conducted by Castañeda et al. (2019), entitled Empowerment through work: the cases of disabled individuals and low-skilled women workers on the US – Mexican border were identified as examples of psychological empowerment (Conger & Kanungo 1988), because psychological empowerment is a construct consisting of four perceptions: meaning (the value of work goals in relation to the individual’s own values), competence (personal beliefs about ability and mastery), determination self-destiny (a sense of choice about one’s work behavior), and impact (beliefs about the degree of influence a person might have at work). If it is associated with the HWDI Community, it is hoped that the strengthening will create a community that is psychologically empowered as well, namely becoming individuals who can determine their own destiny, especially during this pandemic period by being able to maintain personal health by implementing predetermined health protocols (Bedford et al., 2020). The second stage in implementing the family function strengthening model is that the researcher has reduced his role and only observes if there are errors in the application of family functions in every activity. The same is the case with the control system in the empowerment expressed by Zimmerman (2000), that control in empowerment pays attention to target behavior in order to achieve goals and avoid unwanted situations. In addition, if it is related to the learning process, it is said that the best learning process is learning through direct experience, so HWDI women do not only observe directly but live, as they are directly involved in the activities and are responsible for the results (Saripah & Shantini, 2016; Dimyati, 2013).

But that's not all about Weakness; the abilities possessed by new participants can only be used or limited to their own families and not to others. The strengthening program is also only limited to participants who are research suggestions or HWDI women, as was the case with the research that was conducted by Lin & Yang (2019), which strengthened women with disabilities in China with a higher economic and social status through an online platform called #metoo and this platform can only reach members and cannot be accessed by anyone.

The statistical analysis used was only on relatively small research subjects who were taken purposively or only on 10 people. Statistical analysis was carried out to strengthen the findings descriptively, namely by using the Wilcoxon test. This activity was also carried out to see the development of three aspects, namely knowledge, skills and attitudes. The significance level of these three aspects can be seen through testing by using nonparametric analysis, because seeing the data which is distribution-free, where data in the form of ordinal was first transformed into nominal data and analyzed using a different test known as the Wilcoxon test (Sugiyono, 2010).

The results showed improvement in the description of the results of the questionnaire distribution tests of both the before and after reinforcements that was given to 10 participants on the three aspects studied, namely; knowledge, skills and attitudes. This result shows that there is a significant influence on the knowledge, skills and attitudes of the participants after being given reinforcement.
The results of strengthening on women's empowerment through the application of family functions after being proven by the t test are able to provide positive changes for women participating in HWDI. This means that female participants as part of the HWDI community, who are also the subjects of this study, are more empowered in implementing the eight family functions during activities at home.

Conclusions

The model of strengthening women’s empowerment during the COVID-19 period was carried out by using a development plan, which followed a conceptual model, namely by conducting a descriptive analysis of the components that were used as components of the strengthening model. Strengthening empowerment for women HWDI members who are currently staying at home was carried out by implementing 8 family functions such as; Religion, love, protection, socio-culture, reproduction, socialization and education, economy and environment. These eight functions are described and packaged in the form of a pocket book containing photos of the participants implementing several descriptions of each of these functions. The success of the implementation of strengthening women’s empowerment during the stay at home order during the COVID-19 period can be seen by carrying out several activities according to the instructions in the pocket book. The design of the strengthening model is arranged in the form of a pocket book which contains an arrangement of photos of participants performing family functions and is strengthened by instructions or invitations in written form. The photo shown are the participants’ own photos which were directed and demonstrated to carry out activities according to the instructions of each family function. The research team also took photos. In conclusion, the conceptual model that has been applied is recommended, if we are to get maximum results in the strengthening program, so as to add two components as the final model.

Authors’ contributions

Mr. Sudirman gave full thoughts to the concepts and models used in this study; Ms. Rosramadhana processed and analyzed the data obtained in the field, Mrs. Friska Indria Nora wrote the results of field data analysis in the form of a report, in fact the research team worked together as one to ensure the successful completion of the research.

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