

**Dual Roles of Working Women in the Formal Sector
(Case Study on Female Workers Who Leave Children at Day Care "Paradise
Baby" South Jakarta)**

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Abstract

This study discusses "Dual Roles of Women Workers in the Formal Sector (Case Study on Female Workers Who Leave Children in Day Care "Paradise Baby" South Jakarta)". The aims of this study are (1) to see the role of working women in the formal sector in their families, (2) to find out the problem of the dual role of working mothers, (3) how to overcome the problem of the dual role of working mothers. The method used in this research is descriptive qualitative research method, so that it will get descriptive data in the form of words and behavior in depth. The research subjects are women who have multiple roles and work in the formal sector. Collecting data using the method of observation, in-depth interviews and documentation. This research was analyzed using Functional Structural Theory. The results of this study indicate: (1) Working women in carrying out their role at home, namely in raising children by entrusting their children to Day Care, in this case Day Care acts as a substitute family when working women are busy working. Then women workers in carrying out their roles in the formal sector, namely by following the applicable regulations in the workplace and continuing to work according to their demands and professions, (2) The problem faced by the dual role of working mothers is the lack of time for family and society, (3) In overcoming The problem of the dual role of working mothers is that husbands help with housework which can ease the burden on women.

Keywords : Dual Roles, Working Women, Formal Sector

INTRODUCTION

The dual role of women in the lifestyle of urban communities generally has two backgrounds. The background of the dual role of women in urban areas is an interesting study that women's faucets can play a multifunctional role in both social and economic activities. Where, the two roles are grouped into two categories, namely, *first*, the role of women in the domestic sphere as housewives and *second*, the role of women in the formal sector in their role as housewives. workers/employees.

The dual role of women in general is influenced by social changes that occur in society. Women in traditional society are connoted as human domestic workers who in their application cannot make an optimal contribution outside the home whose role is only to do activities inside the house. So, in the context of the division of labor between genders, it has different functions and roles different ¹.

Traditionally, women's roles have always been stigmatized to non-economic activities where the role of women is to take care of the household and raise children. In the development of an increasingly complex society, changes in the connotation of the role of women are increasingly shifting. At this time women have played a role in public and economic activities. The role of women in household economic activities This is a general event that lasts a long time and has been comprehensive into the economic and social system of society. This depiction shows that women do not necessarily play a role in the domestic household sector, but can also play a role in the public and economic sectors ².

A strong assumption that has been embedded in the social order is a stereotype that specifically leads to gender where the statement that men have the opportunity to work in the public sphere, while women are responsible for all work in the domestic sphere ³. This causes women to feel burdened with responsibilities in household matters, starting with raising children, educating children, and taking care of children's health. This incident is confirmed in the Indonesian marriage regulations contained in Law no. 1 of 1974 concerning marriage in the construction of Article 31 paragraph (3) and Article 34 which provide a classification of the responsibilities of husband and wife in a sacred and patriarchal manner ⁴.

The phenomenon of the dual role of working mothers is a social dynamic that commonly applies in the life of urban communities. In the public sector, the various roles that can be performed by woman. The dual role of women in the domestic and public spheres has not been immediately accepted by the wider community whose thoughts are still closely related to patriarchal culture. Therefore, his involvement is able to create a shift in the value of roles and functions in the family whose relation includes activities and the use of time for the family ⁵.

The productive role of women is related to the public sector in relation to the formal and

¹Utaminingsih, A. (2017). Gender Dan Wanita Karier. UB Press Malang.

²Darmin Tuwu. Peran Pekerja Perempuan Dalam Memenuhi Ekonomi Keluarga: Dari Peran Domestik Menuju Sektor Publik. ISSN: 1978-9726 (p);2541-0717 (e) Volume 13, No 1. 2018. P.64

³Arief Budiman. Pembagian Kerja Secara Seksual. Sebuah Perubahan Sosiologis Tentang Peran Wanita di Dalam Masyarakat. Gramedia : Jakarta.n1981. Hal. 23

⁴Wahyu Ernangsih, Putu Samawati. Persepsi Masyarakat Kota Palembang Tentang Rekonstruksi Pasal Mengenai Pembagian Peran Antara Suami dan Istri Dalam Undang-undang No.1 Tahun 1974 Tentang Perkawinan. Journal.fh.unsri.ac.id; Palembang. 2017. P. 4773.

⁵Alihfiulahtin Utaminingsih. Gender dan Wanita Karir. Malang:UB Press, 2017. P. 100 5 Leny Nofianti.Perempuan di Sektor Publik. Ilmu Sosial UIN Suka Riau.Vol.XV No.1 Juni 2016.P.56

informal sectors. Work in the formal sector is based on a clear employment contract and in the discussion of permanent wages, whether it is fixed or less. In terms of employment, the formal sector is classified as educated and skilled, while the informal sector is uneducated and unskilled.

Besides that, women workers must meet the needs of the family, even at home women still handle all matters related to family matters. In this case, effective time diversion in work activities outside the home is used in caring for, educating, and raising children. Conditions like this can be said that women are expected to create harmony and also family stability in terms of carrying out their roles double.

Based on data from the Central Statistics Agency, ⁶in February 2018 the workforce in Indonesia increased from 2.39 million people compared to February 2017 with a total workforce of 133.94 million people. Unemployment and workers are the main components in the formation of the workforce. In February 2018, 6.87 million people were unemployed, while the working population was 127.07 million people, with a comparison of the unemployment rate reduction of 140 thousand people and the number of working people increasing by 2.53 million people compared to the previous year. The Labor Force Participation Rate (TPAK) increased due to the increase in the number of the workforce. It was recorded that in February 2018 an increase of 0.18 percent points compared to the previous year with a total amount of 69.20 percent LFPR. The increase in economic potential in terms of distribution of labor is an indication of an increase in the value of TPAK. So based on the facts above, this paper tries to look at the Dual Roles of Working Women in the Formal Sector.

RESEARCH METHODS

This research was conducted at *Day Care Paradise Baby*, which is located in the LIPI Widya Candra building, 1st floor, Gatot Subroto, South Jakarta. The implementation schedule is carried out for 2 months from January to February 2020.

This study uses a qualitative research method where in its presentation it is used in the perspective and social world of the human being studied ⁷. The type of research used by the researcher is descriptive analysis, which in the process of collecting data allows the researcher to produce a description of the social phenomenon under study ⁸. This article can identify social phenomena that occur in their entirety by using descriptive data ⁹. The purpose of this type of research is to summarize various situations, conditions, depictions, as well as various phenomena of social reality that exist in society and become objects of research from which conclusions can be drawn on the surface from the reality that exists. obtained ¹⁰.

RESULT AND DISCUSSION

After taking the attitude of women taking a dual role, women get a big responsibility in harmonizing this, namely as a public role and a domestic role. The dual role of women causes a burden that is many times over. In reducing the burden on women, it is necessary to get support from various parties, especially the family in reducing the double burden. The closest person

⁶ Data Badan Pusat Statistik Februari 2018- Februari 2019

⁷Emzir. (2012). *Metodologi Penelitian Kualitatif: Analisis Data*. Jakarta: PT. Raja Grafindo Persada.

⁸Moleong, L. J. (2014). *Metode Penelitian Kualitatif*. Bandung: PT. Remaja Rosda Karya.

⁹Moleong,L.J. (2010). *Metode Penelitian Kualitatif*. Bandung: Remaja Rosdakarya.

¹⁰Poernomo, H. U. (1996). *Metodologi Penelitian Sosial*. Jakarta: Bumi Aksara

support that can be given is the figure of a husband who in the stage of providing support is very influential when women carry out their dual roles, the descriptions are:

Husband Giving encouragement to his wife is one form of support that can be given. The form of the husband's spirit to his wife indirectly gives full confidence to be able to carry out work in the public sector. Husband helps with work House.

Husbands can also provide support to their working wives by participating in helping with household chores. This involvement can reduce the workload of women when taking care of the household.

The husband provides solutions, suggestions and directions from the problems faced by the mother work When the wife faces problems, the husband takes part in paying attention. The attention that the husband can do can be in the form of direction, solutions, and suggestions which in the future can help reduce the wife's problems in carrying out her dual role. By taking part in solving these solutions, the wife feels that the burden she gets when dealing with work and family is reduced.

In complementing this approach, Parsons takes the form of *Attention* (adaptation), *Goal Attainment* (achievement of goals), *Integration* (integration), *Latency* (latency) which is abbreviated as AGIL. The description of the AGIL scheme related to the research subject that will be discussed by the researcher relating to the situation of parents choosing alternatives when they are working is described in the following description this:

Attention (adaptation), the system must be able to overcome problems with situational needs. The system must adapt to the environment based on the intended needs. So that in relation to parents, they must be able to be responsible for adjusting to the conditions when they work where in fulfilling this, namely caring for, educating, and nurturing their children.

Goal Attainment (attainment of goals), in this situation the achievement of goals is based on each structure that must be able to interpret the main achievements. *Day Care* is an alternative thought thought by working parents so that their children's needs are optimally met.

Integration (integration), is a structure that regulates each relationship for those who regulate integration. Here we find the fruit of the pikriam where the selection of *Day Care* is an alternative choice for parents in entrusting their children. With *Day Care*, working parents will feel calm. *Day Care* aims to ensure that the child's growth and development efforts are carried out such as coaching, care, and parenting in the process of education and socialization of children. From the perspective of children, they will feel the same sense of attention they get even though it is not directly from their own parents so that protection, growth and development, and the survival of the child is well guaranteed. As stated by Mrs. Nurhasanah as *caregiver*,

Latency (latency), in its meaning has the meaning of renewing, completing, and maintaining every structure obtained with cultural patterns and individual motivations so that they get meaning. In an effort to maintain and create motivation, latency is needed. In the difficulty of meeting the needs of children, *Day Care* is the right solution in the efforts of early childhood education service institutions that are very helpful for parents. This is accompanied by assurance and trust from parents while their child is in *Day Care*. The form of the function of parents in the welfare of children in the family is still carried out even though their children are entrusted with *Day Care* and parenting even

In analyzing the existing data, the researcher uses another theory, namely the action theory that supports this research. This theory introduced by Max Weber has the view that humans will choose other alternatives according to their needs with human actions that arise from a certain awareness in achieving a goal. Instrumental rationality is a social action used in this research. This

action was done by someone based on conscious considerations and choices related to the goals of action and the availability of tools used to achieve them. In this case, there is a parenting pattern that is less than optimal and parents feel they have lost the opportunity to care for and care for their children when they choose to work. *Day Care* is an alternative solution that can give up education and care for their children in an effort to replace the main role of parents.

Day Care can also be used in the use of instrumental action theory. Responsibilities in education and child care are the responsibility of *Day Care* as a service provider. In the parenting process or any activity, *Day Care* plays a central role. Learning methods aimed at educating and nurturing these children or in an effort to maximize new knowledge that are useful and memorable must be considered by *Day Care* exclusively.

The explanation of this theory is that parental factors are closely related where in their existence parents and children have their respective roles and functions. In an effort to give love, care, educate, pay attention to growth and development and develop the child's personality, it is very important for parents to do everything to their children in full. Regarding this, parents are not maximal in their efforts to provide optimal attention and care in an effort to eliminate their anxiety by looking for other alternatives that are considered appropriate and appropriate and *Day Care* is the solution in this regard. *Day Care* in this case acts as a substitute family when parents are busy working. *Day Care* has a role to nurture and educate him with a series of educational methods that cover all aspects of child development.

The results of the interview found that husband's support can reduce the burden obtained in carrying out women's dual roles. This support can be in the form of helping with daily work in the household, providing solutions when women have problems in their offices, and also providing encouragement.

The main duty of a wife is to take care of the household. Spending time with family is something that a mother must do, no matter how busy the work they get at the office is. Women are required to complete their dual roles as domestic workers and public works. In fulfilling the dual role efforts, women are burdened with work.

The family is the first place for children to get an education. Education is given as a provision in the future when children carry out social interactions in the community. A mother is a person who plays a very important role in raising children. A mother will lose time in parenting if they work. If a mother works in a formal sector job then she will be bound by office rules such as the enforcement of office hours or working hours.

It is not uncommon for mothers to entrust their children to other family members. Even in one case, when the husband is not working, he entrusts the care of his children to their husband when they are busy working. *Day care* is the last alternative if there is not a single family member who cannot entrust the care of their child.

From the results of the interview, it can be seen that when the mother busy working, they are looking for alternatives to still be able to take care of children who have become an obligation as parents. The choice they get is for their child to be entrusted to *Day Care* or other family members

CONCLUSION

Working women in the formal sector who leave their children in Paradise Baby's Day Care is an alternative way for them to change their roles temporarily while they are busy working. The factor of filling spare time, helping to fulfill family needs, utilizing the knowledge that has been

obtained, and the factor of the large number of family dependents are the reasons women decide to work. Basically, the task of taking care of the household is the main task assigned to a woman. Responsibility in optimizing the role and time spent with family is the main thing for a working mother. The form of a mother's responsibility in carrying out her role at home is by always getting up early to carry out her role in the family even though she is required to be excellent even though there are problems in her family by continuing to carry out work in the public sector which requires her to work in accordance with the profession and demands. applicable.

For working mothers, of course, they will have difficulty in controlling their children in providing education to their children, as the care at Day Care Paradise Baby is able to provide care and education by trying to overcome anxiety in aspects of child development when they work with the application of appropriate educational methods. Day Care Paradise Baby is also expected to be one of the ideal shelters for early childhood, so to realize that this is not a trivial thing for babysitters. All of that cannot be separated from the supporting factors that facilitate the parenting process, these supporting factors include being strategically located close to the parents' offices, getting good facilities through online CCTV which is accessible to parents' cellphones as well as communication between parents, children and caregivers. However, there are still several things that hinder the parenting process at Day Care Paradise Baby, including the lack of young caregivers and the lack of media for children's games or educational game tools (APE). This can make education and childcare less optimal for children.

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