Exploring Dual Role Conflict and Gender Equality for Working Women

Ni Kadek Suryani[1], Denik Iswardani Witarti[2], Sih Darmi Astuti[3]
[1]Institut Desain dan Bisnis Bali, Indonesia
[2]Universitas Budi Luhur Jakarta, Indonesia
[3]Universitas Dian Nuswantoro, Indonesia

Abstract

Women have long been viewed as passive agents of development, leading to an underestimation of their individual and collective abilities. Various studies show that women have limitations in capacity building, so that their enthusiasm for the family economy and national economic development is forced to decline, and they face social gender attitudes. The purpose of this study is to provide a new picture of the socio-economic aspects of women's empowerment and gender equality in support of the Sustainable Development Goals (SDGs 5) and to find out whether female workers experience multiple role conflicts and support for gender equality from their partners. This type of research is descriptive with a phenomenological approach by observing phenomena that occur in the field. Data collection techniques through document research by analyzing the information collected in text, notes, documents or results from previous research. The results show that women's empowerment is a tool for measuring sustainable development (SDG) based on the concept of gender and development which expects the development of all individuals regardless of gender. Women's empowerment can also be achieved through the concept that women must be allowed to be themselves, wherever they are, without being separated in the public or domestic space. They can play various roles as long as they are committed to truth and justice with the support of their partners. Ending all forms of threats to women is not only a human right, but critical to accelerating sustainable development and helping to drive overall economic growth and development, in line with the announced 2030 global roadmap and Sustainable Development Goal (SDGs) 5.

Introduction

In modern times and current developments, changes occur in all fields such as education, business, politics, society and culture. However, these changes did not result in changes in women's working lives. Women are often still seen as responsible for domestic conditions in the household without having to be involved in public work and often adapt to domestic roles in the household (Purnomo, 2015). Women's contribution to family and society is very important to

31

find solutions. With the new 2030 global roadmap and the global 2030 roadmap and Sustainable Development Goals (SDGs) approved by UN Member States on 25 September 2015, we can see how women are affected by SDGs, as well as how women can and will be the key to achieving sustainable development, especially in empowerment and gender equality in society (SGDs 5).

Women have long been seen as passive agents of development, giving rise to gender discrimination and a low view of their individual and collective abilities. Various studies have shown that women have limitations in developing their capacities, so they are forced to take less active roles in building the family economy and the country's economy as a whole (Elizabeth, 2007). However, this is not entirely true, the presence of women as a support for the family economy is not something new, since long ago women have shown their presence in family, community and state life (Darmayanti and Budarsa, 2021). Her role in the family is very important, as a wife and mother who has an important role in educating and raising children. Apart from taking care of the family, now women also take part in household finances (Mariatini, 2020). Currently, many women participate in family finances, especially for those whose husbands do not work or are affected by termination of employment. Not only do they want to take care of the household or stay at home or can only ask their husbands for household expenses, but they have started to enter the world of work. So, in conditions like this they don't only have to focus on family work, but also have to divide their time so they can take part in activities at the office, and have a social life in their environment so that they have to play a dual role.

Role conflicts will arise when a working woman cannot divide or balance her time between family and work matters. The multiple role conflicts that are experienced if not handled properly can have direct consequences for themselves, those who face these conflicts will feel in a depressed state or atmosphere so that they experience stress (Arlinda and Inglia, 2016). There is a significant relationship between work-family conflict and stress that impairs individual health. A person who is in a state of stress, tension, sadness and fatigue arising from work or family makes their roles in other fields more difficult to fulfill (Çelik & Turunç, 2010) and greatly affects their quality of life (Arlinda and Inglia , 2016). Being a mother who struggles to support her own child is proof that a woman can participate in family life (Agung, 2021). Here arises the extra struggle of working women in facing the challenges of carrying out the role of mother and employee as well as the role conflicts they face which can lead to stress and performance results at work. The purpose of this study is to provide a new description of the socio-economic aspects of women's empowerment and gender equality to support sustainable development goals (SDGs 5) and to find out whether working women experience dual role conflicts (obtaining support and gender equality from their partners. The study This study uses a qualitative descriptive method by analyzing documentation from books and previous scientific work to answer research questions.

Literature Review
Women's Dual Role Conflict
The theory related to dual role conflict was conveyed by Frone (2000) who stated "Work-family conflict is a two way concept; work to family conflict and family to work conflict. Work to family conflict arise when work interrupt the family domain and family to work conflict

arises when family interfere the work". Here it appears that work-family conflict and work-family conflict will arise when a person cannot fulfil one of the family or work demands which significantly depends on the role they have to perform in their respective fields.

Several previous studies have examined the effect of multiple role conflicts on work stress. It was found that multiple role conflict has a positive and significant effect on work stress (Farhadi et al, 2013; Frone, 2000). Miharti, (2020) in his study also found that work-family conflict and work-family conflict were found to be significantly positively related to anxiety and depression felt by both male and female employees. Besides that, the conflict that is faced affects a person's emotions and his work.

Another study also found that the effect of work-family conflict was found to positively and significantly affect employee performance in the form of turnover intention and job dissatisfaction. The conflict positively influences withdrawal behavior from family disturbance, late arrival to work, and absenteeism (Hammer et al, 2003). The results of this study indicate that work-family conflict leads to decreased performance and reduced employees so that to maintain workforce talent, both conflicts must be overcome.

Women in gender equality

Gender terminology refers to the differences between men and women without binding to a rigid biological meaning. Gender terminology also shows a connection with the social construction of differences in appearance between men and women that are not based on differences in biological characteristics. Gender also refers to the social construction of femininity and masculinity in certain temporal and spatial dimensions, which are acquired through learned behavior, not innate or internal behavior. Balancing gender rights includes understanding the differences between biological roles and gender roles and understanding that social and historical constructions can change certain gender roles (Suradisastra and Lubis, 2000).

The issue of gender differences will not be raised as a problem as long as it does not cause gender inequality between women and men. From a feminist perspective, gender inequality is a system and structure in which men and women become victims of the system. According to Mansour Fakih (1996), gender inequality manifests itself in various forms, such as processes of economic marginalization or impoverishment, perceptions of subordination or meaninglessness in political decision-making, stereotypes or through negative labels, and others.

Based on the basic assumption that God creates things in pairs, it is hoped that male and female creatures with all their potential can coexist in synergy for the noble tasks they perform. The existence of men and women is understood not as opposites (dichotomous), but as a pair. Thus, it is important for men and women both as individuals and different genders to understand that they have their own nature (Wibowo, 2012).

However, the issue of gender inequality has been examined in various aspects of life in various countries. Terjesen and Singh (2008) report on women's participation in honorary boards in developing countries, finding a lower wage gap between men and women and a greater proportion of women holding top managerial positions.

In terms of seizing employment opportunities, women's gender employment opportunities are often associated with traditional norms. In general, women's gender work is always associated with household work activities, this type of work is also often considered to be of low quality, marginalized and easy to get rid of. In addition, women often face relative

33

barriers to job mobility, Women are in more lowly positions than their male counterparts, similarly, the same jobs and positions often receive different rewards (Suradisastra and Lubis, 2000)

This causes women to often feel desperate to consider careers in top management positions because of their self-image and the gender stereotypes they experience, such as women's perceptions of respect, nurturing, submissive, gentleness and low domination given (Eagly and Wood, 2013). Women are often reluctant to work because physically they are always expected to be with their children and their home.

Research Methods

This type of research is qualitative descriptive research with a phenomenological approach by looking at phenomena that occur in the field. The data collection technique was carried out by means of a documentation study by analyzing the information collected either in the form of texts, notes, documents or the results of previous research. Research documentation can be used to interpret, test, and even predict research objectives (Moleong, 2010). The study was carried out by observing, describing and interpreting the collected data to obtain a general and comprehensive picture of the actual situation of the problem under study (Kriyantono, 2007).

The steps or stages of this study are observing the phenomena that occur and reviewing this research by (1) collecting articles (searching and downloading various sources on the web using google.com and online sources Google Scholar), (2) sorting articles (reduction using reduction and selection of articles according to variables). studied), (3) organizing and preparing articles in the form of an overview of each topic, (4) discussion, and (5) drawing conclusions (Rosari et al., 2022).

Result

As family members, women like other family members have responsibilities and obligations to support the family (Astuti & Suryani, 2024). Currently, most women participate in building the family economy. Women help their husbands earn income to support the family's economic life. In addition to household chores, women can also work outside the home. Even today, many women still prefer their work and home. The various roles that women have, require them to keep trying so that everything can go hand in hand. Here, working women are must manage their time so that all roles can be carried out properly and in balance (Ramadani, 2016). However, in practice, they often experience role conflicts between the work and the family they play. This role conflict is a dilemma that women must face when choosing to work outside the home or as a housewife.

The dual role of women basically returns to the same paradigm where there is a dichotomy between the domestic space and the public space for women. The concept of dual roles that are supposed to empower women in their journey tends to create a lot of confusion. This is because the paradigm it uses cannot be separated from a dichotomous way of thinking. Public (as workers/employees) and domestic (as housewives) women are clearly separated (Wibowo, 2012).

The problem of balancing family and work is not as easy as one might think, it is much more complicated for women than for men, because women traditionally spend all day with their children and do household chores. As a result, working women have simultaneous demands for

34

work and family roles, while men only have sequential demands on their jobs as breadwinners for the family.

The factor of multiple roles and gender inequality faced by women requires approaches and solutions in different hierarchies. Not only is the solution in the sub-sectoral development program, a political approach is also needed for institutional development and a development approach for developing gender roles from the government. The political approach in this case includes the approach of elite policy-making officials which aims to increase understanding of the importance of the role of gender in development programs. It is also important to carry out research, seminars and political dialogue which must be oriented towards a detailed analysis of gender roles in society. Political support should be provided for hiring and rewarding gender-based skills, as well as for decent wages and working conditions without gender differences. Qualifications must be improved and aimed at increasing productivity (Suradisastra and Lubis, 2000).   Women's empowerment is a tool for measuring sustainable development (SDGs) based on the concept of Gender and Development (GAD), which expects development conditions for all individuals regardless of gender. Women's empowerment can also be implemented with the concept that women should also be allowed to be themselves, wherever they are, without being separated in the public or domestic space. Women can play multiple roles as long as they have a commitment to truth and justice with the support of their partner (Wibowo, 2012). Women are given equal opportunities to acquire the education and skills necessary to accelerate the pace of modern development (Suryani at al., 2022). Ending all forms of discrimination against women is not only a human right, but also important for accelerating sustainable development and helping to promote overall economic growth and development in accordance with the global 2030 roadmap and Sustainable Development Goals (SDGs) 5 that has been proclaimed.

Conclusion

As a mother struggling to raise her own children, proving that women can participate in family life. However, the demands of other roles in society and the workplace are a source of conflict faced by women when they are unable to balance these roles. Role conflict occurs when working women are unable to divide or balance their time between family and work. Because of their self-image and the gender stereotypes they experience, it is often the case that women feel desperate to be considered for top management positions. Various roles and factors of gender inequality faced by women require different levels of approaches and solutions. Not only solutions in sub-sector development plans, but political approaches to institutional development and development approaches to gender roles in governance. In this context, political approaches include elite decision-making officials who aim to increase understanding of the importance of gender roles in development programs. Research, workshops and political dialogue should be guided by a detailed analysis of gender roles. It is also important that there is political support for employing and rewarding gender-based skills, and decent wages and working conditions that are neutral to the roles of each gender.

Future Research Suggestion

This study has limitations that need to be considered as suggestions for further research. (1) This research is still in a small scope in descriptive articles, future research needs to be conducted

direct surveys using quantitative analysis to find out the phenomena faced in the field. (2) Gender differences also need to be examined because the multiple role conflicts faced by men and women can be different and also have different levels of connection to the work stress of each gender.

References

Arlinda Ashar & Intaglia Harsanti. (2016). Hubungan Work Famili Conflict dengan Quality of Work Life pada karyawan Wanita Perusahaan Swasta, Jurnal Ilmiah Psikologi Volume 9. No. 2 https://core.ac.uk/download/pdf/231281566.pdf

B. Leslie Hammer, Talya N. Bauer and Alicia A. Grandey, 2003, Work-family conflict and work-related withdrawal behaviors, Journal of Business and Psychology, volume,17, No. 3, 419-436,   http://www.personal.psu.edu/aag6/HammeretalJBP.pdf

Çelik, M. & Ö. Turunç (2010), "Lider Desteğinin Çalışanların İş-Aile Yaşam Çatışması ve İş Performansına Etkisi: Savunma Sektöründe Bir Araştırma", Çukurova Üniversitesi İİBF Dergisi, Haziran, 14(1), 19-41 https://dergipark.org.tr/tr/pub/cuiibfd/issue/4149/54461

Darmayanti, Arni & Budarsa, Gede, 2021, Peran Ganda Perempuan Bali di Masa Pandemi Covid-19, Jurnal Sociology Research and Education, Vol.8. No.1 pp; 1-12 DOI: https://doi.org/10.24036/scs.v8i1.209

Eagly, A. H., & Wood, W. (2013). The nature-nurture debates: 25 years of challenges in understanding the psychology of gender. Perspectives on Psychological Science: A Journal of the Association for Psychological Science, 8(3), 340–357.

Elizabeth R 2007, Pemberdayaan Wanita Mendukung Strategi Gender Mainstreaming Dalam Kebijakan Pembangunan Pertanian Di Perdesaan, Forum Penelitian Agro Ekonomi Volume 25 (2), 126–35

Fakih, M., 1996, Analisis Gender dan Transformasi Sosial, Pustaka Pelajar, Yogyakarta.

Frone, Michael. R. (2000). Work–family conflict and employee psychiatric disorders: The national comorbidity survey. Journal of Applied Psychology, 85(6), 888–895. https://doi.org/10.1037/0021-9010.85.6.888

Kriyantono, Rachmat. 2007. Teknik Praktis Riset Komunikasi. Jakarta, Kencana

Mariatini, Ni Komang Sri, Ni Kadek Suryani, Anak Agung Putu Agung, I Ketut Setia Sapta, 2020, Work Family Conflict and Work Stress, International Journal of Disaster Recovery and Business Continuity Vol.11, No. 3, (2020), pp. 998 - 1012 http://sersc.org/journals/index.php/IJDRBC/article/view/32821

Miharti, Ida, 2020, Workplace Stress; Issues and Management, Jambura Science of Management, Vol 2, No. 2 July 2020, pp; 66-75 file:///Users/macintoshhd/Downloads/5956-11579-1-PB.pdf

Moleong, L. J. 2010. Metodologi Penelitian Kualitatif. Bandung: PT Remaja Rosdakarya.

Ni Kadek Suryani, Ni Komang Prasiani, Putu Astri Lestari, 2022, Does the Workplace Environment Impact on Employee Performance?, International Journal of Management and Commerce Innovations Vol. 10, Issue 1, pp: 241-254 https://www.researchpublish.com/upload/book/Does%20the%20Workplace%20Environment-07062022-4.pdf

Payam Farhadi, MSc; Roxana Sharifian, PhD; Ardalan Feili, MSc; Nasrin Shokrpour, PhD, 2013, The Effects of Supervisors' Supportive Role, Job Stress, and Work-Family Conflicts on the Nurses' Attitudes, The Health Care Manager Volume 32, Number 2, pp. 107–122 DOI: 10.1097/HCM.0b013e31828ef5e7

Purnomo, A. 2015. Study of Gender in Adaptation Strategies Post Kelud Volcano Eruption 2014. 1st UPI International Conference on Sociology Education (UPI ICSE 2015).

Ramadani, Ninin, 2016, Implikasi Peran Ganda Perempuan dalam Kehidupan Keluarga dan Lingkungan Masyarakat, Sosietas, Vo. 6, N0.2 DOI: https://doi.org/10.17509/sosietas.v6i2.4245

Rosari, R. ., Cakranegara, P. A. ., Pratiwi, R. ., Kamal, I. . ., & Sari, C. I. . (2022). Strategi Manajemen Sumber Daya Manusia dalam Pengelolaan Keuangan BUMDES di Era Digitalisasi. Owner : Riset Dan Jurnal Akuntansi, 6(3), 3040-3049. https://doi.org/10.33395/owner.v6i3.870

Sih Darmi Astuti & Ni Kadek Suryani (2024). Job satisfaction of Indonesian workers: An analysis and forecasting using STAR model. Problems and Perspectives in Management, 22(2), 443-452. doi: 10.21511/ppm.22(2).2024.34

Suradisastra, K & Lubis, A. M. (2000). Aspek gender dalam kegiatan usaha peternakan. Pusat penelitian Sosial Ekonomi Pertanian. Bogor. Jurnal Wartazoa, 10(1), 13-19.

Terjesen, S., & Singh, V. (2008). Female presence on corporate boards: A multi-country study of environmental context. Journal of Business Ethics, 83(1), 55–63.

Wibowo, D. E. (2012). Peran ganda perempuan dan kesetaraan gender. Muwazah: Jurnal Kajian Gender, 3(1), 356-3