

Gender And Social Construction Impact In Labor Force Participation

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Abstract – The Industrial Revolution 4.0 has brought many exponential changes in many fields, including the employment sector. However, the reports from the Central Bureau of Statistics, the Ministry of Women's Empowerment and Child Protection, and the World Economic Forum simultaneously show that there is a trend of stagnation in labor force participation rates based on gender in several countries, including Indonesia. This study discusses the social construction of gender on labor force participation through a comparison of the independence of urban and rural families. The research was carried out through desk research on document reports of the Central Bureau of Statistics, namely the Gender Inequality Index, three study reports from the Ministry of Women's Empowerment and Child Protection namely Portraits of Gender Inequality in the Economy, Gender-Based Human Development, and Profiles of Indonesian Women, and the World Economic report, namely the Global Gender Gap Report. The findings of this study show that the inappropriate gender social construction that is still inherent in today's modern life forms the disparity in male and female labor force participation rates in Indonesia.

Keywords – Gender, Labor Participation, Social Construction

I. INTRODUCTION

The Constitution of the Republic of Indonesia guaranteed equal status for all citizens in all aspects of life [1]. This same position is the basic principle of the Indonesian people in terms of nation and state as outlined in the fifth precept of Pancasila, namely to realize "Social Justice for All Indonesian People". Therefore, all forms of discrimination including discrimination against women must be abolished in order to achieve justice and equality.

Unfortunately, discrimination against women still occurs frequently, both in the public and domestic sectors. Discrimination, especially against women, will lead to inequality in the development aspects. The Central Bureau of Statistics (BPS) explains that development inequality according to gender results in development not being able to reach its optimal potential [2]. The ideal condition for human development that is expected is that male and female population groups have equal access to play a role in development, have control over existing development resources, and receive the benefits of equal and fair development.

Various reports at the global, regional and national levels show that there is still a high trend of gender-based development inequality. At the national level, gender-based inequality is measured through the Gender Inequality Index (GII) which describes the loss/failure (loss) of human development achievements due to gender inequality as measured from the aspects of health, empowerment, and access to the labor market [2]. The higher GII number indicates a large gap in the development process.

The measurement results from the Central Bureau of Statistics in Table 1 below show that the national GII value for 2020 is 0.400. This value reflects that the loss/failure of achieving human development as a result of gender inequality is 40 percent. This value is still quite high, but over the past three years, the GII has experienced a downward trend from 0.436 in 2018 to 0.400 in

2020. This decrease was due to improvements in all aspects of the GII measurement, namely health, empowerment, and the labor market.

The problems reflected in the 2020 national GII values can be seen in more depth through one of its constituent components. The Central Bureau of Statistics explains, one of these components is economic status as seen through participation in the labor market, measured using the labor force participation rate (TPAK), namely the proportion of the labor force population to the working-age population 15 years and over[3].

Table 1. Gender Inequality Index and Its Composition Components, 2018-2020

Year	Proportion of deliveries not in health facilities	Proportion of women 15-49 years who at the time of their first live birth were <20 years old	Percentage of representation in parliament		Percentage of population 25+ Minimum high school education		Labor Force Participation Rate (TPAK)		GII
			Male	Female	Male	Female	Male	Female	
1	2	3	4	5	6	7	8	9	10
2018	0.173	0.241	82.7	17.3	38.3	31.0	82.7	51.9	0.436
2019	0.141	0.271	79.5	20.5	39.8	31.9	83.3	51.8	0.421
2020	0.121	0.263	78.9	21.1	42.8	36.8	82.4	53.1	0.400

According to the 2021 Gender-Based Human Development Report [3], the disparity in the Labor Force Participation Rate between women and men in Indonesia (Fig 1) is 1:1.5 with the percentage of women in the workforce at 53.1 percent and men at 81.9 percent. This means that the Labor Force Participation Rate according to gender shows that men are higher than women and in rural areas it is higher than in urban areas. Citing the 2021 Indonesian Women's Profile [6] in general, the 2020 TPAK was 67.77 percent or out of 100 people only 67 people were in the workforce, or their main activity was working or looking for work. The size of the TPAK is influenced by several things such as the number of people who are not included in the labor force (going to school, taking care of the household, and others) and the conditions of the population entering the labor force such as age, level of education and the number of economic activities and wage levels in the area. According to gender, TPAK was 82.41 percent for men and 53.13 percent for women.

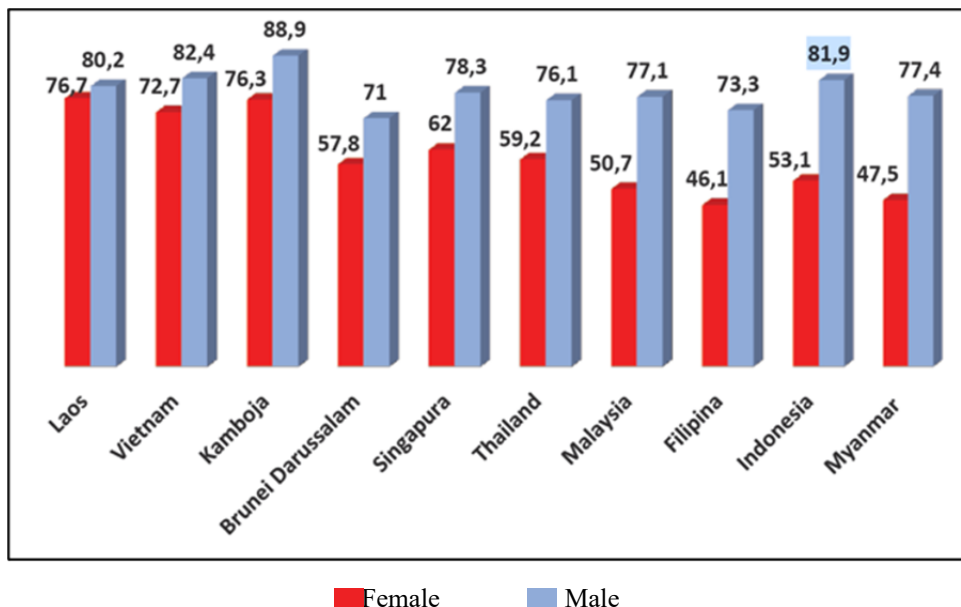


Fig 1. Labor Force Participation Rate (TPAK) by Gender and ASEAN Countries in 2019

The discrepancy between the achievements of women and men is caused by the role of women in the labor market which is influenced by various factors including cultural, social, and economic factors. In the same vein, it was revealed that the reasons for the rise and fall of women's TPAK were, among others, due to social, demographic, and cultural factors; For example, the stereotyped role of women that places them under pressure to continue to play domestic tasks, multiple roles [4]. Meanwhile, men are placed as subsistence workers and public workers. As a result, many women who work for a living in the household or on farms belonging to the family often perceive their work as an extension of the domestic work they usually do. This means that the problem of low Labor Force Participation Rate in Indonesia can be seen from the presence of gender-based discrimination. So that the understanding, application, and mainstreaming of gender must still be the main agenda in solving the problem of gender inequality, especially in the aspect of labor force participation as an embodiment of articles 27 and 28 of the 1945 Constitution.

II. RESEARCH METHODS

The method in this study uses desk research analysis, which is a type of research based on material published in reports and similar documents available at the Ministry of Women's Empowerment and Child Protection, World Economic Forum Reports, Central Statistics Agency Reports, websites, and data obtained from the survey that has been carried out.

III. RESULT AND DISCUSSION

Development is a process of change aimed at improving the quality of human life, and one measure of the success rate of development is its human development. According to Sen (1989) cited by the Central Bureau of Statistics, human development includes a broad concept, including empowerment, cooperation, equality, sustainability, and security. The measure of human development at the global level is known as the Human Development Index (HDI), while in Indonesia it is known as the Human Development Index (IPM). Because the HDI cannot explain the achievement of quality of life based on men and women, the Gender Development Index (IPG) appears as an index that measures the achievement of basic human capability development in various sectors, such as health, education, and the economy in a region taking into account equality. between men and women.

Sustainable Development Goals (SDGs) are a shared global and national commitment to realizing sustainable development based on human rights and equality. This is in line with the values of Pancasila which reads "Social Justice for All Indonesian People and Articles 27-28 of the 1945 Constitution concerning Human Rights.

Through the National Medium-Term Development Plan 2020-2024 (RPJMN), four mainstreaming has been determined as a form of innovative and adaptive development so that it can become a catalyst for development toward a prosperous and just society [5]. In addition to accelerating the achievement of targets from a development focus, this mainstreaming aims to provide equitable and fair access to development by increasing governance efficiency as well as adaptability to external environmental factors. The four mainstreaming RPJMN 2020-2024 are (1) mainstreaming the 118 targets of the Sustainable Development Goals (SDGs), (2) mainstreaming gender (PUG), (3) mainstreaming socio-cultural capital, and (4) mainstreaming digital transformation.

The state's commitment to gender equality through gender mainstreaming in the RPJMN 2020-2024 is a strategic policy from Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG). In this case, gender mainstreaming is defined as a strategy built to integrate gender into an integral dimension of planning, formulation, implementation, monitoring, and evaluation of national development policies and programs. This shows that gender issues have become global issues and require joint agreement and commitment to overcoming gender disparities, inequality, and discrimination.

The Policy Directions and Strategies for Increasing gender equality and women's empowerment are contained in the RPJMN 2020-2024 including (a) strengthening policies and regulations, (b) accelerating the implementation of PUG in ministries/agencies, provincial/district/city governments, and village governments through institutional strengthening PUG and strengthening gender-responsive planning and budgeting (PPRG), (c) increasing knowledge and understanding of individuals, both women and men, families, communities, community organizations, mass media, and the business world; d) increasing the role and participation of women in development, especially in education, health, economy, labor, as well as politics, public office, and decision-making; and e) increasing networking and coordination between the central government, regional governments, the community, the mass media, the business world, and community organizations. This policy is a signal that gender equality and women's empowerment are very important and fundamental in the development of Indonesia.

This means that, from a policy point of view, laws and regulations to agreements at both the global and national levels have been pretty much outlined in the form of laws and other policy products. However, in reality, annual reports released by world

institutions such as the World Economic Forum, and International Labor Organization, as well as national-level reports such as the Central Bureau of Statistics and the Ministry of Women's Empowerment and Child Protection, report that the labor force participation rate looks stagnant even though the trend is changing for the better.

Referring to Global Gender Gap Report released by the World Economic Forum in 2022, like most other countries, Indonesia has experienced a decline in labor force participation: the percentage of women leaving the workforce in Indonesia is 2.3%. However, with a composition of 135 million women and an enrollment rate of 56% (ages 15-64), this impacts an estimated 1.3 million women [6].

Judging from the Thematic Gender Statistics Report in 2016, the labor force participation rate in Indonesia has shown a downward trend in the last four years. This decline is in line with the decline in male and female labor force participation. Overall, the TPAK in 2015 was 65.76, meaning that there were around 66 people out of 100 working-age residents who actively participated in the labor market. In terms of gender, Fig 2 shows that women's labor force participation is still significantly lower than men's, with women's TPAK in 2015 of 48.87 while men's TPAK was 82.71[7].

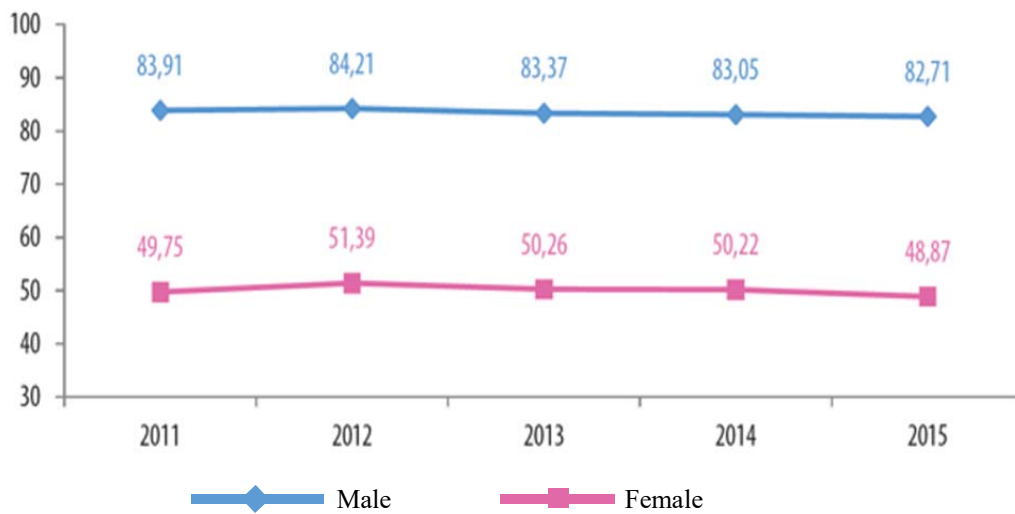


Fig 2. Labor Force Participation Rate in Indonesia by Gender

However, the Gender-Based Human Development Report in 2021 states that the disparity in the Labor Force Participation Rate (TPAK) between women and men in Indonesia is 1:1.5 with the percentage of women in the workforce at 53.1 percent and men at 81.9 percent [3]. This means that the Labor Force Participation Rate according to gender shows a significant increase in women compared to the 2016 report, even though the male level is higher than females and in rural areas higher than in urban areas. Even though statistics between years show better changes/trends, disparities in the gap between men and women in Indonesia are still high.

As shown in Fig 3, the Labor Force Participation Rate according to sex shows that men are higher than women and in rural areas it is higher than in urban areas. In general, TPAK in 2020 is 67.77 percent or out of 100 people only 67 people are in the workforce or their main activity is working or looking for work. The size of the TPAK is influenced by several things such as the number of people who are not included in the labor force (going to school, taking care of the household, and others) and the conditions of the population entering the labor force such as age, level of education and the number of economic activities and wage levels in the area.

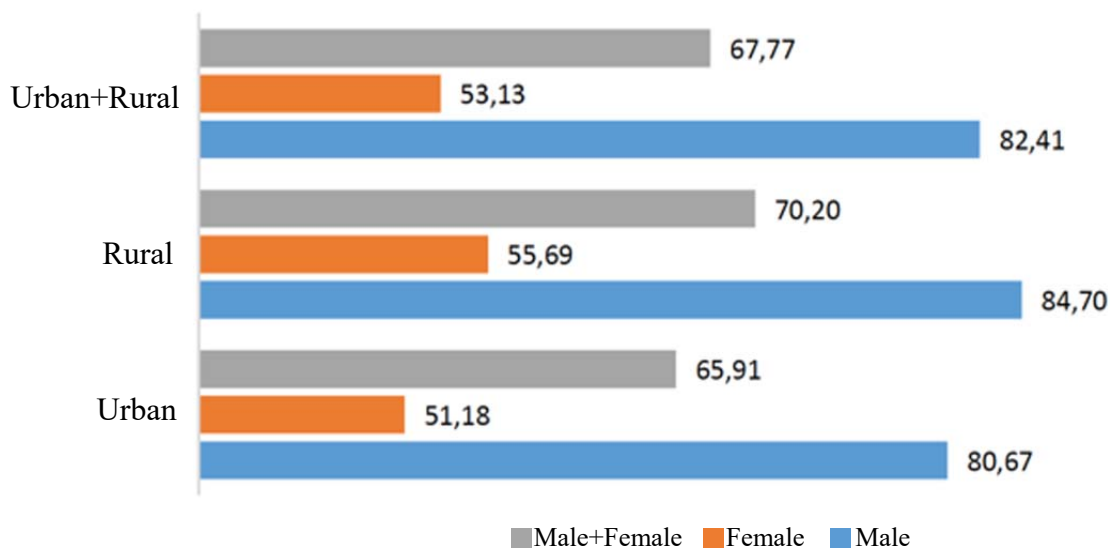


Fig 3. Labor Force Participation Rate (TPAK) by Region Type and Gender in 2020

In general, according to Table 2, it can be seen that the percentage of the male labor force (AK) is higher than that of women, whereas the male non-labor force (BAK) is lower than that of women. The percentage of AK for men was 82.41 percent while for women was 53.13 percent, on the other hand, the percentage of BAK for women (46.88 percent) was higher than that for men (17.59 percent). According to the category of areas in rural areas the AK of both men and women is higher than in urban areas, this indicates that the opportunity to work in rural areas is higher than in urban areas. This data shows that employment and employment opportunities in rural areas are higher and open to both men and women, however, urban wages are higher than in rural areas.

In 2020, the percentage of working men is higher than women. More than 76.26 percent of men a week ago did their main activity was work, while for women 49.70 percent the main activity a week ago was work. Another activity a week ago that was highest after work was taking care of the household for women (35.86 percent) while for men was going to school (7.35 percent). Urban and rural patterns also show the same thing where the highest main activity for both men and women is work, taking care of the household is the second highest activity for women while going to school is the second highest activity for men (Table 2). Regions that have the highest natural resources in the agriculture, forestry, and fisheries sectors have a high employment absorption compared to regions that are mostly in the industrial and service sectors. Table 2 below shows a high gap or gap between women and men in each sector, both in an urban or rural area or between urban and rural areas.

Table 2. Percentage of Population Aged 15 and Over by Type of Activity a Week Ago, Type of Region and Gender, 2020.

Type of Activity Last Week	Urban		Rural		Urban+Rural	
	Male	Female	Male	Female	Male	Female
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Work	72.96	47.05	80.60	53.18	76.26	49.70
Open unemployment	7.71	4.13	4.10	2.52	6.15	3.43
Labor Force	80.67	51.18	84.70	55.70	82.41	53.13
School	8.28	8.49	6.12	6.67	7.35	7.71
Taking care of household	4.50	37.09	4.02	34.24	4.29	35.86
Other	6.55	3.24	5.16	3.39	5.95	3.30
Non-Labor Force	19.33	48.82	15.30	44.30	17.59	46.88
Indonesia	100	100	100	100	100	100

Gender Perspective

Conceptions of gender that are still not appropriate both in society and among professionals, workers, industry, and government have increasingly made the gap between female and male workers unequal. Not infrequently gender is still

understood by many people as the sex difference between men and women. This is one of the factors causing the high disparity in the Labor Force Participation Rate in Indonesia when compared to other ASEAN countries.

The concepts of sex and gender are often confused in conversations, documentation, and scientific works [8]. Whereas gender in the context of communication describes social and personal relationships between men and women [4]. While "sex" refers to the physical differences between people who are male, female, or intersex. A person usually has sex assigned at birth based on physiological characteristics, including genitalia and chromosome composition. This assigned gender is called a person's "natal sex"¹.

There is a growing consensus among gender scholars that gender is not a primary identity or role that is taught in childhood and enforced in family relationships. Rather, gender is a system of social practices institutionalized to shape people into two significantly different categories, male and female, and regulate social relations of inequality on the basis of that difference.

The definition of gender is different from the definition of gender or sex. Gender can be defined as a condition in which individuals who are born biologically as male and female then acquire social characteristics as male and female through the attributes of masculinity and femininity which are often supported by values or systems and symbols in the community concerned. In short, gender can be interpreted as a social construction of sex, into social roles and behaviors. The same is explained by WHO (2022) that gender refers to socially constructed characteristics of women and men, such as norms, roles, and relationships between groups of women and men. This varies from society to society and can be changed. In harmony with [4] gender is a concept that refers to a system of roles and relationships between women and men that are not determined by biological differences, but are determined by the social, political, and economic environment.

The meaning of gender issues is to discuss issues of social relations between women and men which are linked to the division of labor and responsibility [4]. This discussion often refers to biological differences which are natural products that are given from God that are brought by every human child, namely a boy or a girl. The problem of social relations between women and men recently is no longer just seen from biological differences but also seen from socio-historical and cultural values, the socioeconomic and political environment as a process of social learning that exists in a society.

Participation of women in the economic sector, both in rural and urban areas, is influenced by the perspective of society and stakeholders on gender. Hubeis explain the differences in perspective according to biological references and social learning references, namely [4]:

1. According to biological reference

The difference in roles between women and men is something that is given (as a given) and cannot be changed and does not need to be changed. For example, women have monthly menstruation, have a uterus, and are therefore able to conceive and give birth to children. Men do not have these facilities and by themselves cannot conceive and give birth to children, as is the case with women. This biological ability cannot be changed or engineered to be compared because it is natural.

However, the element of tradition distinguishes sex and the role of sex in society which still remains from a biological perspective, which in turn gives rise to the following:

- a. The rigidity of the behavioral dichotomy in the context of men versus women tends to encourage people to perceive women as objects rather than individuals with the unique qualities of a human child. Often we find in certain societies or groups of people the perception that women are the second sex.
- b. Women are asked to participate in the development, but what society considers to be women's nature is still required to be carried out alone by women: a dual role belongs only to women. The terms *harmony*, *compatibility*, and *balance* roles are also demanded only by women. As an example of implementing the three roles, namely, women must be good at dividing themselves and their time so that work inside and outside the home is under control and does not cause conflict. It is not surprising that many women workers are forced to endure heavier working hours in a day than men.

¹ <https://www.medicalnewstoday.com/articles/232363>

- c. Women at home are worried. They think their position is not a positive manifestation of human development because they are unable to participate in a wider context: only husbands and children are taken care of, not the nation. The role of a mother or household manager is no less difficult than that of women who work outside the home. Such an image is a product of the misunderstanding of the meaning of gender roles, so the burden, both physical and psychological, becomes even heavier for women.

2. According to social learning references

The difference in roles between men and women is a reflection of the results of social construction and is not something that is given (not as a given) and therefore can be changed. Roles are dynamic aspects of status and develop according to the agreed role model to be carried out by holders of a particular status. Meanwhile, status is a reflection of a person's position and position in society which already includes good and bad, high and low evaluations of a particular role practice.

Traditionally, women are positioned to carry out the three I roles, namely as a wife, housewife, and family mother [4].

- a. As a wife, a woman's function is to carry out the reproductive role, namely to conceive and give birth to children for her husband and the state (the next generation of the nation). In the outline of the country's policy (GBHN) and five-year development plan (Repelita), the role of the next generation of the nation is placed on the shoulders of women because it is women who can conceive and give birth to children.
- b. As a housewife, women are obliged to take care of the household. This task includes providing food for family members, managing and managing the house, and so on related to efforts to foster comfort and beauty in the household. Because of this, until now, there is still a perception that is deeply rooted in society that household chores are a woman's job and not a joint task (man and woman), let alone stated as a man's job.
- c. As family mothers, women are tasked with caring for and educating children. Therefore, everything related to children's affairs is the responsibility of women (mothers).

Traditionally, men are positioned as the head of the family and the breadwinner of the family: as the head of the family, the man is the presentation of the family in society and as the breadwinner, the man is considered *the breadwinner of the family*. The positioning of the roles and statuses of men and women like this has been passed down from generation to generation and was established for the sake of harmonious relations between men and women.

Distinguishing social relations between men and women from biological references and social learning references is difficult to find a clear dividing line because the two are complementary. This is explained through gender differences, namely the set of differences from social attributes, characteristics, behavior, appearance, way of dressing, expectations, roles, etc., which are formulated for individuals according to the provisions of birth (gender). Misinterpretations that often occur, especially in the scope of scientific studies, attribute gender differences to be seen as more natural categories, and therefore biological explanations are more suitable and necessary to do.

Cases of Gender Discrimination

Discriminatory treatment in employment and occupation can occur from acceptance in the form of announcements of job acceptance or job vacancies, such as seeking unmarried female workers, have an attractive appearance, and are willing to not marry at a certain time, are not only a form of discrimination but also a form of exploitation of women [9]. From a gender perspective, different wages tend to be lower for women workers (Fig. 4). Women workers are generally positioned as workers who are willing to be given low wages because they are not the main source of income and they are only the second breadwinner. This is a real form of the social construction of the role of women which places them more in the domestic sphere while men are in the public sphere. In addition to the assumption that women workers are easy to manage and have low resistance.

The Women's Profile Report for 2021 shows that the average net wage/salary for workers in urban areas is higher than in rural areas. The average wage/salary of workers in 2020 is Rp. 2756345 while in rural areas Rp. 2131717 lower than urban areas of Rp. 3026853. This pattern also follows when viewed by gender, where both men and women have an average net wage/salary for workers in urban areas compared to rural areas (Fig. 4).

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By gender, it can be seen that the average wage/net salary for male workers is higher than that for women, where the average wage/salary for female workers is Rp. 2354599 while for male workers Rp. 2980557. The level of inequality between the average wages/salaries of female workers and male workers is quite large, namely around Rp. 634875 in rural areas and Rp. 644821 in urban areas. One study mentions the factors causing low women's wages including employment, type of work, and employment status which are more open to women's work, generally providing relatively lower wage standards because they are considered to have low productivity [10]. Meanwhile, male workers are more open to working in capital-intensive sectors with positions as professionals, technicians, and leaders with higher wage standards because they are considered to have high productivity.

The existence of disparities in wage rates for women in rural and urban areas, as well as women and men, emphasizes that this is in line with the explanation [4] that wrong biological perspectives and social learning have led to discrimination in women's participation in the economic sector.

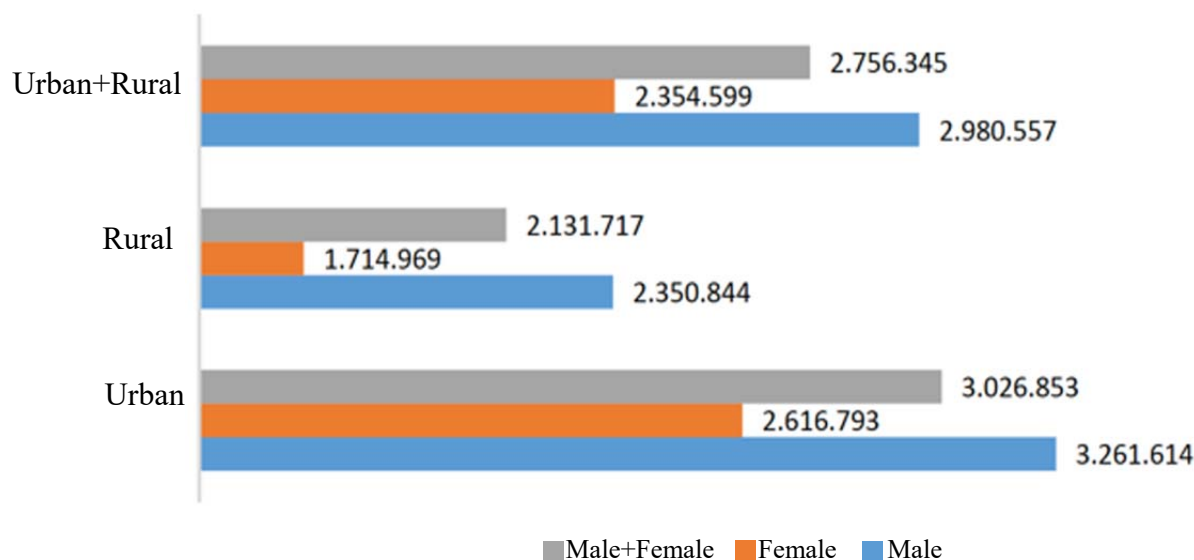


Fig 4. Average Net Wage/Salary of Working Population Aged 15 and Over, by Gender and Type of Region, 2020

If one pays attention to the current conditions in the field, it is found that there are many restrictions on job requirements that lead to sex discrimination. Requirements in job vacancies, for example, there are still many that require a certain gender in both job vacancies (both mainstream and online media such as LinkedIn, Jobstreet, etc.)² This means that the job or position does not have a distinctive character as a condition for allowing exceptions or experience to be made regarding certain jobs based on the specific requirements of the job, so it is not considered discrimination, for example, work as an artist where the male lead must, of course, be a man.

Likewise strategic position opportunities in the labor market which tend to be reserved for male workers. Positions for women workers are usually segmented into positions related to administration, finance, and public relations. Meanwhile, positions with technical and operational characteristics are always reserved for male workers. Women workers are always positioned in positions that do not make final decisions. This can be interpreted as discriminatory treatment of women workers. This means that the biological perspective through social learning that women are physically weaker than men, emphasizes the practice of gender discrimination in certain types and job positions.

When it comes to working, the nature of reproduction inherent in women is still not properly understood by many employers. Although there are indeed certain fields of work, both technically and healthfully, that influence the continuity of the female reproductive process. For this reason, it is necessary to protect women workers who work in certain fields. However, many jobs are generally not related to the nature of women and men, therefore in 1967, the United Nations issued a declaration on the

²<https://ruangnegeri.com/discrimination-gender-lowongan-kerja-di-tiongkok-sexism-yang-melanggeng/>

Elimination of Discrimination, which was later adopted in 1974 by the General Assembly of the United Nations as The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Referring to the results of this study, data on the Tel Aviv metropolitan workforce strongly indicates that women's tendency to work close to where they live explains part of their lower income compared to men [11]. The analysis reveals that work outside the community is more limited to women than men. Women's tendency to stay in local jobs can be seen as a trade-off between economic opportunity and the convenience of minimizing conflict with traditional roles. Their findings suggest that among suburban people, married women and mothers are more likely to work in their communities than to travel, while married men are more likely to go to the urban labor market than to stay.

These findings underscore that suburban work depresses earnings for both sexes, although more so for women. Not only are women more likely than men to live in the suburban labor market, but their relative loss of income is also greater. Furthermore, economic discrimination against women is greater in suburban markets than in urban markets. Women working outside their local labor market reduce but do not eliminate, the gender income gap. It seems that limited opportunities in suburban markets are more conducive to economic discrimination against women. The local labor market must be seen not only as an outcome but also as a cause of stratification systems and an important determinant of gender-related socio-economic inequality.

The existence of gender differences between men and women ultimately causes various inequalities and injustices between men and women in many countries. Men often feel considered superior and stronger in many fields compared to women. On the other hand, women themselves are considered weak and become victims of violence and structural discrimination by men. Gender differences also give birth to differences in employment opportunities between men and women in many countries.

Gender has given birth to various assumptions which judge that hiring men will be more profitable than hiring women. This tends to be detrimental to women because society tends to ignore the capabilities possessed by women and entrust more job opportunities to men. Today's society doesn't give a fair share of men and women, as found [9], [11]–[20]. The cultural construction of women's roles to become housewives, wives, and mothers of the family makes it seem as if women are not fit to work and be in the public sector.

Discrimination against workers is not without cause. Many factors influence this, including:

1. Physical

This factor is influenced by hormones, men are usually physically stronger than women. Therefore, women tend to do light work, such as maintenance, secretarial work, and so on. In addition, employers and companies also choose employees, they only want women who look attractive.

2. Biological

This factor is more focused on menstrual problems, childbirth, breastfeeding, childbirth, and so on. By nature, women are clearly different from men, therefore the service to them must also be different. During menstruation, childbirth, breastfeeding, and the puerperium, women's productivity decreases and they can't even do their activities at all. They risked their lives in giving birth. Because of this nature, productive activities cannot be carried out. This factor is often considered by employers not to choose women as workers or employees.

3. Socio-cultural

The socio-cultural factor is about customs. Many customs in the world view women as the *second sex*. Historically [4] women in Indonesia have been socialized to display feminine attitudes such as avoiding competition and conflict and succumbing to the interests of others which ultimately shows whose position is to serve whom and who protects whom: The first position shows women's duties and the second position is men's. When women grow up, the position of being a wife is prepared by following cultural roots with the main indicators being biological readiness and maturity, such as menstruation and the appearance of breasts. The following indicator is the ability to perform domestic tasks, such as cooking with the simple assumption that a husband's love starts from the stomach which can be stimulated by the wife's ability to satisfy her husband's appetite. Therefore, the right place for women is at home.

4. female role

The division of women's roles can take the form of (1) traditional roles; (2) transitional roles; (3) dual roles; (4) egalitarian roles; (5) contemporary roles [4]

- a. The role of tradition places women in reproductive function (taking care of the household, giving birth and raising children, and taking care of their husbands). His life is a hundred percent for the family. The division of labor is very clear, women are at home, and men are outside the home.
- b. The transitional role, still patterning the role of tradition is more important than the others. The division of tasks according to gender aspirations still exists in an effort to maintain harmony, and household affairs remain the responsibility of women.
- c. "Dwiperan" positions women in the life of two worlds; the domestic-public role is equally important. The husband's moral support triggers resilience or vice versa triggers anxiety.
- d. The egalitarian role consumes women's time and attention for outside activities. Moral support and the level of concern for men avoid conflicts of interest.
- e. The contemporary role is the impact of women's choice to be independent in solitude. There aren't many of them. But clash after clash of male domination that doesn't really care about women's interests will probably increase the population.

Hubeis projecting those transitional and egalitarian roles in the context of welcoming the 21st century and the era of globalization are expected to produce the following three possibilities [4]:

1. The constancy of sharpening the roles of men and women fades and the distinction is no longer clear. The determining indicators are potential and ability;
2. Working women will increase in number, and conversely, the number of unemployed men will also increase;
3. Social and geographic mobility separates the parent's and children's marital residences. The family becomes incomplete.

So that efforts to mainstream gender through various outreach, programs, and policies on gender equality and justice that are carried out in harmony, must be realized as an effort to maintain the dynamics of society through patterns of egalitarian roles and gender equality should be anticipated in the context of a shift in the segregation of gender roles that are more just and democratic in accordance with the potential each individual without having to question men or women, but using a gender approach.

IV. CONCLUSIONS

Gender inequality in Labor Force Participation between women and men both in one region and between regions (urban and rural) can be caused by several things, including in this case cultural factors due to wrong gender construction which makes men have great opportunities to carry out economic activities while women have limitations. In addition, gender discrimination against a job that can only be owned by one sex can affect the level of wages/salaries in the labor market. Thus increasing the competence of women, intervention programs, and policies that are not in favor of one gender can provide equal opportunities for men and women in carrying out economic activities.

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