

Gender Analysis of Employment Condition in Purbalingga Regency

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Abstract: The number of wigs and faked eyelashes factories in Purbalingga Regency that employing tens of thousands of female is an interesting subject to study from a gender perspective. For this reason, this study aims to examine the employment conditions in Purbalingga Regency in terms of business conditions, employment status, number of working hours and open unemployment rates. This research applies a descriptive quantitative approach by utilizing the 2017 Purbalingga Regency Gender Profile data which is supported by other related data. The data was then analyzed using a gender perspective. The results of the study show that many of Purbalingga residents, mostly females, work as laborers/workers/employees. Female workers dominate the processing industry business sector, while the male group is more engaged in agriculture and the like. Female workers also work more in the formal private sector or as migrant workers. Meanwhile, the unemployment rate of male is much higher than female. This is due to more open employment opportunities for female along with the number of wigs and false eyelashes factories in this region that prefer female workers to male ones. With this condition it is recommended that the Government of Purbalingga Regency make a breakthrough in male-oriented work policies.

1 INTRODUCTION

The government has determined to integrate a gender perspective in development which began with the Presidential Instruction (Inpres) policy No. 9 of 2000 regarding Gender Mainstreaming in National Development. Gender Mainstreaming (PUG) is a strategy built to integrate gender into an integral dimension of planning, drafting, implementing, monitoring, and evaluating policies, programs and development activities in the region. This Presidential Instruction was further elaborated into the Minister of Home Affairs Regulation (Permendagri) Number 15 of 2008 which was later amended through Minister of Home Affairs Regulation Number 67 of 2011 regarding General Guidelines for Gender Mainstreaming in the Regions.

One of the prerequisites for the implementation of PUG is the availability of gender disaggregated data, namely data from various fields of development which are divided between male and female. Some of this data has been contained in the book "Regency in Figures" made every year by each Regency Government Statistics Agency (BPS). Another gender data source is the Gender Profile book which in several regencies has been routinely created every year. With this gender segment data, gender gaps can be seen for each field. It is expected that this condition will

be overcome through gender-sensitive policies, programs and activities so that result is right on target, spends reasonable budget and is on time.

Purbalingga Regency is one of the regencies that routinely provides yearly Gender Profile report under the responsibility of the DinsosdaldukKBP3A in cooperation with Institute for Research and Community Services University of General Soedirman (LPPM Unsoed). The data covers various aspects of development reported by agencies in the region.

An area of development interesting to study is employment as the gender gaps in the open unemployment which is higher in males rather than females. Of 21,858 unemployed people in 2017, the majority (85.23 percent or 18,629 people) were males. The unemployment among females were only 14.77 percent or as many as 3,229 people (DinsosdaldukKBP3A in cooperation with Institute for Research and Community Services University of General Soedirman (LPPM Unsoed). Other data stated that the male unemployment rate is 6.30 percent, while for female it is only 4.07 percent (Central Bureau of Statistics, Regency of Purbalingga, 2018). Even in 2015 the gender gap was wider at 6.86 percent for males, while for females it was only 1.79 percent (Central Bureau of Statistics, Regency of Purbalingga, 2016; Central Bureau of Statistics, Regency of Purbalingga, 2017).

The above conditions are interesting to study considering several studies suggested that male unemployment causes stress (Strandh et al., 2012), is at risk of suicides (Chin-Hung Chen et al., 2010) and is vulnerable to divorce (Hansen, 2015). For this reason, the phenomenon in Purbalingga needs to be studied further by uncovering the phenomenon of employment in terms of: (1) major fields of employment, (2) status of employment and (3) sectors of employment.

2 THEORETICAL

Gender is a social relationship between male and female. Gender refers to the relationship between male and female, boys and girls, and how these social relations are constructed. Gender roles are dynamic and change over time

(<http://www.kemenpppa.go.id/v3/index.php/glosari/gender>). Gender can also be interpreted as "mental and cultural interpretations of gender differences, male and female". Gender is usually used to indicate the division of labor that is considered appropriate for male and female "(Umar, 1999). It can be said that gender is "sex (which is determined socially)" (Fakih, 1995).

The employment sector includes gender nuances, in the sense that there are different conditions among male and female. This has been mainly revealed by several studies on unemployment. One of them is a longitudinal study by Strandh et al (2012) by analyzing the role of gender in the relationship between unemployment and mental well-being in Sweden and Ireland. The result is that in Ireland unemployment is more negatively related to mental health among male than among female. As for Sweden, the effect is the same for both male and female.

Chin-Hung Chen et al. (2010) who examined the phenomenon of suicide in Taiwan from 1978 - 2006 also found an association between suicide and the unemployment rate whose phenomenon was relatively high for male aged 45-64 years. Unemployment can also be associated with poor mental health as a result of the absence of non-financial benefits provided by one's work, such as social status, self-esteem, physical and mental activity, and the use of one's skills. As for Hansen (2015) who studied 40,472 couples found that unemployment among husbands proved to be at risk of the occurrence of marriage dissolution (divorce).

3 METHOD

This research was conducted in Purbalingga Regency. The research approach is quantitative descriptive by utilizing the Gender Profile of Purbalingga Regency in 2018 (Dinsosdalduk KBP3A Purbalingga Regency in collaboration with LPPM Jenderal Soedirman University, 2018) and data "Purbalingga Regency in Figures 2018" (BPS Purbalingga Regency, 2018) and other related data. The data is then analyzed using a gender perspective, which compares the conditions between male and female

4 RESULT AND DISCUSION

4.1. Gender Development Policy in Purbalingga Regency

Purbalingga Regency is a Regency that has development commitments in the fields of economy and employment as seen from its vision. Purbalingga Regency's RPJMD Vision for 2016-2021 is "Independent and Competitive Purbalingga towards a Prosperous Noble Society". The achievement of this Vision is pursued through 7 missions in which the 5th mission is: "Accelerating the growth and economic equality of the people, by encouraging economic nodes, especially processing and manufacturing industries, trade, services, tourism, creative industries while still oriented towards local potential partnerships and development and supported by the creation of a conducive climate for business development, investment and job creation

(http://sipd.bangda.kemendagri.go.id/dokumen/uploads/visimisi_229_2016.pdf).

4.2. Conditions of Employment in Purbalingga Regency

The population of Purbalingga Regency in 2017 was 916,427 people. The population of females was slightly more than males, which was 463,704 people (50.60 percent), while the population of males was 452,723 people (49.40 percent) (Central Bureau of Statistics, Regency of Purbalingga, 2018). In 2017, the non-workforce population in Purbalingga Regency reached about one third of the total population (34 percent). Most of them were 0-14 years of age, amounting to 25.25 percent, and dominated by females (48.78 percent). Meanwhile, the workforce population was 66 percent which was slightly more dominated by females (51.13 percent). (DinsosdaldukKBP3A Purbalingga Regency in collaboration with the Institute for Research and Community Services (LPPM) Soedirman University, 2018).

From the description above, it can be summarized that the population of Purbalingga Regency in 2017 was dominated by productive age group, most of them were females. The dominance of productive age shows that currently Purbalingga Regency is experiencing a demographic bonus, namely the structure of the population with more productive age than non-productive one, both young non-productive (14 years and under) and old non-productive (65 years and above). This situation could be a lucrative moment as long as it is managed under appropriate policies, programs and activities in all fields, including employment. To examine why the unemployment rate among male is higher, the following shows data on the main business fields, employment status and business sectors among male and female.

4.1.1. Major Fields of Employment

Fields of employment are the fields of activities of work / business / company / office where someone works. Overall, the majority of workers in Purbalingga Regency work in the processing industry (33.70 percent), followed by large-scale trade, retail, restaurants and hotels (22.02 percent). When classified by gender, it appears that more female work in the manufacturing industries (67.27 percent) compared to males (32.73 percent). The following table displays the details.

Table 1. Number of populations over 15 years of age who worked during the past week based on the major fields of employment in Purbalingga Regency in 2017

Fields of Employment	Gender				Total	Status of Major Employment
	M	%	F	%		
1. Farming, plantation, forestry, hunting and fisheries	70,7	75.55	22,9	24.45	93,67	Self-employed
2. Mining and excavation	3,6	67.41	1,7	32.59	5,29	be assisted by temporary/unpaid laborers in running a business
3. Processing industry	51,16	32.73	105	67.27	156,32	be assisted by permanent/paid laborers in running a business
4. Electricity, gas and water	-	-	-	-	-	laborers/workers/employees
5. Buildings	37,15	96.38	1,4	3.62	38,55	freelance workers
6. Wholesalers, retails, restaurants and hotels	56,97	55.78	45,2	44.22	102,13	family/unpaid workers
7. Transportation, warehousing and communication	11,32	95.33	554	4.67	11,87	Grand Total
8. Finance, insurance, property, land rentals and company services	2,92	59.74	1,97	40.26	4,893	
9. Individual, social and community services	27,23	53.28	23,874	46.72	51,103	
Grand Total	261,1	56.29	202,73	43.71	463,803	

Source: Central Bureau of Statistics Purbalingga Regency, 2018; DinsosdaldukKBP3A Purbalingga Regency in collaboration with the Institute for Research and Community Services (LPPM) Soedirman University, 2018

4.1.2 Status of Employment

Status of employment is the position someone holds in doing work in a business unit / activity. Starting 2001 the status of employment was divided into 7 categories: self-employed, be assisted by temporary/unpaid laborers in running a business, be assisted by permanent/paid laborers in running a business, laborers/workers/employees, freelance workers in agriculture, employers, free workers in non-agriculture and family / unpaid workers (BPS, www.bps.go.id).

In this case, the majority of workers in Purbalingga Regency are laborers/workers/employees (40.29 percent) consisting of female workers (46.6 percent) which is higher than male workers (35.39 percent). 19.68 percent of male workers are self-employed and are assisted by temporary/unpaid workers (18.39 percent) in running a business. 23.45 percent of female workers is self-employed

and 14.10 percent of them is family/unpaid workers. Table 2 shows the details.

Table 2. Percentage of Population Aged 15 Years and over who Work based on the Status of Employment in Purbalingga Regency in 2017

Status of Major Employment	Gender					
	M	%	F	%	Total	%
Self-employed	51,372	19.68	47,535	23.45	98,907	21.32
be assisted by temporary/unpaid laborers in running a business	48,014	18.39	20,365	10.05	68,379	14.74
be assisted by permanent/paid laborers in running a business	11,494	4.40	1,891	0.93	13,385	2.89
laborers/workers/employees	92,397	35.39	94,473	46.60	186,870	40.29
freelance workers	47,054	18.02	9,877	4.87	56,931	12.27
family/unpaid workers	10,747	4.12	28,590	14.10	39,337	8.48
Grand Total	261,078	100.00	202,731	100.00	463,809	100.00

Source: Central Bureau of Statistics Purbalingga Regency, 2018; DinsosdaldukKBP3A Purbalingga Regency in collaboration with the Institute for Research and Community Services (LPPM) Soedirman University, 2018.

4.1.3 Sectors of Employment

The phenomenon of employment can also be seen from the sectors of employment. In this case more female workers in Purbalingga Regency worked in the formal private sector compared to male workers (67.36 percent). On the other hand, female also dominated migrant workers (91.67 percent). This can be seen from the work location where most female were Inter-State Labor (AKAN). The male workforce mostly worked in other regions (Inter-Region Labor/AKAD).

Table 3. Conditions of Employment Based on the Sectors of Employment in Purbalingga Regency in 2017

Indicators	Gender				Total	
	M	%	F	%	Total	%
Private Sector	17.3	32.7	35.7	67.36	52.9	100
Migrant Worker	13	8.3	143	91.67	156	100
Formal Sector	17.3	32.6	35.7	67.36	52.9	100
Inter-State	13	8.3	144	91.72	157	100
Inter-Region	37	82.2	8	17.78	45	100

Source: DinsosdaldukKBP3A Purbalingga Regency in collaboration with the Institute for Research and Community Services (LPPM) Soedirman University, 2018.

5 CONCLUSION

From the description above it appears that the employment conditions in Purbalingga Regency are characterized by the dominance of laborers, especially among females who mostly work in the processing industry. Most of them work for hair companies that are many in this Regency. This causes fewer employment opportunities for males which have an impact on higher male unemployment rates. This condition causes the occurrence of gender roles in the family known as *Pamong Praja*. This further complicates the emergence of divorce cases which are mostly proposed by the wife.

In this regard, it is recommended that the Government of Purbalingga Regency immediately act to make male-oriented labor policies in the form of opening employment opportunities, providing entrepreneurship training and capital assistance for males.

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