

ACTION PLANS AGAINST WOMEN'S INVISIBILITY HOME WORKER (PUTTING OUT SYSTEM)

Diah Handayani ^{a*)}, Ahmad Taufiq ^{a)}

^{a)}Institut Agama Islam Negeri Kediri, Kediri, Indonesia

^{*)}Corresponding Author: diahandayani.kpi@iainkediri.ac.id

Article history: received 15 August 2020; revised 29 August 2020; accepted 20 September 2020

Abstract. The purpose of this study is to know the profile of women of home workers (Putting Out System/POS) in Kediri Regency, covering aspects of the establishment, categorisation, social security and the recognition of Putting Out System in Kediri Regency. The type of research developed in this study is a qualitative approach. According to Narbuko (2008), qualitative methods refer to research strategies, such as observation, in-depth interviews, focus group discussions and document studies. The results showed that home workers were scattered in several areas in several sub-districts. Although no data indicates clearly but their existence is very significant. In carrying out its work, women of home workers face some of the following problems:(1) There is no written agreement about the terms and conditions, (2) Low wages; based on the product unilaterally determined by the employer. (3) No labor social protection. Even if they have health insurance, it is because they are in the status of poor households so it is entitled to the beneficiaries of government-managed healthcare social security (JKN-KIS, JKN-KIS District, JAMKESDA) or have BPJS Mandiri. The inhibitory factors of the change in the access of women of home workers to the collateral of social protection of man power are as follows: logging constraints, regulatory constraints, social and family norms that impede women to participate in mentoring collective pursuits. There are two things that can encourage poor female home workers to access the social protection of labor, which is participation in collective action and the ability to negotiate with employers

Keywords: putting out the system, workers women, invisibility

I. INTRODUCTION

The putting out system is a labor problem that, from the eighties to the present, has not been resolved. Of the various publications showed that the majority of home workers were women. The various writings and results of research done by the feminists today have not seen any external results that can shift the position of women involved in home work, from sub ordinariate position to ordinariate position, not yet able to move the government to provide protection to them.

The putting out system appears in the world with the term "Home Work" since 20 years since the issue of home workers in the home Worker Convention No. 177 of 1996 (The Homework Convention). Those referred to as home workers are: a) in their homes or elsewhere chosen, outside the workplace belonging to employers/employers. b) to earn wages. c) The result in the form of products or services set by the entrepreneur/employer, regardless of who provides the raw materials, equipment and other inputs used. The invisibility of home workers is considered to have an unhiding/impossibility due to the role of female domestic, home workers are regarded as a sideline job, free time fillers at home and only a husband's income enhancer. This is what causes home workers to not contribute directly to household income. The existence of self-recognition as a worker is not at all visible and they are not registered in the statistical data of workers.

There are two types of home workers. First, the workforce that hires itself since the preparation of

production, Production process and the sales of the proceeds produced. All raw materials and capital are derived from their own. The results of their production process are referred to as Self Employed Women Home Workers (SE), because they function as employers as well as workers. The second class, is the worker who took the form of raw material from the employer, where the raw material is processed into a semi-finished product, or so, as desired by the employer. They have no right to sell the goods they produce, because they must be deposited with the employer. They are not daily laborers, not permanent workers because they work in accordance with the raw materials provided by employers, and wages are wholesale that can be done in grain, or other units. This home worker is called the Putting-out System Home-Workers (POS). POS has encountered many problems such as wages far below regional minimum, not knowing holidays except Idul Fitri, do not have labor insurance because they work in a private house, so as labor they are invisible by public (invisible). And because they work isolated in the house so they are not organized.

Table 1. Formal and Informal Sector Workers

Tahun	Formal		Informal		Informal Dlhk	
	Jumlah (juta)	%	Jumlah (juta)	%	Jumlah (juta)	%
January 2014	28,42	30,33	65,30	69,67	46,99	50,13
February 2015	28,65	30,17	66,30	69,83	48,82	51,41
November 2015	28,88	30,73	65,08	69,27	47,78	50,86
February 2016	28,79	30,24	66,39	69,76	48,09	50,52
August 2016	29,67	31,08	65,78	68,92	46,28	48,48
February 2017	29,72	30,44	67,87	69,56	49,12	50,41
August 2017	30,93	30,95	69,00	69,05	48,68	48,71
Pebruari 2018	31,49	30,86	70,55	69,14	50,47	49,46

So far, the Indonesian government is reluctant to admit that home workers are including workers who have to be protected in the structure of Indonesian labour law, even Depnakertrans itself refers to home workers as people who do informal worker activities, because there is already a common assumption that workers can be protected. In the legal structure of our labor, protected labour is laborers who work in formal attributes such as working by wearing a working uniform, having an ID card, paid with a minimum wage and so on. Similarly the company has a number of formal identities such as SIUPP, company name, NPWP, has offices, factories and others. Whereas Indonesia's economy is currently there is a fairly real recognition given by the Indonesian Government, that Indonesia can survive in the position of the global crisis caused by several factors namely one is the existence of small business sector which is quite high year by year increasingly shows Indonesia's economic growth leads to positive growth. Many female-dominated home workers are one of the components that belong to small industrial sector activities, both as self employee and a putting out system. Thus indirectly there has been the economic strengthening of Indonesia is the work of the home workers as well, although there is no formal or written recognition from the related parties, they are considered "invisible" when the motion and their work is real. Some of the problems in this activity are: 1) How is the profile of female home workers (Putting Out System/POS) in Kediri district, covering aspects of definition, social security and the recognition of Putting Out System (POS) in Kediri Regency? 2) How does the country/Government respond to women's invisibility Putting Out System (POS) on gender-equality employment policy? 3) What is the impeding and encouraging the design of action for the invisibility of female home worker (putting out system) in Kediri Regency?

The Putting Out System can be specifically defined as the relationship between those who work and those who supply it, where the worker carries the parts of his work that has been supplied by the Sub-contract and working on it in around the house [1]. Another sense of putting out worker is a home worker, the definition is the worker working on the production processes that are getting wages for the work done [2]. Putting out has a common feature are moms and daughters. This working group generally only exert a portion of the production stages. Some of his spare time after completing household affairs to earn extra income or sideline. These earnings are usually used to increase the fulfillment of family or household needs. While the children acquired some for extra money or help the family. The workers of putting out this system, usually doing their job around the house, and asking for the help of the family or neighbors, this relationship has resulted in the economic relationship that is insociable.

Marxist theory says that the production within the community is strengthened by men and is one of the roots of cultural adhesion. In the time of the hunt and the Meramu, who need to hunt are those who have stronger body that is male, while the woman who has a weaker structure and give birth to live in the house. This woman develops medicine,

farming, etc. When the cultivation of cultivation farming crops, those who had gone to hunting so knew after the season still had a bias. This surplus was then taken by male kalum. Furthermore the ego of men says that the inheriting must be part of him i.e. men.

Here the man who serves as the head of the household is the mastery of production in the community. This concept spawned capitalism that harms women. Thus there arose opposition to marriage and the concept that men were the head of the family. So there came across Java island, the de facto female is the head of the household, while her husband is a seasonal laborer or a fisherman waiting for the West wind to start working. In the patriarchy system supported by state/country say men are the head of the family automatically.

Parsing ideology gender means conducting gender analysis. Gender analysis sees not only differing roles and activities between men and women, but also sees the relationship "who is making the decision", who is benefiting, who uses production sources, such as land, credit, and who controls production. What factors affect male and female relationships, such as hokum, customs, traditions, culture, politics, religion, and so on.

The gender analysis "dismantling" the personal identity of women and men and gender that does not include these two types, to be able to see the different roles, status, obligations, and responsibilities of each. They have different life experiences and have differing needs. They both have roles in the field of production, reproduction and societal, but women are always assessed the participation is lacking, it is necessary to improve their participation. Jobs outdoors that make money and are worked on by men judged as jobs. But work, women at home, looking for firewood, looking for water, providing feeding, nurturing a child to be prepared as a workforce, is not judged as a job. The value of household work is hidden, not recognized especially appreciated.

Actual housework can be done by anyone, not necessarily done by certain members of the gender. But in quality of life, this task is almost always charged to women. As a result, this kind of work has no economical value, as the economic value is invisible. As long as the mind is still "mastered" gender ideology, which considers that family income is only the form of money, then domestic work is never appreciated as a means of supporting family life.

Today, UMKM business prospects in the era of free trade and regional autonomy depend on the efforts pursued by the Government in developing UMKM businesses. To achieve this conducive business climate, it is necessary to creation a conducive policy environment for UMKM. This conducive policy can be interpreted as a transparent policy environment and not overburden UMKM financially. This means that excessive government interference, both at the central and regional level, should be abolished, especially the elimination of complex regulations and administrative requirements and inhibit UMKM activities [4].

Small-medium entrepreneurs (SMES) have difficulty in accessing banking credit because there is still a difference in perspective between the SME side and the banking side in

giving credit [5]. However, the pressures faced by banking are increasingly competitive and the more depletion of the profits of the corporate segments (large corporations), forcing banking to enter the SME segment.

The home worker issue attracted attention due to the concern of issues expressed in the form of research and understanding the situation and condition of home worker women. In some studies the same is found about the vulnerability of home workers to be cared for, including:

- a. Invisibility (hiding/undoing)
- b. It is not legally clear
- c. Without employment contract
- d. The workplace is at home or around the house, not in factories or buildings belonging to entrepreneurs.
- e. Low wages versus regional minimum wage, with no bonuses.
- f. No health insurance.
- g. No warranties/social protection.
- h. Employers, employers do not supervise the activities of home workers in the work.
- i. Home workers are closely related to gender roles for their loyalty to the role of the expression so it is paid cheap and neglected.
- j. Not master the market.
- k. Less Master of technology.
- l. Difficult to gain capital access.
- m. Organizations are isolated because they use their own house, home workers have not been organized.
- n. Long working hours and no overtime wages.
- o. There is a child labor.

The treatment of men and women resulted in limited opportunities for women to make women concentrated in low-wage jobs [6]. One of the government's development programs that cause women's poverty is food self-sufficiency and Green Revolution, the program has economically eliminated women from their work. This happens to female workers who are eliminated from their productive work as a result of transferring jobs from farming to non-agricultural.

Based on over-the-job opportunities outside the farm is an alternative for women but women's workforce loses competition with male labor, because the condition of pre-employment and in their work is low and they also only get Low jobs. Pre-employment conditions include low experience, exercise and skill. Experience gained usually directs them to housework so that women find work that is identical to the housework. So that the conditions in the work, covering the lack of training opportunities due to the company's funds limited to employers, so that priority aimed at the labor of men whose continuity of work is considered more stable than women who often discontinuous due to the influence of its production function.

The household industry is one of the alternatives that can answer women's problems that should work without leaving daily household work. Household industry is an economic activity that is around the home base production and can be done at home, it is considered beneficial to women because 1) does not require skills that High, 2) can

be done at home without having to leave daily tasks, 3) can make money in a short time (daily, weekly), 4) does not require high technology, 5) capital required is not large [7].

II. RESEARCH METHODS

The type of research developed in this study is descriptive research with a qualitative approach. Descriptive research is research that seeks to relate existing problem solving, based on data, presenting data, analyzing and interpreting [8]. Qualitative methods refer to research strategies, such as observation, participation, deep interviews, total participation into their researched activities, fieldwork, and so on. That allows researchers to obtain first-hand information about empirical social problems that are to be solved.

Research was conducted in Kediri Regency. Especially at the SME Center in Kediri Regency. The research object is the female home worker in Kediri Regency. And stakeholders are related. The Stakeholders are: Disnakertrans, BP2KB (Badan Pemberdayaan Perempuan dan Keluarga Berencana), NGO, social service, Department of Cooperatives and SMES of Kediri Regency, and women of home workers. The data retrieval technique uses methods: observation, non participant observation, interview, documentation.

In law No. 13 of 2003 on employment mentions that the employment principle governs prospective workers, governs the relationship of labour with employers, workers with workers and governments. Regulate the normative rights of workers to ensure the fulfillment of work and livelihoods worthy of labour and social Security. Labour is any person who works by accepting wages or remuneration in another form. The so-called entrepreneurs are individuals, alliances or legal entities running a proprietary company. The company is any form of business that is legal or not, belonging to a natural person, belonging to the federal or legal entity, both private and state-owned employees who employ labour workers by paying wages or remuneration in other forms. Other social and business ventures that have managers and hiring others by paying Upaha or other rewards in other forms. Meanwhile, the employment agreement is an agreement between a worker/labor with an entrepreneur or employer that contains the terms of employment, rights and obligations of the parties.

The Decree No. 100 year 2004 governs the terms of implementation of certain time employment agreements. It is also described in SK GUB. No. 188/40/KPTS/013/2009 regulates about UMK in East Java 2009 which sets the Minimum wage Kabupaten Malang in 2009 amounting to Rp. 954,500 per month.

The pattern of the working relationship as a pattern of relationship describing the leadership element or authority to rule from the employer to the workers is governed in the Civil Code of Law article 1601c paragraph 2 which reads:

"If a labor agreement is followed by some such agreements, even if each time with or the interval, or if at the time of the creation of a labor agreement the second purpose

of the two parties is to make some any other kind of agreement such that all covenants of the work together may be regarded as an agreement, then the provisions of those covenants, all of which and The agreement itself, with the exception of the provisions of the sixth chapter. But if in such a manner the first covenant was made as an experiment, the covenant was deemed to have remained of its nature as a covenant-the employment and provisions in the sixth part would apply to it."

The wages of women in home workers are generally low, not only in the same or similar kind of work than in the factory but also compared to the wages of men, compared to other jobs. Some production costs are charged to home workers, such as electricity, production, production equipment, machinery, etc. Thus it is obvious that the employer will gain more profit than hiring a factory worker, a home worker like 'invisible employee'.

Unbalanced relationships between employers and home workers are proven by the fact that the employer determines what product to deliver, the quality, time and price of the labor. The ' coercion ' dimension applied by employers to workers resulted in longer working hours and family member involvement, sometimes the children were not rewarded so they could finish the job on time. Employers also impose sanctions if the work is not in accordance with the size and quality by applying the power to withdraw the work. With such threats, there is no need to make an official contract while the official labor law is ignored so as to weaken the position of the home workers.

Recognition of the policy determinant above is not enough to be limited, because not accompanied by social protection, health insurance, safety assurance, which should be accepted by them, why this can happen?

Whereas the basic rights as a home worker internationally have been poured out in ILO Convention No. 177 year 1996, why Indonesia has not immediately ratified and poured in its economic policies, this is also a question that unanswered [9].

In the case of housing workers, there are many gender inequality that must be repaired, such as wage problems, working hours, basic facilities, etc. By turning a low-profile home worker away from a more male-dominated factory, devaluing that women's work is only a sideline or additional work for husband's income, and only providing Special work to women, and there is no guarantee of continuous job provision. Home work is a gender problem because women are required to do home-based work is considered the same as the sexual work division that associates the biological and social marital reality. Finally home work does not get economical value like a certain job outdoors [10]. What to do in order for them to have an increased value as a worker?

III. RESULTS AND DISCUSSION

Not too much information can be achieved in data retrieval about home workers in Kediri Regency. Although the development of the informal sector in the district is relatively fast. The informal sector develops and becomes

the backbone of the Kediri community, the protection efforts of women workers still exhibit less obvious situations. Starting from the unorganized female workers until the lack of information openly about their existence. Home workers are often misunderstood as insignificant workers and neglect.

This activity was developed in an effort to find out the indication of the emergence of home workers in Kediri Regency, considering the informal sectors of labor so booming in Kediri district.

Based on the data compiled in this study there are about 3000 more informal sectors developed in Kediri district and contributed to the size of the APBD Kediri regency. The growing sectors include: catering, stalls, household-developed crafts, chips making, culinary fields, etc. Not to mention some big effort with large capital and adequate resources that also employ home workers, for example plywood factories in the area of Plosoklaten Kediri Regency. Where the manufacturer's presses allow the men to bring their work to the home to be made and then the results are deposited on the piners. These workers are paid based on the results of their work that has been agreed together between the workers and the piners. Because of the lack of resources owned, the amount of capital inputs mastered by employers, and because the burden of work brought out of the production system is not surprising if the work is given a very low wage and most The risks contained therein should be their own responsibility beyond the responsibilities of the factories or employers where they work [11].

The following is a description of the informal sectors that are currently developing in Kediri Regency, which uses a few women as their workers.

Based on the FGD results that have been done in this research, researchers invite several related services such as Disnakertrans, Department of Cooperatives and SMES, social service, and BP2KB. In the discussion it is revealed that there is a lack of understanding in the process of what is the female home worker or putting out system in which the OPD messengers present. Putting out the system is still viewed as a side worker, it does not have the same meaning as other workers especially male workers, let alone the work of these women on average material work is brought out of the working place (Putting Out system).

The study of poor women's access to home workers social protection is part of a longitudinal study (2014-2020) of one of the NGOS, a baseline study MAMPU of 2014, a Medline study MAMPU of 2017, and an Endline study MAMPU of 2020. This study focuses on the home worker's category subcontracting/putting out system/wholesale, and aims to find out the addition of poor female-home workers to the social comparison of labor between 2014-2017 [12].

The findings of this study show that women of home workers are faced with the absence of employment agreements, low wage rates, social health insurance available to women of poor home workers in the village of Studies is National health insurance-Indonesia Healthy card (JKN-KIS) and the central government, JKN-KIS region, and District Health Insurance (JAMKESDA) held by the local government studies because this condition is

unchanged compared to the current condition of the Baseline MAMPU study. The study developed by MAMPU include 5 regencies: Deli Serdang, Cilacap, Timor Tengah Selatan (TTS), the Kubu Raya, and Pangkajene and the Islands (PANGKEP). With the distribution of poor workers housing there are 3,266 poor women in 5 districts. The location of the study, there were 1244 women workers and 204 people (16.4%) Among them are female home workers. Of these, 35.3% were in Cilacap followed by Pangkep (26.5%) Then Deli Serdang (18.1%), Kubu Raya (15.7%), and the most small portions were in TTS (4.4%), which is the female home worker to the beneficiaries of social health insurance that is supervised by the central government and local governments. Only a fraction of the employment and health benefits of employers are given. The condition of female home worker (Putting Out System) in Kapupaten Kediri also shows similar things [13].

Meanwhile, in Kediri Regency based on observations and interviews showed that the existence of home worker women in a region is not separated from the access of adequate transportation to enter the production materials and the results production, and the existence of raw materials produced by local areas, in addition to the factor proximity to factories. This allows female home workers to connect with the company as a employer. The samples in this study partially made home workers as a primary source and while others made it a side job. Furthermore, the term home worker in this report refers to women who are working as a home worker category sub contracts/wholesale/putting out system.

A. Characteristics of Home Worker Women

Certain types of home work that do not require high skills or utilize the skills that family members already have. In addition, there is part of the work that requires simpler skills that allow all family members involved to work in varying intensity and frequency. For example, home-based work as onion peeler, chilli handle picker, attaching beads not only involves mothers as primary workers but children also help outside school activities. The activities of the plywood, sewing bag/purse/clothing and others require a special skill of home worker women. However, for helpful work such as cutting the rest of the stitch thread and packing the stitches, other household members can do, for example, by husbands and children [14].

For sewing jobs for example, there are workers who attend the course at their own expense and some are learning from the family/neighbors who first became a tailor on home work. Regardless of where the home worker acquired the skills of gluing or attaching beads and sewing, according to female home worker interviews, those abilities they felt came from a multitude of flying hours. The higher the worker's flying hours, generally they are able to work on more stitches and finish up more complex types of work, earning more wages than workers with lower flying hours and who are completing simpler job types.

Home workers in the study site get orders and raw materials from employers directly or through

intermediaries/agents/presses/coordinators. The intermediary is usually a home worker who first works as a home worker compared to its members. Home workers often get home-based jobs from intermediaries (both male and female) who live in the environment in which he resides. The task of intermediaries is to recruit home workers, distribute raw materials, check the work of home workers, collect the work, distributing wages, and become a liaison between employers/employers and home workers who are members. At this responsibility, intermediaries get incentives that come from employers and some are gained from the wages of home workers under its coordination. In some types of home work, intermediaries are also responsible for the loss of raw materials/production products of home workers who belong to their members. Some types of home work contain the risks of goods produced not in accordance with employer-defined standards. The risk of failure or loss of goods in the production process becomes the responsibility of the home worker or the responsibility of the co-worker with the intermediary[15].

The average wage of wages obtained by women in home workers shows that if they rely solely on the wages from home work, the income is earned under the standard of living needs of the local district. Based on the interview, to get around this condition, work as a home worker is not generally used as the only source of household income. Women of home worker funds know the members or head of households generally also try to run other jobs to support household livelihoods.

B. Home Worker Driving and Inhibitory Factors

During this time the impetus for the recognition of female home workers was not able to be demonstrated. There has been no change to women's access to the guarantee of social protection of manpower involving various parties in Kediri district. Be it the actor that applies as a non-governmental institution accompanying home workers; Government agencies (Disnakertrans, for example) Kediri Regency and the women of home workers themselves, especially those who are incorporated in unions. The level of distribution and the category of home workers in Kediri District although their presence is clearly present but the existence of difficult to get recognition. If their existence seems to be not considered then the repair of their protection efforts is difficult to do. However, the efforts still made by some of the OPD are not yet structured and systematic in the efforts to improve and change access to women. The effort of mentoring to the specific home workers has not even been done in various labour sectors at the village level. Even at the village level there is no data available that can be used as information about the existence of home workers and efforts made to improve protection for them. Although in some other areas this effort has actually begun to show the rate of change.

If the effort to obtain the data is fulfilled then the mentoring efforts are undoubtedly done. The sort data about the existence of home worker women who become baseline programs is still difficult to determine. In fact, if the

existence of female home workers when the research is done becomes real. Meetings with grassroots Communities Sperti group assistance by NGOS and unions can be sought in the formation of grassroots community forums to initiate the intrusive Ranperda home workers at the provincial level and at There is a forum procurement branch. Women who are incorporated in the Union may also be offered to share information with other members in order to participate in the activities.

This is done in order to conduct caderization efforts at the home worker level. This needs to be done in order for (i) the process of fighting for rights by homeworkers with employers can be done alone by every home worker, (i) dissemination of information among home workers becomes easier, (iii) network development/recruitment of home worker groups is done by home worker Sesame in their respective villages. At the village level, it can be established village coordinator who will organize his friends in negotiating with employers [16].

The driver's drivers can improve the access of home-worker women to guarantee labor protection. Government institutions such as provincial and District Disnakertrans, District DPRD, colleges, as well as other parties including trade unions and so on are involved in Ranperda home worker intrination. In addition to Ranperda, he still encountered various obstacles to obtain manpower rights, prompting Disnakertrans to issue circular letter. Although this circular letter is a good first step to raise awareness of the existence of home workers and their rights that have not been given.

C. Inhibitory Factor

1) Regulation

In the global sphere, the government of Indonesia has not ratified the ILO Convention No. K 177/1996 on home workers. Therefore, there is no specific legal basis that can be a Reference For Home-Based Work and Home Worker Arrangements in Indonesia. At the national level explicitly, home work and home labor are not mentioned in LAW No. 13/2003 on employment and other employment regulations. The working relationship between home workers and employers is a real employment relationship, such as LAW No. 13/2003, based on employment agreements, and fulfilling employment of elements, work orders, and wages. Home workers are workers who run jobs to produce goods/services and work to make wages for their work. These things demonstrate that the home work should be a worker who runs the work in order to produce goods/services and work to make wages for the work. The things mentioned show that should home work and home workers become part of the workers and occupations covered in LAW No. 13/2003 and other employment regulations. It does not seem that the existence of home workers in the Labor LAW and other labor regulations make the owner of the capital/employer flashed from his obligations in fulfilling the rights of home workers working on it [17].

2) Still Low Knowledge and Awareness of The Parties will Issue Home Work and Social Protection of Labour

The guarantee of the social protection of the workers of the unfulfilled home worker is not separated from the lack of knowledge and awareness of the parties (employers/employers, women of home workers, Governments, communities, etc.) regarding the existence of home work and social protection of labor for its workers. The status of home workers working with flexible work schemes (without written bonds, outside the formal system, working outside the factory), as well as the type of work that does not require certain skills so that it is easily replaced by other workers to the reason employers do not facilitate social protection for home workers. Employers also do not always have the knowledge that as their employer needs to fulfill the social protection rights of the long workforce and involve the intermediaries, the primary employer often does not know the existence of home workers involved in the completion of the work or do not feel obligated to facilitate social protection for home working in the bottom chain [18].

3) Social Norms and Families

Norms wrapped through patriarchy culture lead to the activity of female workers being shackled [19]. They did not approve them by their husbands and children, causing the collective movements of the home female workers to be constrained. Generally, they have not been protected and mentoring in organizing. In addition, there is a negative view of women who come out from home to do activities.

4) Limitation of Knowledge and Ability to Negotiate Home Workers on Social Protection of Labour

The FGD mini-results and interviews show that most women in home workers have a limited knowledge of the social protection of Labour; Limited social protection for poor households in general, such as Rastra, PIP, PKH, and others. Although they realize the importance of having a health assurance and/or occupational accident guarantee, not all of them know that it is part of the social protection of manpower that they should acquire on its status as a home worker, and that employers have a duty to facilitate them.

"If sick usually have medication alone, want to be and or what is self-managed..." thus Kasiati said (participants of the mini FGD Sumber Rejo Village).

Another question is among women in home work there is the perception that the home worker they do is only to fill the free time or increase the income. Consequently, the problem of competitive wages and social protection is not very important consideration.

"If it is only take time, if the time is loose after the transfer of school children, from the Ngwine, make entertainment also.. Paid that yes it's ok, in fact take part of job never asking before... The risk is taken directly transported.. Then three days or a week later in the pay, most wages per floor Rp. 1000, usually can be Rp. 50,000-Rp. 100,000, yes make money for kids to make extra little, I worked yes while relaxing no target..." Said Kholif (Participant mini FGD Sumber Rejo Village).

The average female home worker does not have a communication room with the employer. Home workers get

jobs through intermediaries often do not know who the primary employer is and who they should negotiate their rights.

IV. CONCLUSION

The study was developed in Kediri Regency which has wide coverage area and the development of the industry significantly increased. Home workers are scattered in several areas in several sub-districts. Although no data indicates clearly but their existence is very clear and significant. Moreover, during the last decade the local economy of Kediri province showed developments in the micro and medium sectors that the average Hamiar also use a home labor. But the efforts of logging both by Government, non-governmental and village have not been conducted. So that until now the existence of women home workers have not seen visible in real both numbers and the spread clearly.

In carrying out its work, female home workers face some of the following problems:

- (1) There is no written agreement about the terms and conditions, and the rights and obligations of any worker or employer.
- (2) Low wages; based on the product unilaterally determined by the employer.
- (3) No labor social protection.

Changes in the access of female home workers in the economic field as seen in this study have not yet gained a guarantee of the social protection of labor especially in the poor women of home workers to get mentoring.

The inhibitory factors of change in the access of female workers to social protection of labor are as follows:

- (1) Logging constraints, namely until now in Kediri Regency, there is no real data on the existence of home workers based on their type, spreads and categories. The data is conducted by government, non governmental or village and sub-district.
- (2) Regulatory constraints, i.e. the home work convention has not been ratified, the existence of home work is not covered by the manpower regulation; and withdraw the interests of the parties in the preparation of regulations.
- (3) The knowledge and awareness of the parties will still be low home work issues.
- (4) Social and family norms that impede women to follow other collective mentoring or former activities.
- (5) The limited knowledge and negotiating ability of female home workers regarding social protection of labour.

There are two things that can encourage poor female home workers to access the social protection labor, namely participation in collective action and the ability to negotiate with employers.

REFERENCES

- [1] Migunani. *Women Collective Action for Empowerment in Indonesia: A Studi of Collective Action Initiated by Partners of The MAMPU Program*. Laporan Penelitian: Migunani and MAMPU, p. 56-67. 2017.
- [2] Demayanti dan Erna Chotim. *Marjinalisasi dan Eksploitasi Perempuan Usaha Mikro di Pedesaan*. Bandung: Penerbit Akatiga. 2004.
- [3] Orphan, Ihromi. *Bunga Rampai Sosiologi Keluarga*. Jakarta: Yayasan Obor. 2000.
- [4] Firdausy & Wigna, Winati. *Putting Out System in Rural Industrialisation A Comparative Studi Between Indonesia and Japan*. Summary: Unpublished. 1990.
- [5] Abdullah, Irwan. *Sangkan Paran Gender (Wanita Pabrik: Simbol Pergeseran Status Wanita Desa Oleh Purwanto)*. Yogyakarta: Pustaka Pelajar. 1997.
- [6] Abdullah, Irwan. *Sangkan Paran Gender (Pengorbanan Wanita Pekerja Industri oleh Ken Surtiyah)*. Yogyakarta: Pustaka Pelajar. 1997.
- [7] Abdullah, Irwan. *Sangkan Paran Gender (Wanita Pabrik: Simbol Pergeseran Status Wanita Desa Oleh Purwanto)*. Yogyakarta: Pustaka Pelajar. 1997.
- [8] Narbuko dan Achmadi. *Metodologi Penelitian*. Jakarta: Bina Aksara. 2008.
- [9] Allen, Emma, et al. *Pekerja Rumahan di Indonesia: Hasil dan Penelitian Pemetaan Pekerja Rumahan di Sumatra Utara, Jawa Barat, Jawa Tengah, Yogyakarta, Jawa Timur dan Banten*. Laporan Penelitian: Jakarta Proyek ILO MAMPU. p. 20-28. 2015.
- [10] Cristine, K. *Metode Penelitian Perspektif Perempuan*. WSP II Makassar: Bahan Penelitian Kualitatif. 1998.
- [11] Pusat Statistik Indonesia (BPS). *Laporan Survey Penduduk Indonesia*. Jakarta. 2015.
- [12] Migunani. *Women Collective Action for Empowerment in Indonesia: A Studi of Collective Action Initiated by Partners of The MAMPU Program*. Laporan Penelitian: Migunani and MAMPU. p. 56-57.2017.
- [13] Allen, Emma, et al. *Pekerja Rumahan di Indonesia: Hasil dan Penelitian Pemetaan Pekerja Rumahan di Sumatra Utara, Jawa Barat, Jawa Tengah, Yogyakarta, Jawa Timur dan Banten*. Laporan Penelitian: Jakarta Proyek ILO MAMPU. p. 20-28. 2015.
- [14] Wijaya, Hesti R. *Informal Women Workers: The Case of Indonesia*. *Asian Labor Law Review*. Jakarta: Rineka Cipta. 2008.
- [15] Mehrota, Santosh and Biggeri Maria. *Asian Informal Workers*. London and New York: Sage Publication Inc. 1997.
- [16] Hadiz, Lisa. *Perempuan dalam Wacana Politik Orde Baru*. Jakarta: Bumi Aksara. 2002.
- [17] Women Support Project II. *Manual Gender Untuk Pembangunan Indonesia*. Yogyakarta. p. 46-65. 1998.
- [18] Nugroho, Riant. *Gender dan Strategi Pengarusutamaan Gender di Indonesia*. Jakarta: Remaja Rosdakarya. 1998.
- [19] Spurgaitis, Kevin. *Invisible Labour Force Homeworkers Clandestinely Make Ends Meet*. Catholic New Times Vol. 28, Iss.13, (Sep 12,2004). 2004. p. 5-6.