Strategy for Resolving Gender Conflict in the Household for Women Industrial Workers

Elen Inderasari,[1*] **Giyoto Giyoto**[2]

[1]Department of Indonesian Language Education, Faculty of Adab and Language, Universitas Islam Negeri Raden Mas Said Surakarta, Surakarta – Indonesia; [2]Department of English Education, Faculty of Adab and Language, Universitas Islam Negeri Raden Mas Said Surakarta, Surakarta – Indonesia

*Corresponding Author:
email: inderasari@staff.uinsaid.ac.id - Jl. Pandawa, Pucangan, Kartasura, Sukoharjo, Jawa Tengah 57167 – Indonesia

Abstract: Poverty forced most females to have double roles as housewives and workers. It happened to help the husbands look for a good living. This research aimed to describe the strategies for female industrial workers in Surakarta to resolve gender conflict in a household. This research used qualitative method to describe the data retrieved by interview technique using social role theory to find out the existence of double role conflict, kinds of conflicts, and strategies in resolution of the gender role conflict from the respondents in the regions of Surakarta, Boyolali, Sragen, Wonogiri, and Sukoharjo by referring to the patterned social behavior, social identity, and shared social expectations. This research uncovered the existence of various conflicts among female workers i.e. working hours, household chores, relationship communication between husband and wife (biological relationship), and childcare. Furthermore, this research also found the strategies used by housewives in facing conflicts, including division of role as head of the family, division of working hours, parenting arrangement, family biological time arrangement, and social community. Regarding the findings, this research provided female industrial workers with several alternative solutions to help them divide their time for professionally working in domestic and public affairs.

Keywords: gender conflict; housewife; laborer

Abstrak: Kemiskinan memaksa sebagian besar perempuan untuk memiliki peran ganda sebagai ibu rumah tangga dan pekerja. Hal ini terjadi untuk membantu para suami mencari nafkah. Penelitian ini bertujuan untuk mendeskripsikan strategi yang dilakukan oleh buruh industri perempuan di Surakarta dalam menyelesaikan konflik gender di dalam rumah tangga. Penelitian ini menggunakan metode kualitatif untuk mendeskripsikan data yang diambil dengan teknik wawancara dengan menggunakan teori peran sosial untuk mengetahui adanya konflik peran ganda, jenis-jenis konflik, dan strategi penyelesaian konflik peran gender dari para responden yang berada di wilayah Surakarta, Boyolali, Sragen, Wonogiri, dan Sukoharjo dengan mengacu pada perilaku sosial yang terpola, identitas sosial, dan harapan sosial yang dianut. Penelitian ini menemukan adanya berbagai konflik di antara para pekerja perempuan, yaitu mengenai jam kerja, pekerjaan rumah tangga, komunikasi antara suami dan istri (hubungan biologis), dan pengasuhan

anak. Selain itu, penelitian ini juga menemukan strategi yang digunakan ibu rumah tangga dalam menghadapi konflik, antara lain pembagian peran sebagai kepala keluarga, pembagian jam kerja, pengaturan pengasuhan anak, pengaturan waktu biologis keluarga, dan sosial kemasyarakatan. Terkait dengan temuan tersebut, penelitian ini memberikan beberapa alternatif solusi kepada perempuan pekerja industri untuk membantu mereka membagi waktu antara bekerja secara profesional di ranah domestik dan publik.

Kata Kunci: konflik gender; ibu rumah tangga; pekerja

A.   Introduction

Poverty is a condition that every family always avoids. In some cases, conditions of poverty require women to play a dual role, namely as a housewife and a worker, to help their husbands earn a living for a decent living. Women's dual roles are still considered normal and not something strange. Low economic downturns in the family make women's quality of life less burdensome and their responsibilities heavier in fulfilling welfare.

In lower-class society, women or wives mostly work in places with low wages, such as domestic workers, garment factories, textiles, cigarettes, and other industries. The wages received by female workers who work in textile factories are meager, not commensurate with what they have done. Low wages, which can only be used for daily food, have not been able to change the economic conditions of female workers' families. Women workers in the textile industry will continue to be shackled in poverty.

This situation also occurs in Central Java society, Indonesia, which has a dense garment industry, especially in the surrounding areas of Surakarta. The shift in people's livelihoods is that most farmers and agricultural laborers are considered less prestigious; they choose to become workers in more prestigious factories. The increasingly rapid development of industry has spread to the village level and has impacted livelihood patterns and perspectives for the community, especially women as housewives in nearby Surakarta. Of the 45,055.08 people in Central Java, the population is classified as poor. This condition of poverty makes women in low-income families in nearby Surakarta work to help their household economy by becoming factory workers.

The dual role of women as mothers and workers in the family has become a pattern of modern society. The mother's job is to be the caregiver, inner object, and shaper of the child's primary social figure, while the second is the

father; as Chodorow said, "Mothers are and have been the child's primary caretaker, socializer, and inner object; father secondary objects for boys and girls." Mothers treat and teach their daughters differently from their sons.[1] In society, each person has a role attached to themselves and their identity. This role depends on status, both physical, biological, gender, and social conditions, as well as position in the social structure where he is located.[2] Gender roles can be seen from the biological and physical aspects, where women have several physical characteristics that are different from men, thus influencing social roles and the role of the world of work in society. Society divides social roles and work roles based on the characteristics of their physical and biological conditions, except for special skills that are acceptable across genders. Women with specific physical and biological conditions are more suited to their social, emotional, and household roles and their children's education.

Coates states that the definition of gender used in this discussion started with gender. Sex is defined as the biological difference between women and men, namely male and female, while gender is a category that is socially constructed in both sexes, femininity, and masculinity.[3] Gender is formed from childhood in the family environment, especially by mothers who care for their children relatively closely and long before the children make friends and socialize outside the home. Mothers have introduced different values or cultures based on their child's gender since the previous period.[4]

Individuals must be able to balance their responsibilities in work and family life to become individuals with positive and loyal behavior at work, improve welfare, reduce work stress, and increase satisfaction and effectiveness in work and family.[5] Through work, the individual can change the

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[1] Leonard H. Chusmir and Joan Mills, "Gender Differences in Conflict Resolution Styles of Managers: At Work and at Home," *Sex Roles* 20, no. 3–4 (1989): 149–63, https://doi.org/10.1007/BF00287988.

[2] Daniel N. Maltz and Ruth A. Borker, "A Cultural Approach to Male-Female Miscommunication," in *The Matrix of Language* (Cambridge: Routledge, 2018), 81–98, https://doi.org/10.4324/9780429496288-7.

[3] Jennifer Coates, *Women, Men, and Language* (London: Longman Chodorow, 2004). 57-60

[4] Chusmir and Mills, "Gender Differences in Conflict Resolution Styles of Managers: At Work and at Home."

[5] Javier Cerrato and Eva Cifre, "Gender Inequality in Household Chores and Work-Family Conflict," *Frontiers in Psychology* 9 (2018): 1–11, https://doi.org/10.3389/fpsyg.2018.01330; Kosmas X. Smyrnios et al., "Work-Family Conflict: A Study of American and Australian Family

environment and himself, enrich, grow his life and spirit, and meet the basic needs of the family, while the family is associated with human society affection where. Social role theory's perspective toward gender roles is from biology and social aspects, covering their obligation's role according to their physical and social condition. [6] The relationship between the difference in female reproduction's activity and male's physical advantages forced them to do things associated with their physical characteristics in certain environments, including professional ones. As social system actors, they were expected to have studied, received, and performed the norm or have received the sanctions from others when the norm were not performed accordingly.[7] Role theory is correlated with the three concepts of unity: patterned social behavior, social identity, and shared social expectations.

This model of socialization continues that it formed its value, as the following statement.[8] This model was extended to tensions between women and men by proposing that norms of friendly peer conversation are learned mainly in single-sex preadolescent peer groups and that these norms are radically different for females and males, yet essentially the same for each sex across many different local communities. Adult women and men, then, may unwittingly bring different norms to their interactions, each assuming that the other is flouting established norms rather than adhering to a different but equally valid set. The review above concludes that everyone in society has their own role that is stuck with them and their identity. This role depended on the good status on the status of the biological-physical condition, gender, social, and even their position in the social structure of the surrounding social environment. Gender role could be observed from physical biology, where

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Businesses," *Family Business Review* 16, no. 1 (2003): 35–51, https://doi.org/10.1111/j.1741-6248.2003.00035.x; Juanjuan Xie et al., "An Integrated Model for Termination of RNA Polymerase III Transcription," *Science Advances* 8, no. 28 (2022): eabm9875, https://doi.org/10.1126/sciadv.abm9875.

[6] Alice H. Eagly and Wendy Wood, "Social Role Theory of Sex Differences," in *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies* (Wiley, 2016), 1–3, https://doi.org/10.1002/9781118663219.wbegss183.

[7] B. J Biddle, "Recent Developments in Role Theory," *Annual Review of Sociology* 12, no. 1 (1986): 67–92, https://doi.org/10.1146/annurev.so.12.080186.000435.

[8] Daniel N. Maltz and Ruth A. Borker, "A Cultural Approach to Male-Female Miscommunication," in *The Matrix of Language* (New York: Routledge, 2018), 81–98, https://doi.org/10.4324/9780429496288-7.

females have certain physical traits different from males, affecting the social role and role in the professional world.

Women experience the feminization of poverty, which is caused by women having poor information, access, and participation, causing women to be placed in second place after men in the work environment, in addition to educational factors.[9] It is not uncommon for some companies to choose more men to fill places in the office.[10] It also happened at the Sritex garment factory in Sukoharjo. Overall, the Sri Rejeki Isman textile (Sritex) factory employs 50 thousand people, consisting of 30% female employees and 20% male employees. Most of the workers are women, and they are operator workers.[11] Since the 21st century, women have been required to have an independent attitude and the freedom to develop themselves as human beings according to their talents. The profile of Indonesian women today can be described as humans who have to live in dilemmatic situations.

On the other hand, Indonesian women are required to play a role in all sectors, but on the other hand, there are different demands so that women do not forget their nature as women.[12] Working wives also want to improve their family's economic welfare, social status, and education. However, it turns out that this can enhance economic welfare and give a better social status, as being a worker is seen as more prestigious than being a housewife.[13]

The patriarchal system of Javanese society in the 18th century gave birth to expressions (often still heard today) that were considered to imply the inferiority of Javanese women.[14] Expressions such as "*kanca wingking*,"

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[9] Willya Achmad et al., "Women's Social Capital for Empowering Poor Households," *International Journal of Artificial Intelligence Research* 6, no. 1 (2022), https://ijair.id/index.php/ijair/article/view/395.

[10] Rusydan Fathy, "Modal Sosial: Konsep, Inklusivitas dan Pemberdayaan Masyarakat," *Jurnal Pemikiran Sosiologi* 6, no. 1 (2019): 1–17, https://doi.org/10.22146/jps.v6i1.47463.

[11] Soejono Soekanto and Mustafa Abdullah, *Sosiologi Hukum dalam Masyarakat* (Jakarta: Rajawali, 1982). 87-89.

[12] Aristya Rahmaharyati, Budhi Wibhawa, and Nunung Nurwati, "Peran Ganda Buruh Perempuan Sektor Industri dalam Keluarga," *Prosiding Penelitian dan Pengabdian Kepada Masyarakat* 4, no. 2 (2017): 230–33, https://doi.org/10.24198/jppm.v4i2.14290.

[13] Giyoto Giyoto et al., "Tripled Troubles on Financial, Social, and Sexual Needs of Female Conflicts with Three Time Shifts Working at Garment Industries in Indonesia," *Gender Equality: International Journal of Child and Gender Studies* 9, no. 1 (2023): 1–10, https://doi.org/10.22373/equality.v9i1.15164.

[14] Idha Rahayuningsih, "Konflik Peran Ganda pada Tenaga Kerja Perempuan," *Jurnal Psikosains* 5, no. 2 (2013): 73–86.

"*swarga nunut neraka katut,*" women only care for the kitchen, and women only depend on their husbands emphasize that Javanese women appear to occupy the lower structure. The strength of this conception in Javanese culture has given rise to treatments that are considered to limit women's movement, such as the concept of seclusion, which prohibits women from freely carrying out their activities.[15] In other words, women must be considerate, resigned, humble, patient, loyal, and devoted.

Role theory focuses on one very important component of social life, namely roles or characteristics of behavior patterns; roles assume that a person is a member of a particular social status and is responsible for other people's expectations of how he should behave. The husband's role is understood as the normative expectation of the family in leading and nurturing. Meanwhile, a wife serves things that all family members need, but if both cannot carry out their duties and obligations, they will receive sanctions from others when they do not carry out these norms.[16] Role theory concerns the unity of three concepts: patterned social behavior, social identity, and shared social expectations. Role theory in gender conflict occurs due to an imbalance in the proper functioning of the three roles.

Gender conflict in the household, especially for female factory workers, has many influencing factors, namely a shift in the roles of husband and wife, working hours that are not in line with the woman's duties as a housewife, work pressure that requires overtime for family time, the husband's biological relationship. The wife is hampered by the wife's communication and support for her husband and the parenting style of the children, which is no longer entirely handled by the wife. Social factors cannot be separated from the emergence of conflict with reduced community activities, especially in villages, leading to social conflict, which refers to the legal social norms of social exclusion. The determining factors for the functions and roles of men and women are not limited to biological factors alone. Still, the presence of cultural factors in a society also determines them.[17] Javanese society has a strong social

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[15] Ruslina Ruslina, "Hubungan antara Konflik Peran Ganda dengan Stres Kerja pada Wanita Bekerja." [Undergraduate Thesis]. (Universitas Muhammadiyah Surakarta, 2014): 3.

[16] Nicholas Biddle and Hannah Swee, "The Relationship between Wellbeing and Indigenous Land, Language and Culture in Australia," *Australian Geographer* 43, no. 3 (2012): 215–32, https://doi.org/10.1080/00049182.2012.706201.

[17] Humnath Bhandari and Kumi Yasunobu, "What Is Social Capital? A Comprehensive Review of the Concept," *Asian Journal of Social Science* 37, no. 3 (2009): 480–510, https://doi.org/10.1163/156853109X436847.

pattern in which the husband's role is based on being responsible for meeting the family's needs. Still, if it is not enough to meet the family's needs, every woman should be able to help fulfill them.[18] Women are considered people who take part in the domestic sector, while men are placed in the public sector. Various social institutions have validated this kind of ideology, which has become a social fact about the status and roles played by women.[19]

Role theory has principles, one of which is that a person's behavior in a particular role is the product of the interaction of their characteristics with the situation in which they play the role.[20] Meanwhile, in Javanese culture, which adheres to a patriarchal system, there are many terms that position women as lower than men, both in the public sector and in the household.[21] Patriarchal ideology characterizes men as the head of the household, the breadwinner seen in productive work outside the home, and the caretaker of offspring.[22] It is because patriarchal culture shapes traditional gender role attitudes in society. In traditional gender role attitudes, men are considered superior to women.[23]

This shift in roles and responsibilities between genders in the family gives rise to various kinds of conflicts, including women experiencing a double burden because men demand women to work in factories and work as housewives. Women experience inferiorization in the world of work (textile factories) because of their status. just as workers while their superiors tend to be men, and other gender problems.[24]

Gender conflicts on women who are workers and also housewives can be resolved with various types of conflict resolution will be well resolved through

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[18] Julia Häuberer, "The Founding Concepts of Social Capital - Bourdieu's Theory of Capital and Coleman's Rational-Choice Approach to Social Capital," in *Social Capital Theory* (Wiesbaden: VS Verlag für Sozialwissenschaften, 2011), 35–51, https://doi.org/10.1007/978-3-531-92646-9_2.

[19] Camille Roman, Suzanne Juhasz, and Cristanne Miller, *The Women and Language Debate: A Sourcebook* (New Brunswick NJ: Rutgers University Press, 1994): 97-99 .

[20] Soejono Soekanto, *Sosiologi Keluarga.* (Jakarta: Rineka Cipta, 2004): 105-107.

[21] Allyson K. McElwain, Karen Korabik, and Hazel M. Rosin, "An Examination of Gender Differences in Work-Family Conflict," *Canadian Journal of Behavioural Science / Revue Canadienne Des Sciences Du Comportement* 37, no. 4 (2005): 283–98, https://doi.org/10.1037/h0087263.

[22] Bhandari and Yasunobu, "What Is Social Capital? A Comprehensive Review of the Concept."

[23] Guido Bertucci, ed., "Namibia," in *Public Service Ethics in Africa* (New York: United Nations, 2001), 54–63.

[24] Mirsa Istiharoh, "Peran Modal Sosial pada Masyarakat Industri Rumahan Kerajinan Bandol di Desa Kabunan Kecamatan Dukuhwaru Kabupaten Tegal." [Undergraduate Thesis]. (Fakultas Ilmu Sosial, UNNES Semarang, 2016): 65-72.

communication between the wife and husband.[25] Family conflict resolution methods can generally be grouped into five types: avoidance, collaboration, compromise, competition, and accommodation.[26] Popular conflict theory groups these five types into two dimensions, namely, assertiveness and cooperativeness. Assertiveness is behavior that satisfies one's own needs by understanding the rights and needs of others. Cooperativeness is a person's effort to satisfy the needs of others.[27] The conflict between women workers and housewives also becomes part of factory workers' role in providing for the family economically. It impacts families who already have children in managing their household. A wife who is a housewife and breadwinner (dual role) must fulfill her duties and obligations as a housewife and is expected to carry out her role as a wife and breadwinner. The triggers for gender conflict will become increasingly visible in these cases. The important thing is that this research will provide solutions and suggestions for female industrial workers to overcome the gender conflicts they experience in the family and strategies for resolving gender conflicts in the household for female industrial workers.

B. Method

This research design is descriptive qualitative. This research reveals in depth the gender role conflict in the household among women workers in the surrounding industrial city of Surakarta. The researcher used purposive sampling with random proportional area sampling using 150 subjects with classification based on several aspects of the research study. Meanwhile, the object of this research is the need for information about gender role conflicts between women in the household and industrial workers. The research subjects cover the Surakarta area, namely the factories of PT Pan Brother Boyolali, PT Tupai Adyamas Indonesia, PT Hanil Indonesia (Nepen, Teras), and PT Cahaya Global Apparel (Jelok, Cepogo), PT Delta Merlin Clothing Textile I, PT

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[25] Judith M. Bardwick, *Psychology of Women: A Study of Bio-Cultural Conflicts* (New York: Harper & Row, 1971): 203-209; William W. Wilmot and Joyce L. Hocker, *Interpersonal Conflict* (New York: McGraw-Hill, 2001): 323-334: Ralph H. Kilmann and Kenneth W. Thomas, "Interpersonal Conflict-Handling Behavior as Reflections of Jungian Personality Dimensions," *Psychological Reports* 37, no. 3 (1975): 971–80, https://doi.org/10.2466/pr0.1975.37.3.971.

[26] Kenneth W. Thomas and Ralph H. Kilmann, "Thomas-Kilmann Conflict Mode Instrument," *PsycTESTS Dataset*, March 12, 2012, https://doi.org/10.1037/t02326-000.

[27] Kilmann and Thomas, "Interpersonal Conflict-Handling Behavior as Reflections of Jungian Personality Dimensions.": 54-59.

Delta Merlin Clothing Textile II, PT Libra Permana and PT Nesia Pan Pacific Clothing. The data collection techniques used in this research were interviews, documentation, and questionnaires. The data analysis design was created to assist researchers in finding research results. An interactive analysis model with role theory data was used in this research.

C.   Results and Discussion

The industrial area in the city of Solo has become a place of employment for various groups. Not only young people, housewives also become part of factory workers to provide for their families economically. It has an impact on families who already have children in managing their household. A wife who is a housewife and breadwinner (dual role) must fulfill her duties and obligations as a housewife and is expected to carry out her role as a wife and breadwinner. The triggers for gender conflict will become increasingly visible in these cases.

Data obtained through interviews and questionnaires shows that social change towards an industrial society is inevitable. The results obtained in this study show that work-family conflict occurs due to workload and working hours.[28] In addition, the demands of two-way roles where the needs of the job interfere with the demands of the family or responsibilities e.g., concern for the family, is disrupted with work-related responsibilities, which creates several undesirable outcomes such as stress, ill health, work-related conflicts, absenteeism, and turnover.[29] This industrialization process applies not only to big cities but also to small cities.[30] In industrial societies, society is organized efficiently and like a machine. The process of rationalization in such a society has the effect of loosening traditional ties, which are replaced by rational, legal, and

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[28] Devita Septi Nur Azliah and Eisha Lataruva, "Analisis Pengaruh Work Family Conflict dan Family Work Conflict terhadap Employee Performance dengan Emotional Exhaustion sebagai Variabel Intervening (Studi pada Karyawan Berstatus Menikah pada PT. PLN (Persero) Unit Induk Distribusi Jawa Tengah dan DIY)," *Diponegoro Journal of Management* 10, no. 3 (2021): 1–15, https://ejournal3.undip.ac.id/index.php/djom/article/view/32367.

[29] Rahmi Dwi Febriani et al., "Factors Affecting Student's Burnout in Online Learning," *Jurnal Neo Konseling* 3, no. 2 (2021): 32–38, https://doi.org/10.24036/00567kons2021; Jacqueline M. Smith et al., "Exploring Mental Health and Well-Being among University Faculty Members: A Qualitative Study," *Journal of Psychosocial Nursing and Mental Health Services* 60, no. 11 (2022), 17–25, https://doi.org/10.3928/02793695-20220523-01.

[30] Rahmaharyati, Wibhawa, and Nurwati, "Peran Ganda Buruh Perempuan Sektor Industri dalam Keluarga," 63–68.

contractual relationships.[31] The tendency for women to work has many implications, including not being able to balance these two roles, which can lead to conflict.[32] Conflict may occur because female workers often experience pressure in the work environment due to long working hours, long journeys, and workload. Apart from that, pressures in the family that affect work include the presence of young children, weak support from the family, and family conflict. The role in question is a woman's role as a wife to her husband, mother to her children, and woman with a career outside the home. Women workers have a dual role as wives, mothers, and breadwinners.[33]

The Emergence of Gender Conflict among Female Industrial Workers

Several problems factory workers face occur due to the erratic rolling shift system. The gender analysis technique used is the Harvard analysis technique. Harvard's gender analysis framework focuses more on creating a gender division of labor, the division of roles over access and control over existing resources and is designed in the form of a matrix.[34] This Harvard gender analysis aims to obtain more detailed and efficient information regarding the division of roles between husband and wife or between men and women at the household level with all existing activities. The methods used are analyzing the activity profile of public, domestic, and social roles. The problems factory workers face using the rolling shift system show patterns of public, domestic and social roles; namely conflict over working hours, household work pressure, conflict between husband and wife's communication relationship (biological relationship), childcare conflict. The following are various forms of conflict that arise in the dual roles of working women.

Conflict Over Workers' Working Hours

There is a rolling shift system which is divided into three times, namely morning-afternoon, afternoon-evening, evening-morning. Each work shift is

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[31] Coates, *Women, Men, and Language*, 203–5.

[32] Ruslina, "Hubungan antara Konflik Peran Ganda dengan Stres Kerja pada Wanita Bekerja," 12.

[33] Rahmaharyati, Wibhawa, and Nurwati, "Peran Ganda Buruh Perempuan Sektor Industri dalam Keluarga," 30–33.

[34] Ikhlasiah Dalimoenthe, *Sosiologi Gender* (Jakarta: Bumi Aksara, 2021), 21-25.

eight active hours that respondents must face. The morning-afternoon shift is carried out. This shift is carried out from working hours at 06.30 am -14.30 pm; 14.30 pm – 23.30 pm; 23.30 pm – 07.30 am. This type of shift is the inability of the mother's role to accompany and prepare breakfast for the husband and children, so that housework such as washing and cleaning is ultimately done by the husband. Day-night shift 14.30 pm – 23.30 pm. The pattern of conflicts arising from superiors' implementation of the overtime system is sometimes erratic. Conflicts that arise from the pressure of household duties such as taking care of children and accompanying her husband become hampered. This shift is carried out between 23.30 pm – 07.30 am. Some respondents stated that long working hours combined with overtime hours made them tired easily. Working hours that start early in the morning make him lose time with his family. They leave when the children and husband are still sleeping, and when they come home, they are already doing their own activities. Rolling shifts are carried out once a week or even once a month, according to respondents who feel pressured by the rolling shift system implemented by the factory. Each rolling shift has its conflicts in household duties.

There are three sources of conflict between work and household roles. The conflict between work and family roles suggests that work-family conflict exists when: a) time devoted to the requirements of one role makes it difficult to fulfill the requirements of another; b) strain from participation in one role makes it difficult to fulfill the requirements of another; and c) specific behaviors required by one role make it difficult to fulfill the requirements of another.[35]

It can be traced that family conflict arises from three areas: a) aspects of time for playing gender roles and as a worker, b) pressure from both roles, and c) aspects of actions or behavior in both roles. Time for work and time for fulfilling gender social roles as housewives do not always align so that certain genders spend more time fulfilling obligations at home and obligations at work.

Conflict Over Household Work Pressure

They were playing a dual role in carrying out duties as a public worker while working domestically at home. The distribution of rolling shifts is based

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[35] Jeffrey H. Greenhaus and Nicholas J. Beutell, "Sources of Conflict between Work and Family Roles," *The Academy of Management Review* 10, no. 1 (1985): 76–88, https://doi.org/10.2307/258214.

on data findings in the field and respondents regarding the emergence of conflicts. a) Physical exhaustion, namely working hours of at least eight hours every day and with the addition of the mandatory overtime policy, causes the wife's energy to become drained, tired, and tired, and results in the housework piling up unfinished. b) Husband who does not want to share tasks. Several respondents said their husbands did not want to be invited to share tasks, even though he was not busy working. The reason is that the tasks at home are a wife's job, so the husband is reluctant to do them.

There is an assumption that domestic work is the responsibility of women, resulting in women having to bear all the burden of domestic work. This workload is felt to be very heavy for women, especially working women. Apart from being required to be able to complete household tasks, which in society are always perceived as women's obligations, they also have to show good work performance. The term "double burden" arose for working women. On the other hand, male workers have no "double burden" because they generally do not work double jobs and are not required to complete household tasks, as is the case with women.

Husband-wife Communication Relationship Conflict

Problems regarding husband and wife communication are trivial but have a very big impact. It is because the lack of a well-maintained communication system can cause discomfort between husband and wife. Several respondents said this communication relationship can be seen from the husband's busy schedule, namely husbands who do not work (always at home), husbands who work outside the city, and husbands who work in factories and are casual workers. In this situation, the role of the family has reversed. The husband is at home, and the wife is out earning a living. Based on the research results of several respondents, this kind of position is motivated by the education of the married couple. In the research that was conducted, it was seen that several respondents had higher education than their husbands. For example, an elementary school husband and a high school wife. So, due to economic conditions, wives dare to leave the house to earn extra income. Long-distance relationships cause a lack of communication, especially when the wife is also a worker, so unhealthy biological relationships occur once every two weeks or even once a month. The condition of both factory workers is that they automatically have to share their time in looking after their children; in this way, they have to work on different shifts, so communication between them is very

rare. This condition results in biological needs being unable to be met all the time. Based on the research results of several respondents, they said that the biological needs of husband and wife who work in this factory can only be met once a week when they find the same holiday hours.

Parenting Conflicts

For female factory workers, there are three patterns of child care found from observations and interviews in the field: the child care pattern of being looked after alternately by husband and wife, the neighbor's care pattern, and the grandmother's care pattern. The interviews and data collection results in the field found that husbands carried out more childcare as a substitute for the wife's role because husbands as odd-job workers worked irregularly or sometimes only focused on taking care of the fields or paddy fields. Meanwhile, his wife is not at home all the time because of the factory working hours, including overtime. Finally, the role of the mother is replaced mainly by the husband. Apart from that, several respondents also said that it is safer to entrust children to relatives if husband and wife are both busy working.

Role Theory as a Conflict Resolution Strategy for Working Women

Role theory has one principle, one of which is that a person's behavior in a particular role is the product of the interaction of their characteristics with the situation in which they play their role.[36] Strategies for resolving conflicts resulting from interviews and filling out questionnaires from respondents refer to role theory, several strategies carried out as a product of husband-wife interaction, namely the division of roles in the family, regulation of working time/hours in the family (home and factory), childcare arrangements in the family and family biological time management, and division of time between social and household. The following is a presentation of conflict strategies.

Division of Roles between Husband and Wife in the Family

According to Soerjono Soekanto, a role is a duty or dynamic aspect when someone carries out their rights and obligations according to what they do.[37]

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[36] Soekanto, *Sosiologi Keluarga.*, 55–58.

[37] Soekanto. *Sosiologi Keluarga*, 86-91.

Meanwhile, according to Riyadi, role is defined as the direction and concept of the role played by members of the social opposition. The division of roles between husband and wife in the family as a strategy for overcoming conflict among working women can be done in three roles: division of the role as head of the family, division of the role as breadwinner, and division of the role as a housewife.

The head of the family should be the husband's responsibility and can sometimes be replaced by the wife. This wife and mother also have to play the role of head of the family, and those whose husbands leave and migrate out of town have to play a double role. If a problem in the family needs a quick solution, the wife must provide the right decision and solution. It is also different from respondents whose husbands live at home, usually, they will decide on problems by negotiating with family members, and the decision is made by the head of the family, namely the husband. Based on the results of interviews with respondents, not all husbands' decisions can be accepted by their wives. In this way, the wife is the party who also determines the resolution of the conflict.

Javanese society adheres to a patrilinear role as a breadwinner, where the husband is fully responsible for providing for the family. So, the main income of a family is generally obtained from the husband. However, the reality of women working as factory workers shows that the primary income is obtained from their wives who work in factories. This view occurs because the husband only works as a casual laborer, so he cannot fulfill the family's needs or economy. This encourages the wife's motivation and enthusiasm to earn a living so that all household needs and requirements can be met. Because if you only rely on your husband's uncertain income, all these needs will not be met.

The division of roles as a housewife and worker. This transition of roles was considered by respondents to be very helpful and supportive of her career as a parik worker. Respondents admitted that they were able to work optimally because household chores were already handled by the husband and wife's division of labor. This is also different from the condition of the respondents who are both busy working, they have to divide tasks in everything so that housework and factory work can run well. This effect makes women physically tired with dual roles.

The role of women, namely as a domestic role, is a natural role that women carry out in all their activities taking care of all household matters such

as taking care of children and husbands, cooking, washing, and so on and the public role is identical to the role of making money or anything of economic value. The involvement of women in the public sector who work outside the home gives women freedom in production so that they are able to demonstrate their talents and potential to produce goods or services of economic value. The division of roles between husband and wife in the household aims to provide space for both of them to work both domestically and publicly so that they can increase their potential by providing benefits to the family, especially in terms of economic prosperity. Policies in their roles are of the nature of justice following each portion. The husband cannot be equated with the wife, it is entirely the husband's job as the captain who plays a major role in the running of household life. Furthermore, the wife's role must not exceed that of the husband; everything should be balanced and in harmony with each family's background situation.

Solutions for Managing Time (Work Hours) in the Family (Home and Factory)

The involvement of housewives working in the public sector is associated with the company's work shift distribution system. Generally, work shifts are divided into three times: morning-afternoon, afternoon-evening, and evening-morning. The time distribution for each work shift is 8 hours per day. Overcoming the three-shift policy for women workers in the garment industry involves dividing housework with their husbands and preparing household needs before going to work.

The consequence of housewives working in factories is the problem of dividing time. Respondents admitted having difficulty dividing their time between home and factory working hours. The usual strategy is to share housework with her husband. Household work is done together, especially if the wife has the night-morning shift. If the wife is working, it is the husband's job to do various household tasks, including cooking and preparing breakfast for the children. If the husband works in the morning and afternoon, then the wife does the housework. This division of tasks helps the wife's role in caring for various household needs. The consequence of housewives working in factories is the problem of dividing time. Household work is done together, especially if the wife has the night-morning shift. If the wife is working, it is the husband's job to do

various household tasks, including cooking and preparing breakfast for the children. If the husband works in the morning and afternoon, the wife does the housework. This division helps the wife care for various household needs.

Prepare household needs before going to work. This strategy is taken to break the assumption that working housewives will neglect their main duties. This double workload can consume and consume time, energy and thoughts. The time housewives have is used up to take care of work and household needs. Especially if there are sudden overtime hours, the time to rest and gather with family is reduced. This strategy can at least lessen the workload experienced by respondents.

Solutions for Parenting Patterns in the Family

Parents should carry out the task of educating and giving love to children. However, because the parents are both busy working, this results in several conflicts in parenting patterns. In overcoming this conflict, both parents carried out several strategies so that the child still felt safe even though his parents left him for work. Strategies adopted by working parents

Taking Turns Taking Care of Him

Childcare activities are carried out in collaboration between husband and wife. It was done because the respondent's husband also worked in a factory. However, both have different work shifts. In this task, the husband and wife are educated and look after their children. This condition shows that there is awareness regarding the role of fathers and mothers in maintaining children's development. The method of parenting used by these respondents cannot be separated from the individual's meaning of the household. They think that child care is not only limited to physical conditions but also biological conditions. The husband's involvement in caring for children illustrates that not all tasks in caring for children are carried out by the wife or mother. The husband's awareness of carrying out his role as a father is very visible when they have to be able to play a double role when their wife is working in the factory.

Entrusted to Grandmother

Technological advances mean parents no longer worry about leaving their children with their grandmother while working. Parents can control and

supervise their children through telephone media even in long-distance situations. This step is taken so that children feel they are still cared for by their parents. Good communication between children and parents will positively impact children's behavior patterns. On the other hand, the intensity of meeting time with children is reduced, so children are sometimes more open with their grandmother than their parents.

Entrusted to a Neighbor

Parenting patterns involving neighbors are carried out to overcome conflicts from each parent's busy schedule. The presence of other people in caring for their child sometimes causes anxiety because of differences in views, which have an impact on the way the child is raised. Entrusting children to neighbors means parents must be prepared for all the consequences they face. Moreover, children's needs are not limited to eating and drinking but also the life education they provide. However, parents must make their efforts to apply the household they want to their children even if they leave them with neighbors. Respondents also admitted that they sorted and chose neighbors who could be trusted to look after their children.

Family Biological Timing

The role of a housewife working in a factory has several risks, one of which is the conflict over biological time management for the family. Most respondents experienced conflicts in serving, accompanying, and caring for the household. The rolling shift system and additional erratic overtime hours mean that this task is neglected. More time spent working also influences the occurrence of this conflict. Especially for those who are busy working. The intensity of meeting time is reduced because we can only meet during shift changes, namely before leaving for work and returning from work. This situation will affect household harmony, especially the fulfillment of biological needs. However, respondents use several strategies to ensure that biological time for the family is fulfilled, namely as follows.

Taking Advantage of Free Time (Holidays)

The involvement of wives who work in the public sector will not change their role as housewives. Respondents admitted spending more time outside

the home, resulting in less time with family. The strategy that many respondents use is to use their free time with their family. They generally spend their free time going on holiday with family members. This strategy is carried out to maintain harmonious household relations. Apart from that, it also fulfills the rights and obligations of the role of a mother and wife.

Don't Take Overtime Often

The dual role of wives working in textile or garment factories has several consequences. Apart from being able to increase the family's economy, the role of wives who work in the public sector sometimes puts aside their main task of taking care of the household. Conflicts and minor quarrels in the family cannot be avoided. Apart from that, the obligation to fulfill the husband's biological needs cannot be fulfilled properly. The strategy usually taken to ensure that the family's biological needs are met is not taking overtime often. The erratic overtime system from superiors meant that respondents had to submit permits sooner than the application time. This strategy is carried out because approval from superiors requires a long process.

Don't Bring Your Work Load Home

Factory workload that does not meet targets creates inner conflict or stress. Respondents admitted that failure to achieve factory targets would affect their mood. It has the impact of neglecting household work. The strategy is not to bring the burden of factory work home.

Limit the Use of Gadgets when at Home

Technological advances have positive and negative impacts on housewives who work in factories. Apart from making communication easier, the use of gadgets also has an impact on harmonious household relationships. Addiction to social media applications affects the focus on taking care of household work. When at home, respondents admitted that they spent more time with their family by accompanying them to study

Division of Time between Social and Household

Busyness in managing work and household matters disrupts one's active role in social activities. Generally, traditions or activities usually carried out in

mutual cooperation where respondents live include weddings, congratulations and deaths. It also includes economic activities, such as neighborhood social gatherings, PKK, and religious rituals, such as reciting the Qur'an or *Yasinan*. Most respondents admitted that they prioritize work over social activities, so social interactions are limited to greetings. The low level of participation of housewives working in the factory has resulted in various conflicts. People think they do not have a high social spirit because they are more concerned with work. These conditions require respondents to have a strategy.

Manage your time well by not limiting your involvement in various social activities. The social activities that are participated in are aimed at strengthening harmony and togetherness between community members because they can only gather with community members when there are social gatherings, celebrations, and so on. One strategy for overcoming this conflict is to manage time well. If the person holding the celebration is a relative or close neighbor, they prefer to get permission to work. This strategy was carried out so that the dual roles carried out by respondents could run in a balanced manner.

Building strong motivation. To survive, women need to be motivated by their beloved family environment. This strategy is carried out to encourage oneself to balance one's physical abilities in various social activities. The balance of inner and outer motivation comforts women so they can carry out their social roles in harmony. Carrying out roles in social activities is a form of women's effort to get to know each other and their surrounding environment. The money earned from their hard work can also be used for various social activities such as donating to weddings, social gatherings, and so on.

Conclusion

The diversity of conflicts that occur in families can be overcome with various strategies according to research results in the form of dividing roles as head of the family in handling multiple conflicts such as working hours conflicts, housework pressure conflicts, husband and wife communication relationship conflicts (biological relationships), childcare conflicts, There are strategies for completing the division of roles in the family, managing work time/hours in the family (home and factory), ana-motivational care arrangements, Social and Community. This strategy can be avoided in several ways, for example, by

managing time well and building strong motivation. Government agencies with authority in the industrial sector should review implementation.[s]

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