

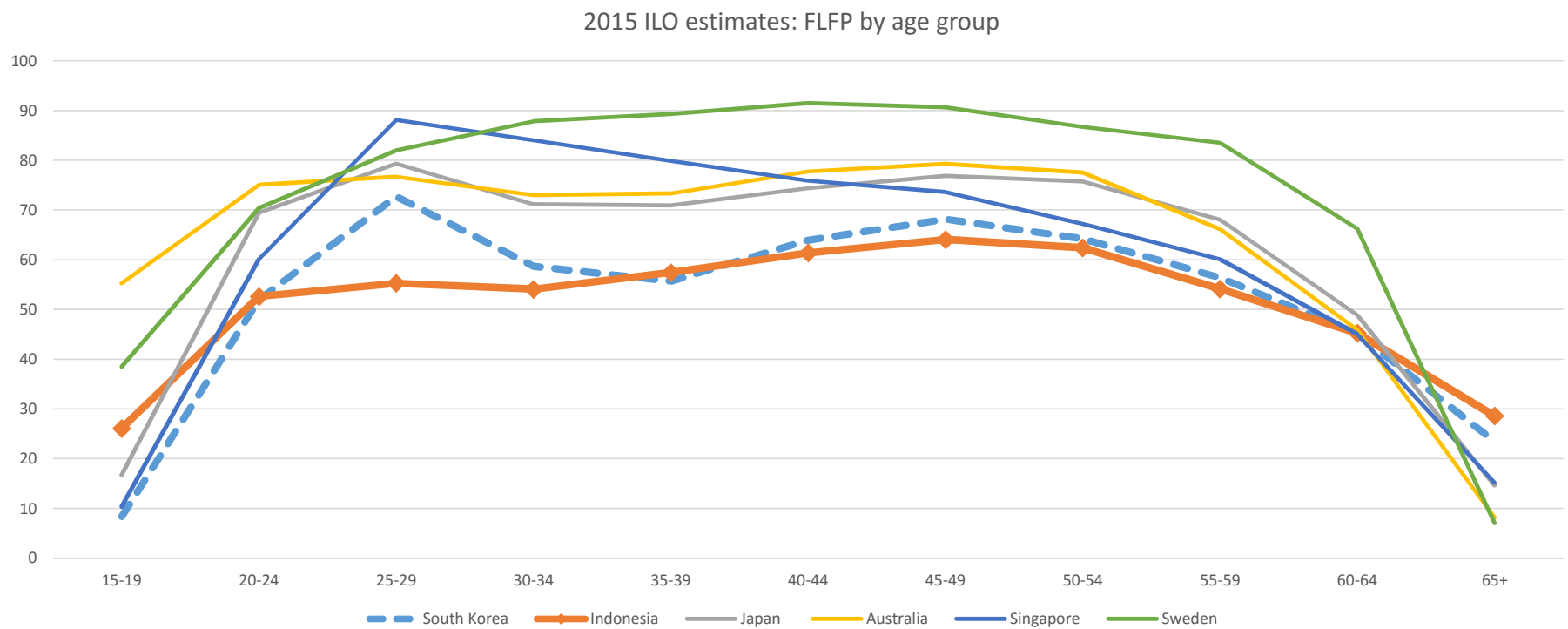
# Negotiating work, family, and the traffic

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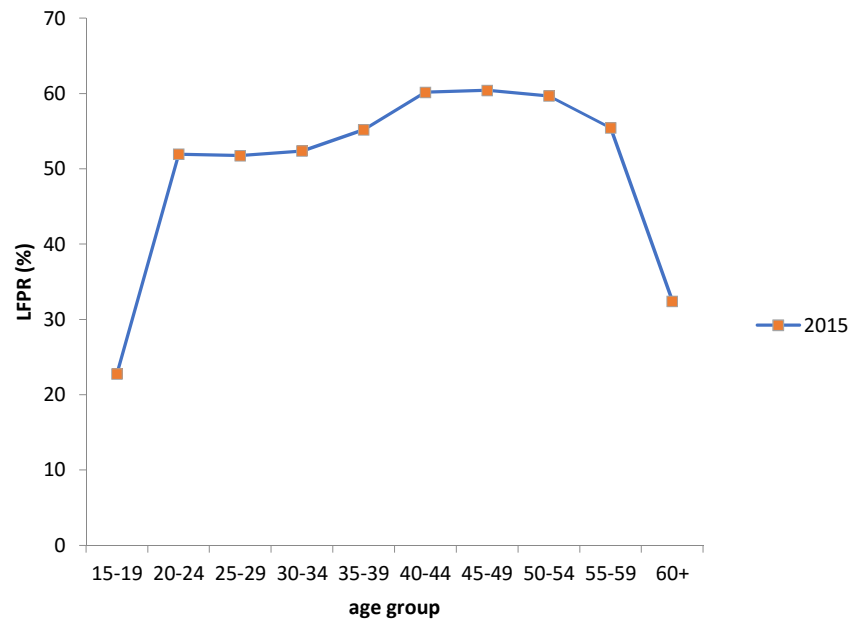
# The M-curve ? : understanding the nature women's employment dynamics over the life course



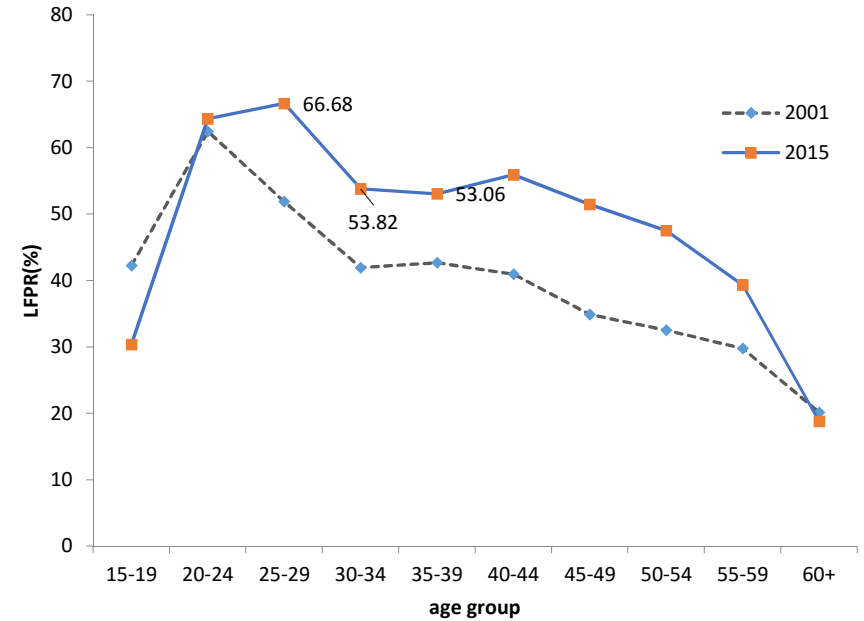
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# The M-curve?

Indonesia's Female Labor Force Participation Rate (%)



Jakarta's Female Labor Force Participation Rate (%)



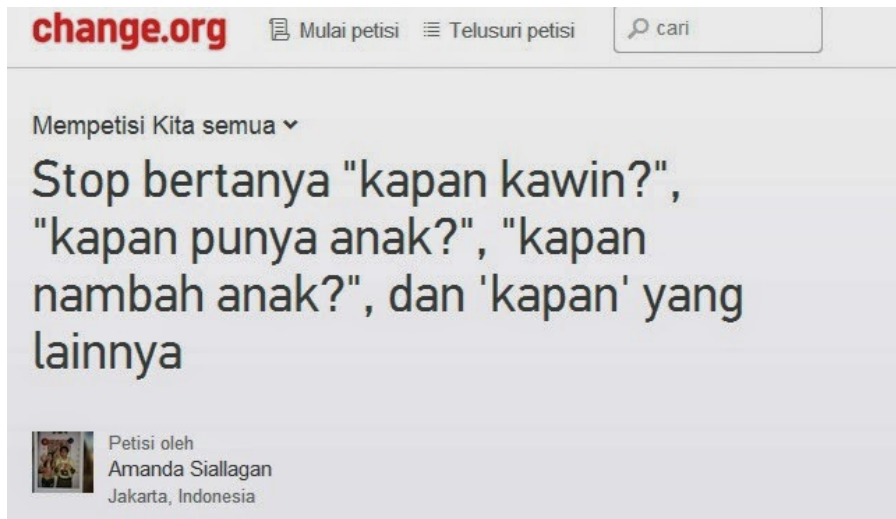
# Theoretical framework: Gender, work and care

- Gender asymmetry in education, access to market jobs, and gender roles in the family (England 2010)

“...care work provides important resources for the development of human capabilities. Responsibilities for the care and nurturance of dependents impose significant financial and temporal constraints. Women may be reluctant to pursue gender equality if they fear for the well-being of children and other dependents.” (Folbre, 2006: 184).

- McDonalds gender equity and fertility transition theory (2000)
- But contextual factors in Indonesia and Jakarta MUR...

# Ideals on marriage and having children

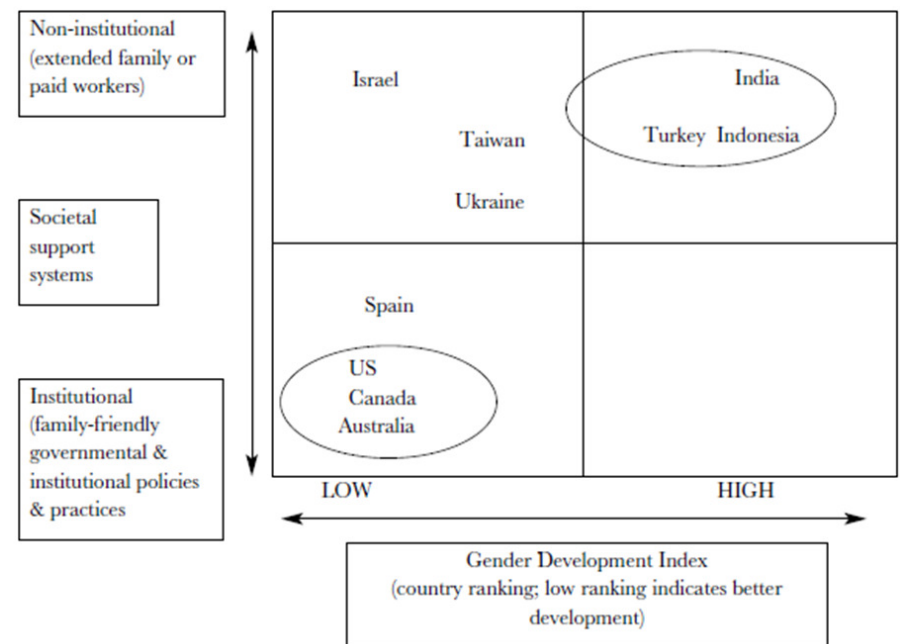


# The opportunity cost of working

1. Prevailing marriage norms and fertility ideals in Indonesia
2. Welfare/care provision mode: family
3. Contextual factors of the Jakarta MUR

→ Who “cares” for children?

→ Variation in opportunity cost of working among women



Source: Figure 2 Page 295 (Korabik, K., Lero, D. S., & Ayman, R. (2003). A Multi-Level Approach to Cross Cultural Work-Family Research: A Micro and Macro Perspective. *International Journal of Cross Cultural Management*, 3(3), 289-303. )

# Research questions

Why some women return, some quit completely, and some switched sectors?

1. How do women articulate the reasons for their employment decisions following marriage and motherhood?
2. In what ways do contextual factors of the Jakarta MUR shape these decisions?
3. How do they vary across women in different segments of societies and the labour market?

# Our approach

**“Caldwell believed deeply that researchers could not gain a good understanding of demographic phenomena without being steeped in the cultures to which the behaviour applied.** He practised this himself in what he called micro-demography (or anthropological demography) where the researchers meets face-to-face with the subjects of the research in their own environment. His belief was that this experience should inform quantitative surveys, leading to the development of theoretical modelling, which was underpinned by the experience to be gained from the historical record in the western world”.

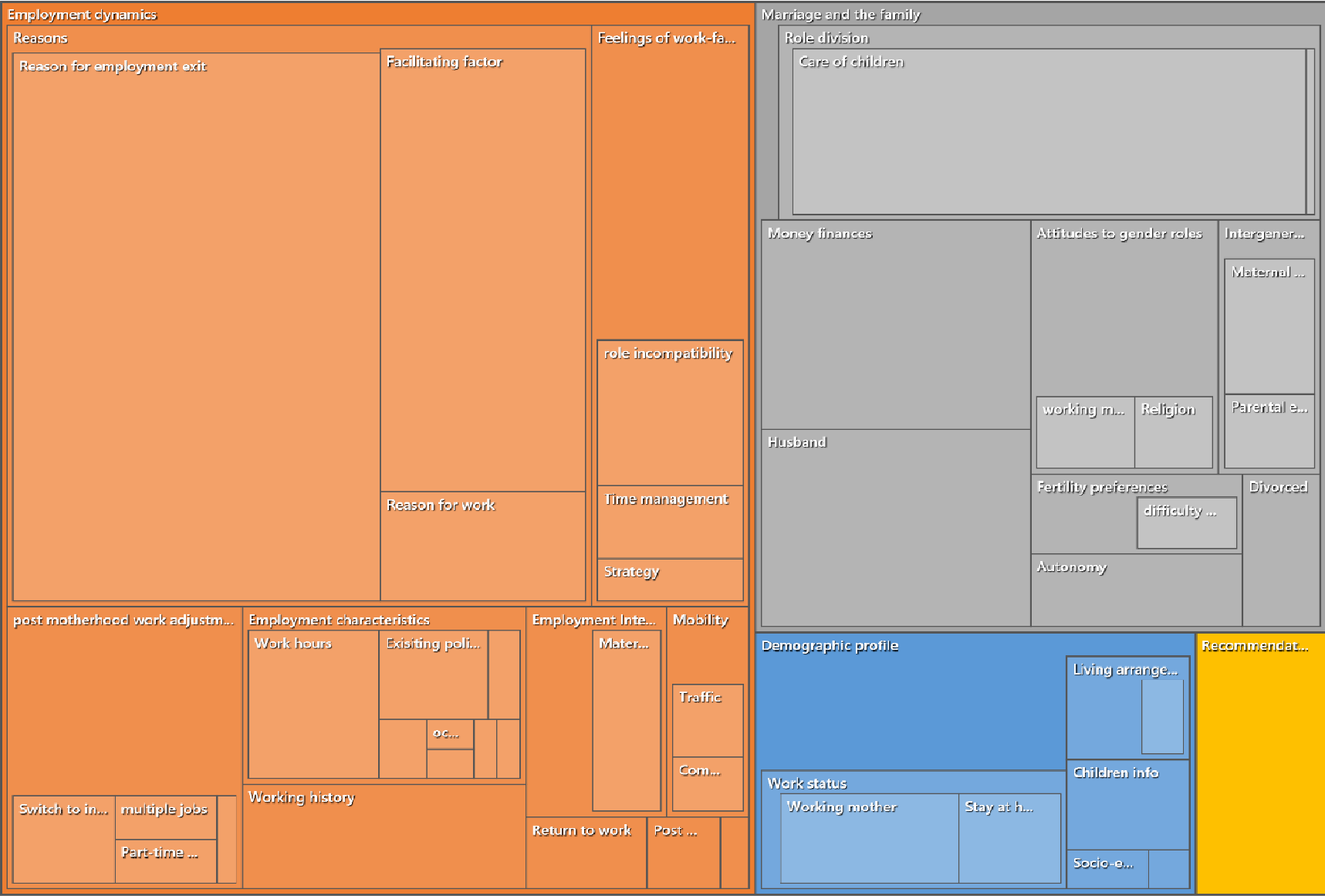
(Bob Douglas, Terry Hull and Peter McDonald on J.C Caldwell, 22/3/2016)



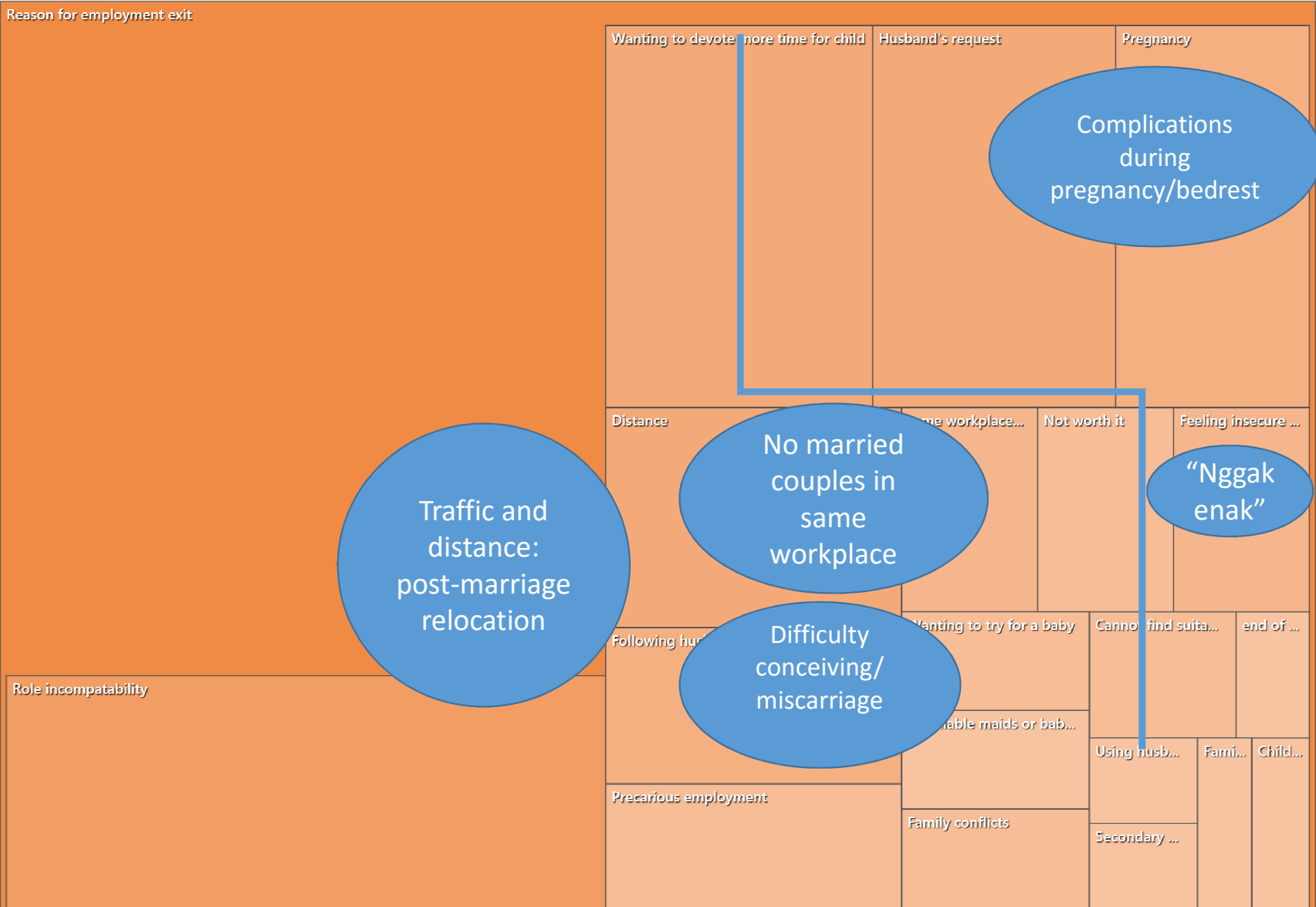
# Respondents

- Ever married women:
  - 30 respondents
  - Average age: 33, min 23, max 46
  - Education: biased towards tertiary educated
  - 1 FGD
- Employers and policy makers
  - Factory manager
  - HR multinational
  - Kemennaker
  - Bappenas
  - KPPA
  - ILO – decent work

Semi-structured interviews



Open coding



# Explaining women's employment dynamics

## Work-family interface: women

## Micro: conflicts and decision making and at the family level

## Child, time, home, husband

## Work-family interface: Employers and policy makers

## Macro narratives: identifying issues and strategies

**Company, employee, workers, policy, regulations, facilities, gender, discrimination, economy, performance, opportunities, the state**



# Findings

## Women, work and care

- What can reduce/offset opportunity cost of working? Availability of an alternative and trusted carer who can ensure QUALITY care.

## Mothering in the city

- Time spent commuting = opportunity cost of working

## Variations: class- based resources, sectors, and workplace

- Maternity leave too short or too long?
- Need-for-income effect and upward mobility – go back or switch to role compatible sectors
- Why those with high opportunity cost of NOT working DID NOT return to work?
- Workplace regulations: hours, and rules against married couples

# Conclusion

- Opportunity cost of work: care-centred perspective to explain variations in women's employment dynamics
- Reducing opportunity cost of working?
  - Promoting more egalitarian roles within the family (?)
  - Promoting more role-compatible jobs (distant, hours vs compensation issues)
  - Provision of regulated/subsidised childcare/ELC in poor areas/industrial areas
  - Traffic and congestion?

Extra slides

Marriage, motherhood, and the family: 53% among cited reasons for quitting a job in the past 5 years for ever married women

**Table 6-5. Reasons of job termination among women formal workers**

Reason of job termination	Marital status in 2007		Total
	Single	Ever-married	
Fired by the company due to business -related cause	13.4	10.1	10.7
Fired for other reason	7.8	3.6	4.4
Wage was too low	13.0	6.0	7.4
Working condition is not conducive	20.8	6.1	9.0
Refused being relocated	2.2	0.9	1.1
Prolonged sickness	3.5	3.0	3.1
Marriage	0.0	22.8	18.3
Childbirth	0.0	11.5	9.2
Other family reason	10.0	18.9	17.1
Other reasons	29.4	17.2	19.7
<i>number of women</i>	231	924	1,155

Source: IFLS 2007

Source: Setyonaluri, Diahhadi (2013). "Women Interrupted: Determinants of Women's Employment Exit and Return in Indonesia." PhD Thesis. The Australian National University. P.134



# Themes: explaining women's employment dynamics

## Macro

- National regulations
- Gender roles and societal norms occupational segregation, male breadwinner roles
- **Class, inequality, and social stratification**

## Meso

- Workplace, nature of industry, available jobs
- Complexities associated in living in an Mega Urban Region: traffic, infrastructure, commuting, “relocation”, community social capital - the village to raise a child?

## Micro

- The couple: Negotiating work-family interface, couple's attitudes to gender roles and division of care and housework, economic circumstances
- The family: availability of alternative care arrangements, living arrangements