

► Work and Care Economy

Editorial

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New Masculinities: The Redistribution of Care Work in Feminist Perspective

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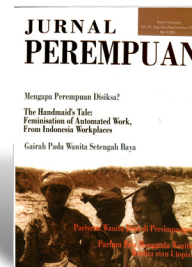
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Work and Care Economy

Care work, whether paid or unpaid, makes an important contribution to a fair, decent and secure future of work. Population growth, ageing, changing family structures, the secondary status of women in the labour market and the lack of social policies that encourage governments, employers, trade unions and citizens to engage in care work could lead to a shortage of care services and create a significant global care crisis. This also has implications for gender inequality in the world of work (ILO 2018).

The majority of care work around the world is unpaid care work, carried out predominantly by women and girls. Women around the world experience unequal care workloads (Coffey et al. 2020) due to the myth that women and men are naturally suited to different activities and that the gender division of labour is natural and fair. There is a view that women are better suited to family work and civic responsibilities. The gendered division of labour also creates an obligation for women to prioritise care work over paid work, resulting in many women being marginalised from different types of work, both formal and informal (Mason 2021). A key feminist critique of social reproduction and care work is that work associated with femininity and performed by women is often valued less than work performed by men (Mason 2021).

Despite the fact that social reproduction and care work have far-reaching implications for economic structures at family, national and global levels, the value of this work is often overlooked. ILO research (2023) on the economics of care work in Indonesia shows that investment in childcare and long-term care services could create nearly 10.4 million jobs by 2035, with nearly 4.3 million direct jobs in childcare, nearly 4.3 million direct jobs in long-term care and 1.7 million indirect jobs in the non-care sector. This means that investment in care policies could reduce the gender gap in employment levels by 5.5 percentage and increase female labour force participation from 49 per cent in 2019 to 56.8 per cent in 2035.

The work of social reproduction and care is a feminist issue. Without a feminist perspective, women's exclusion from the labour market is taken for granted, even though it is linked to gender myths and gender discriminatory social structures. Data from the World

Bank (2022) shows that women's participation in the labour force in Indonesia has remained relatively stagnant in recent years. Women who are married and have children find it difficult to enter or remain in the labour market. In addition, the lack of recognition of care work, whether paid or unpaid, creates a number of vulnerabilities for the women involved. Recognising the value of care work is therefore key to creating decent and safe work for all. Care work must therefore be understood within the framework of universal rights and as an essential element of economic and social well-being and sustainable development (ILO 2022).

The ILO's (2022) 5R framework - Recognise, Reduce, Redistribute, Represent, and Reward - provides a way for us to understand and treat care work in a way that supports gender equality in the world of work. Recognition means including care work, both paid and unpaid, in national statistics and indicators of economic progress. Recognition is also reflected in the accounting of time and unpaid care work, including its distribution within families and communities. In practice, recognition of care work is reflected in public policies and investments in this area. Reduction of care work means increasing access to infrastructure and technology that can reduce the time and effort required to carry out care work. Redistribution means that it is important for different stakeholders to invest in quality, affordable, and accessible care services. This includes the implementation of gender-responsive leave policies, the provision of supportive family policies, social protection systems that support care, as well as workplace arrangements that support families and changes in social norms related to care. Involving men and fathers in care work is also essential. Ensuring decent work for all care workers, including those in the informal economy, is a reward. This has the effect of extending social protection not only to formal workers but also to informal workers. Finally, representation gives official status to care and domestic work. This framework helps to shape more inclusive work policies and practices, recognises the value of care work, and provides appropriate rewards.

The seven articles in JP116 address the issue of work and the economics of care work through a feminist approach that emphasises the importance of different

actors to consider recognition, reduction, redistribution, reward, and representation as the basis for the struggle for gender justice in the world of work. A number of papers called for the state to invest in national care systems and to implement policies that address

gender and economic inequalities in care. This includes a commitment to intervening infrastructure, social protection, public services, and awareness of shared responsibility for care work within gender-equitable households (**Abby Gina**).

Abstracts

Diahadi Setyonaluri & Resmi Setia Milawati
TNP2K & Padjadjaran University

Promoting Maternal Wellbeing: Protecting Maternity Rights through Social Insurance for Employment Programs

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 175–188, 3 tables, 5 figures, 62 bibliographies

Indonesia has a statutory paid maternity leave, however it remains restricted to the employer's liability and has not yet been integrated into the social security system within the labour sector. Prior research suggests that the availability of maternity leave remains restricted, which raises the likelihood of experiencing reduced income during leave and missing out on potential employment chances upon return. The main objective of paid maternity leave is not just to safeguard the women's needs, but also to improve the welfare of children and families, resulting in favorable economic benefit. This article advocates for the need of transitioning the prevailing perspective on maternity leave, wherein it is seen as the responsibility of the employer, to a social insurance programme that falls within the scope of employment social insurance. Implementing such a programme would guarantee that women have the ability to take time off and get financial support throughout their leave, in order to preserve their well-being, as well as that of their children and families. Additionally, it would provide reassurance for a smooth transition back to work following the completion of maternity leave.

Keywords: social insurance, maternity rights, maternity protection, women's economic participation

Didit Saleh, Nitya Swastika, & Rizky Amalia Fatikhah
Trade Union Rights Centre

The Lack of Industry and State Support: Care Work for Women Factory and Home-Based Workers

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 189–198, 2 figures, 32 bibliographies

This article aims to delineate the systemic challenges and discrimination faced by women workers in the footwear and home-based industries, both in terms of working conditions and caregiving responsibilities. The findings of this study were obtained through in-depth interviews with women workers in three footwear factories in Banten Province and home-based workers in North Jakarta. The experiences of these women workers were analyzed within two interrelated domains: the realm of production and social reproduction. The research reveals that women workers, both in factories and home-based settings, face a dual burden, striving to meet high production targets while also bearing the responsibilities of caregiving. Specifically, women home-based workers are more vulnerable to health risks compared to factory workers due to the lack of separation between their workplace and living spaces. The study also uncovers that women workers in both factory and home-based settings encounter economic violence, as their caregiving work goes unpaid and lacks support from the government and the industry.

Keywords: women factory workers, women home workers, care work

Hariati Sinaga

Gender Studies Programme, School of Strategic and Global Studies, University of Indonesia

Toxic Care: Plantation Maintenance Work and Social Reproduction on Palm Oil Monoculture Plantations

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 199–212, 1 tables, 5 figures, 60 bibliographies

The expansion of palm oil plantation has drawn scholarship attention. On one hand, studies have examined how palm oil plantation development serves an important instrument for employment creation, poverty alleviation and rural development. On the other hand, there is plenty of research that shows adverse impacts of such expansion on socio-ecological conditions. This includes the recruitment of women plantation workers into maintenance work with flexible labour relations. Meanwhile, literature on palm oil plantations in Indonesia has not paid significant attention on care work. Employing feminist political economy perspective, this article attempts to understand care work in palm oil monoculture plantations, particularly in relations to maintenance work on plantation. Through the concept of social reproduction, care work is understood in a broader terms as a way to draw the entanglement between production and reproduction in palm oil monoculture plantations. This article argues that women workers participation into maintenance work on plantations show the articulation of social relations based on patriarchal system with palm oil competition in the global market. From the perspective of the women workers, participation in the maintenance work is viewed as a livelihood strategy. The strategy that involves works with risk of regular exposure to toxic chemicals is understood as toxic care.

Keyword: care work, social reproduction, palm oil plantation, women workers

Yogi Paramitha Dewi & Y. Sari M. Widiyastuti
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The Urgency of Protecting Domestic Workers as a Recognition of Care Work in Indonesia

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 213–223, 35 bibliographies

Domestic workers (DWs) are in a very vulnerable position. However, the problems faced by domestic workers have not yet become a mainstream discourse, let alone transformed into public policies that provide legal protection for them. In the absence of a legal framework that can be used to claim their rights, domestic workers are one of the most vulnerable groups of workers to discrimination, violence, and exploitation. In Indonesia, advocacy for a law to protect domestic workers has been ongoing for almost two decades. However, to date, the law has not been materialised, even though the Indonesian government, when hosting the G20, advocated for the recognition of the care economy. This article aims to discuss the PPRT Bill using the 5 R's framework (recognition, reduction, redistribution, reward, and representation) developed by the ILO. This article assesses that the PPRT Bill is generally in line with the 5R's framework, but it still needs strengthening in several aspects, especially issues of pay, benefits, and the right to unionise.

Keywords: domestic workers, care work, PPRT Bill, gender, labour, Indonesia

Sri Wiyanti Eddyono

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**Women's Work and State Policies: Contending Paid
and Unpaid Care**

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 225–233, 1
figure, 26 bibliographies

Paid and unpaid care work has regained prominence in national and international forums as a pivotal issue affecting the low participation of women in development. Despite being predominantly carried out by women, care work remains inadequately recognized and undervalued, especially at the policy level. This paper delves into the reasons behind the lack of attention to care work issues at the national level. It explores the extent of gender ideology implications on state policies related to care work. The research employs desk review and self-reflection based on the author's experience facilitating discussions on care work issues. The analysis reveals a policy gap in Indonesia concerning care work, influenced by the ambiguity of the state's gender ideology. Consequently, gender transformation has not been a central focus in care policies, and the legitimacy of women's roles in unpaid work tends to be reinforced.

Keywords: care work, economic care, gender ideology, gender transformation

Alfiatul Khairiyah & Muhammad Aminullah Thohir

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**Supporting the Labor: The Phenomenon of Waithood and
Unpaid Care Workforce in the Perspective of
Social Reproduction**

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 235–245, 44
bibliographies

The construction of unpaid care work as the responsibility of women has contributed to the emergence of the postponing marriage phenomenon (waithood) among youth, especially women. On the other hand, care work is an integral part of the reproductive

workforce, related to productive work. Furthermore, care work also contributes to reproducing the workforce in serving the interests of capital accumulation. The mechanization of women's roles in creating a workforce surplus makes women work excessively and hinders economic access. It argues that the financial pressures and the burden of work indirectly lead to the delayed marriage phenomenon. This financial pressure and the burden of care work indirectly contribute to the postponement of marriage. This study adopts a perspective of Social Reproduction Theory by utilizing qualitative research methods and a literature study approach. This study analyzes the relationship between capitalism, care work, and the recent phenomenon of waithood. The results indicate that women have been supporting the workforce through their care work, and this occurs systemically as a consequence of the capitalist system, which has led to the postponement of women's marriages.

Keywords: care work, capitalism, social reproduction, waithood

Abby Gina Boang Manalu & Iqraa Runi Aprilia

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**New Masculinities: Redistribution of Care Work
in Feminist Perspective**

Jurnal Perempuan, Vol. 28 No. 3, December 2023, page. 247–258, 3
tables, 46 bibliographies

Gender inequality in the workplace is rooted in patriarchal norms within families, institutions, and states. Gender roles exclude women from job opportunities, promotions, equal income, and more. Care work, associated with women, often forces them to choose between a career and family caregiving. However, the feminist perspective advocates for the redistribution of care work involving men. This research emphasizes the importance of changing men's understanding and practices in care work to achieve gender equality in the workforce. Through in-depth interviews, the study critiques and synthesizes challenges in care work redistribution, shares successful practices, and recommends practical and conceptual suggestions to ensure men's involvement in caregiving within the workplace context.

Keywords: care work, masculinity, redistribution, family-friendly policies, paternity leave

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Jurnal Perempuan (JP) is a quarterly interdisciplinary publication in the English language that aims to circulate **original ideas in gender studies**. JP invites critical reflection on the theory and practice of feminism in the social, political, and economic context of Indonesian society. We are committed to exploring gender in its multiple forms and interrelationships.

The journal encourages practical, theoretically sound, and (when relevant) empirically rigorous manuscripts that address real-world implications of the gender gap in Indonesian contexts. Topics related to feminism can include (but are not limited to): sexuality, queer, trafficking, ecology, public policy, sustainability and environment, human and labor rights/ issues, governance, accountability and transparency, globalization, as well as ethics, and specific issues related to gender study, such as diversity, poverty, and education.

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