

WORK CHARACTERISTIC AND FORMAL SECTOR WOMEN' WORK IN KALIMANTAN TIMUR PROVINCE

Siti Maria

Faculty of Economics, University Mulawarman Samarinda,
INDONESIA.

mariasitii@yahoo.com

ABSTRACT

The study aims to reveal the women workers who work in sector formal. This study is located at five regencies/cities in Kalimantan Timur, which has sampling 240 respondents. The respondent is taken from women workers combinations which work in industry and service sector in big, middle, and small scale. The result shows that women workers have some characteristics namely; a) the productive age, b) have a considerable family responsibility, c) less leisure time, and less educated. These women workers characteristics are linear with women' work characteristics of women workers. Characteristics of women workers work in Kalimantan Timur are: a) low position, b) hours of market and non-market work is high, c) low productivity levels, and d) the level of low wages. Characteristics of vulnerable workers are one of the causes of the weakness of the characteristics of women's work in Kalimantan Timur.

Keywords: Women Workers, Worker Characteristics, Work Characteristics, and the Formal Sector

INTRODUCTION

The role of women in development continues to increase, along with the realization that the potential of women as potential workforce to be developed. However, based on the record BPS of Kalimantan Timur, Tingkat Partisipasi Angkatan Kerja or Labor Force Participation Rate (TPAK) of women, are still far below their male counterparts. Year 2009 Female TPAK was recorded 41.38%, increased to 44.65% in 2010, but declined again in 2011 to 44.22%. Women's TPAK figures are far below the male TPAK, which in 2009 recorded a 85.03% rate, rose to 85.67% in 2010, and rose again to 89.93% in 2011. This data suggests that male TPAK more than doubled compared to the TPAK of Women.

The low numbers of female TPAK could be due to the low demand for labor against women workers, when compared to the demand for male labor. BPS of Kalimantan Timur noted the demands of women workers are still far below the demand for male labor.

Table 1 Labour Force Participation Rate Population or Tingkat Partisipasi Angkatan Kerja (TPAK) Population 15 Years and Over by Sex 2009-2011.

Description	2009		2010		2011	
	Work Force	TPAK	Work Force	TPAK	Work Force	TPAK
Men	1.017.702	85,03	1.128.024	86,67	1.230.868	89,93
Women	443.294	41,38	520.431	44,65	533.828	44,22
Total	1.460.996	64,41	1.648.455	66,41	1.764.696	68,51

Source: DDA of Kalimantan Timur Province, BPS of Kalimantan Timur, 2012.

These data indicate that employment opportunities for women, still under the employment opportunities for men. In 2008, employment opportunities for men carrying contested by 62 355 36 537. The same year (2008) employment opportunities for women recorded only 16 954 were contested by 28 684 people. In 2009, the gap is the greatest opportunities for women. In 2009 employment opportunities for men carrying contested by 65 385 26 306. The same year (2009) for job opportunities recorded only 14 010 women who contested by 62,000 people.

Table 2: Number of Job Seekers and Labor Demand Registered by Sex 2008-2009

Description	2008		2009	
	Men	Women	Men	Women
Job Seekers	62.355	28.684	65.385	62.000
Labor Demand	36.537	16.954	26.306	14.010

Source: DDA of Kalimantan Timur Province, BPS of Kalimantan Timur, 2012.

Lack of employment opportunities for women workers suspected woman has a different characteristic with male workers. Women workers are still being secondary workers are often treated differently, although they have worked in the formal sector. Flippin and Inchino (2005) mentioned that she would meet the condition of "Class Ceilings" that women will only achieve a certain degree, and the condition of "Sticky Floor" which will be no discrimination against men and women in the world of work, both wages and job title.

The opinion of Flippin and Inchino is interesting for further scrutiny. How do the characteristics of female workers in Kalimantan Timur? Is it true that the characteristics of female workers in Kalimantan Timur's meeting the conditions "Class Ceilings" and "Sticky Floor" as mentioned Flippin and Inchino?. Answering these two questions requires knowledge of the characteristics of female workers, to this that this research was conducted.

RESEARCH METHODS

This study is located in the province of Kalimantan Timur, but only five districts / cities sampled the study area, the city of Samarinda, Balikpapan, Bontang, Tarakan and Kutai regency. Five districts / cities are considered researchers have adequately represent women workers in Kalimantan Timur. Data collection (survey) study was conducted at the beginning of January 2012 until the end of December 2012.

Table 3: Distribution of Total Sample Families in Large and Small Companies by Industry Sector and Service Sector

No	Sector	Company Scale	Number of Sample
1.	Industry	Large	60
		Small	60
2.	Service	Large	60
		Small	60
Total			240

Sources: Calculation Results Researcher, 2012

The population in this study was all female employees of the formal sector, in the two sectors of economic activities in the province of Kalimantan Timur. The sampling method used was purposive sampling, is to determine the company, by sector and business scale.

Determination of the number of samples is according to the statement of Sekaran (2000), which implies leeway for social research sample sizes ranging from 30 to 500 samples. So the research used a sample of 240 samples. Data were then analyzed using descriptive statistical tools through the use of frequency tables and percentages. Conclusions drawn through the observation of the trend of the data obtained from respondents.

RESULTS

Characteristic of informal sector women workers in Kalimantan Timur consists of; women workers age of data, number of dependents, work experience, education, women workers, women office workers, business sector, women workers, women workers scale, working hours market, non-market work hours, and the level of productivity of women workers. The results are as follows:

The Age of Women Worker

Age is the age when women workers interviewed, measured in years. Age reflects a person's level of maturity in real life. The longer a person's age, then in general one can say more mature. Maturity level may affect the work. The more mature a person, the better the person's job cederung.

Age of women workers in this study the majority were in the age group 30-39 years (36.7%), followed by the age group under 30 years old (30%). This data is an indication that workers are women of reproductive age. Workers with age are usually more eager to work. It means that the performance tends to be high because the physical condition is still good.

Table 4: Characteristics of Women's Formal Sector Workers by Age in Kalimantan Timur

<i>Age Group</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 30 years	72	30.0	30.0	30.0
30 - 39 years	88	36.7	36.7	66.7
40 - 50 years	57	23.8	23.8	90.4
> 50 years	23	9.6	9.6	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary Data are processed, 2012.

Number of Dependents

Number of dependents is one of the factors that can affect the condition of women workers. The amounts of work that many dependents generally would much reduce the working time female workers. A lot of time consumed to perform household activities for a number of family dependents workers much.

Table 5: Characteristics of Women Workers Formal Sector Number of Dependents Family Based in Kalimantan Timur Province

<i>Numbers of Dependents Family</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 3 Persons	97	40.4	40.4	40.4
3-4 Persons	101	42.1	42.1	82.5
>4 Persons	42	17.5	17.5	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary Data are processed, 2012.

Number of dependents of workers in this study the majority of women are in groups of 3-4 people (42.1%), followed by group 3 dependents under (40.4%). These data indicate that female workers have a responsibility and a big burden in the family. Responsibility and burden is usually a great motivation for employees to work better. But for women workers, according to their nature tend to be quite the opposite. Number of family members that is relatively large may disturb the concentration at work.

Work Experience

Level of labor productivity is usually one of them determined by work experience. The more experienced, workers typically higher productivity. Conversely, the less experienced worker, the productivity level is also low.

Table 6: Characteristics of Female Workers Formal Sector Based Work Experience

<i>Work Experiences</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 10 years	103	42.9	43.5	43.5
10-19 years	86	35.8	35.8	79.7
20-30 years	41	17.1	17.1	97.0
> 30 years	7	2.9	2.9	100.0
<i>Total</i>	<i>237</i>	<i>98.8</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Work experience of workers in this study the majority of women are in the group under 10 years old (43.5%), followed by the 10-19 years of experience (36.3%). These data indicate that female workers in Kalimantan Timur are still relatively long work experience. The low experience of women workers will implies that efficiency of work is also relatively low.

Leisure

Leisure is the craze of women workers in the use of free time (attitudes toward leisure) like to relax, which is measured in the number of hours per week. The lower leisure someone, the more time

Table 7: Characteristics of Women Workers in the Formal Sector Based leisure per week

<i>Leisure</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
7-12 hours	74	30.8	30.8	30.8
13-18 hours	74	30.8	30.8	61.7
19-24 hours	62	25.8	25.8	87.5
> 24 hours	30	12.5	12.5	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Leisure workers in this study the majority of women are in the group below 7-12 hours (30.8%) and 13-18 hours (30.8%). Only 12.5% of workers are women who have leisure above 24 hours per week. These data indicate that female workers in Kalimantan Timur have relatively little time to spare that much. Virtually no leisure time for recreation even these

women workers. That is, the majority of the time women workers used to work in order to earn a living.

Education

Education of female workers in Kalimantan Timur is grouped by level of education, ie elementary, junior high, high school, undergraduate and Postgraduate. Higher education's normally take effect on the position and type of job. The higher the education, the position and type of work is also getting better.

Table 8: Characteristics of Women Workers Based Formal Education Sector

<i>Education</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
SD (Elementary School)	28	11.7	11.7	11.7
SMP (Junior High School)	33	13.8	13.8	25.4
SMA (High School)	82	34.2	34.2	59.6
Diploma	13	5.4	5.4	65.0
Scholar	73	30.4	30.4	95.4
Postgraduate	11	4.6	4.6	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Educational level of women workers in this study is the high school down the majority (59.6%). Only 30.4% of female workers in Kalimantan Timur have education in scholar. Although there is also an interesting fact that there is a postgraduate education of women workers by 4.6%, but this figure is relatively very small. These data indicate that the educational level of women workers in the province of Kalimantan Timur is relatively low. Typically, the higher the education will result the more extensive insight into one's work. Conversely, the lower the person's education will result the lower the person's knowledge and insight. Education can also make a person working with the full creation and innovation.

Position

Position is a variable that indicates the position of women workers in the company, where 1 is the chief and 0 for the others. Other positions consist of a variety of non-officer positions, including: field officer, energy production, billing clerk and so on. Officer position is the position of administrative officer,

Table 9: Characteristics of Women Workers in the Formal Sector Based Position

<i>Position</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Other	96	40.0	40.0	40.0
Office	144	60.0	60.0	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Office workers in this study the majority of women are in the group of officers (60%), whereas the other position group is only 40%. Other positions include consist of field workers, survey, marketing personnel, production personnel and so on.

These data indicate that female workers in Kalimantan Timur are relatively not-collar workers who rely on physical power and strong, but the workers who rely on precision and diligence in the works officer. However, 60% of the officer positions, only a few women who have office workers, even though for middle managers. This fact indicates that female workers are still not given the opportunity to occupy managerial positions is high.

Market Hours a Week

Hours of market work is a variable that indicates the average number of hours worked in a month plus the extra hours (overtime) are measured in hours per week.

Table 10: Characteristics of Women's Formal Sector Workers under Market Hours a Week

<i>Market Hours</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 37 hours	22	9.2	9.2	9.2
37-42 hours	30	12.5	12.5	21.7
43-48 hours	39	16.2	16.2	37.9
49-54 hours	39	16.2	16.2	54.2
> 54 hours	110	45.8	45.8	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Market work hours per week working the majority of women in this study are in the group above 54 hours per week (45.8%). Market per weeks remaining working hours are 54 hours down (<54 hours) with the percentage reached 54.2%. These data indicate that female workers in Kalimantan Timur are hardworking and diligent in carrying out his job. Number of hours worked per week market reach above 54 hours, suggesting that women workers in Kalimantan Timur have been working an average of more than 8 hours per day.

Non-Market Hours a Week

Non-market work hours is a variable that indicates the average number of hours of work that used to take care of domestic women workers, including child care, which is measured in hours per week. Non-market work hours showed actualization nature of women workers in the eastern culture. Eastern culture of Indonesia said that the main task is to take care of her household. Earn a living and support a family, the main task of men.

Non-market work hours per week working the majority of women in this study were in the group of less than 37 hours per week (40.8%). Furthermore, in one after another by the group of workers with non-market work hours between 37-42 hours per week (24.2%), and above 54 hours per week to reach 22.9%.

These data indicate that women workers in Kalimantan Timur relatively little time to take care of household non-market Number of hours worked per week in less than 37 hours, suggesting that women workers in Kalimantan Timur on average only take care of the household only a maximum of 5 hours per day.

Table 11: Characteristics of Women Workers Formal Sector Employment Based Non-Market Hours per Week

<i>Non-Market Hours</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 37 hours	98	40.8	40.8	40.8
37-42 hours	58	24.2	24.2	64.0
49-54 hours	29	12.1	12.1	73.1
> 54 hours	55	22.9	22.9	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Productivity

Productivity is a major variable that shows the average value of the output produced in a month, by calculating the average output in an hour multiplied by hours worked multiplied by the market and the estimated price of the output, and then compared with the amount of wages received in a month.

Table 12: Characteristics of Women's Formal Sector Workers by Level Productivity

<i>Productivity Level</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< 70%	138	57.5	57.5	57.5
71-75%	85	35.4	35.4	92.9
>75%	17	7.1	7.1	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Level of labor productivity in this study the majority of women are in the group under 70% (57.5%). Very few who have achieved a level of productivity above 75%, which is only 7.1%. These data indicate that female workers in Kalimantan Timur relatively low levels of productivity. Relatively low productivity will affect the position and compensation received by female workers.

Wages / Income

Wage is a variable that shows the average of the money received from work in a month, including overtime pay and other allowances (take home pay), measured in dollars. High and low level of wages is usually measured by comparing wages with minimum wage Regency / City (UMK) or Sectoral Minimum Wage (UMS).

Table 13: Characteristics of Women Workers Based Formal Sector Wages in East Kalimantan

<i>Revenue</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
< Rp. 5 Million	113	47.1	47.1	47.1
Rp. 5 juta - 9.9 million	81	33.8	33.8	80.8
Rp. 10 juta - 14.9 million	37	15.4	15.4	96.2
> Rp. 15 Million	9	3.8	3.8	100.0
<i>Total</i>	<i>240</i>	<i>100.0</i>	<i>100.0</i>	

Sources: Primary data are processed, 2012.

Wage workers in this study the majority of women are in the group under Rp. 5 million (47.5%). Very few have reached the level of wages in the Rp. 15 million, which is only 3.8%. These data indicate that female workers in Kalimantan Timur wage rate are above the minimum wage town or minimum sectoral wage. However, when compared to the average wage level in Kalimantan Timur, wages below Rp. 5 Million is still relatively low.

Based on these results, it can be seen that the characteristics of women workers in Kalimantan Timur are: a) the productive age, b) a little work experience, c) have a considerable family responsibilities, d) leissure a little time, and e) less educated. Characteristics of the women workers, linear with female workers job characteristics. Characteristics of women workers work in Kalimantan Timur are: a) low position, b) hours of market and non-market work is high, c) low productivity levels, and d) the level of low wages.

Characteristics of workers who are still weak, according to researchers are one of the causes of job characteristics also become weak. Although her age is still productive workers, but with low education, little experience, and number of dependents that a lot of work, making women workers can only work on a job with a low position, low productivity and low wages anyway. Results of this study proved that the opinion and Inchino Flippin (2005) on the condition of "Class Ceilings" and "Sticky Floor" for women workers also occurred in Kalimantan Timur.

Women workers still do not get much chance to choose the character of the work. Position for example, does not always have to wait for higher education. How women can improve worker productivity and skills, if the job is too small for opportunities?

CONCLUSION

Characteristics of female workers in Kalimantan Timur are: a) productive age, b) work experience little, c) have a considerable family responsibilities, d) leissure a little time, and e) less educated. Characteristics of the women workers, linear with female workers job characteristics. Characteristics of female workers work in Kalimantan Timur are: a) low position, b) hours of market and non-market work is high, c) low productivity levels, and d) the level of low wages.

Characteristics of workers who are still weak, is one of the causes of job characteristics also become weak. Although her age is still productive workers, but with low education, little experience, and number of dependents that a lot of work, making women workers can only work on a job with a low position, low productivity and low wages anyway. Results of this study proved that the opinion and Inchino Flippin (2005) on the condition of "Class Ceilings" and "Sticky Floor" for women workers also occurred in Kalimantan Timur.

REFERENCES

- Amalia, & Siti, (2010). *Faktor Penentu Durasi Kerja Pekerja Migran Pada Sektor Pertambangan Di Provinsi Kalimantan Timur*. Disertasi Program Pascasarjana Universitas Hasanuddin, Makassar.
- BPS (2012). *Kalimantan Timur Dalam Angka 2012*. Samarinda, Kalimantan Timur.
- _____ (2011). *Berita Resmi Statistik Provinsi Kalimantan Timur*, No.06/02/64/Th XII, 7.
- Euwals (1999). Female Labor Supply, Flexibility of Working Hours, and Job Mobility In The Netherland, *Journal Labor Economics*, DP 83 IZA, Geman.
- Filippin, A. & Ichino, A. (2005). Gender Wage Gap in Expectation and Realization, *Journal Labor Economics*, 12(125-145), Elsevier.
- Rahmatia. (2004). *Pola dan Efisiensi Konsumsi Wanita Pekerja Perkotaan Sulawesi Selatan: Suatu Aplikasi Model Ekonomi Rumah Tangga Untuk Efek Human Capital dan Sosial Capital*. Disertasi. Program Pascasarjana Universitas Hasanuddin. Makassar.