

Dual roles of Mothers Working in the Indonesia Industry : Its Effects on Maternal and Child Health in Sidoarjo

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Abstract

Introduction: The rate of the female labours in Indonesia reaches 53%, higher than Hongkong (52%), Taiwan (47%), Malaysia (47%), and India (35%). Specifically in Indonesia, the health problems among the female labour arise from the inability to juggle between the dual roles: nurturing and working. The mother's and children's health issues in Indonesia nowadays shows high figures in sickness and death during pregnancy, birth, until the five early age of children. The problems possibly come from three sources: the burden of women duties in cultural basis, the economic burden, and the high demand of productivity in the workplace. The objective of this research is to analyze the quality of maternal and child health and some factors related to the topic.

Methods: The research employed observation in three factories from formal sector in Sidoarjo-Indonesia in 2017. The sample is 350 females labours whose children under the age of five. Dependent variable of this research was the quality of maternal and child health. The independent variable covered the characteristics of mother and child, pregnancy and birth history, the cultural and economical background and company's support. Descriptive analysis was conducted to analyze the data.

Results: 3% of samples were single parents. The marriage age and first child birth between 17-25 years old was 61.8%, that with 2 children was 54.15%, that who experienced problems during pregnancy was 31.2%, 43.7% of them experienced work accidents and 7.2% of them suffered from disability. The number of children under the age of five with sufficient nutrition was 69.69%, 33,33% suffered from malnutrition, 98,5% had completed immunization, and that who was exclusively breastfed was 39.4 %. Company's support for both mother and children in each factory varied.

Conclusion: the three sources are confirmed to be the main factors affected the maternal and children health. Furthermore, the struggle between the dual roles disturbs the construction of psychological and physical well-being of the female labours, and the children's quality of life.

Keywords : Maternal and children health, cultural burden, economical burden, industry.

Introduction

The industry in around the world always need a lot of workers. The demand for the number of workers is very diverse, from the industries that require only for a few workers to the industries that require hundreds of thousands of workers. The diversity of the job characteristics prosecutes different resources, some of industries want to have male dominance as their workers, some of them are opposite. The characteristics of industry that demand the workers for having specific psychic factors (such as accuracy and persistence) are making the company especially the electronic and textile industries dominated by women rather than men. The participation of female workers in the industrial sectors in Asia is still quite low when compared with countries in Europe.

The number of female workers in Asia particularly, Indonesia who occupy in strategic positions is relatively small when compared with the number of female workers in Europe and the United States. This is because the participation of female workers is still low. More women in Asia are choosing not to work and the level of women's education is still low. According to a report from World Economic Forum Gender (2010), the average of the participation rate for female workers in Asia is lower than Europe, but the participation of female workers in Indonesia (53%), is higher than Hongkong (52&), Taiwan (47), Malaysia (47%), and India (35%).

According to *Survey Angkatan Kerja Nasional (Sakernas)* conducted by *Badan Pusat Statistik (BPS)* shows that the number of working woman in Indonesia is increasing every year. In 2010, Indonesia had the number of 34,94% working woman and 57,75% workin man from the productive workforce (15-64 years old). The result of *Sakernas* in

2011 shows that the number of working woman is 35,83% and working man for 58,35% of the total of the productive workforce (15-64 years old) (Ministry of man power , 2012).

There are four main reasons for female workers in Indonesia, especially in Batam to work, economic factors, educations, skills, and psychological. The economic factors, for example, they should support their family economies. The educations such as junior or senior high school graduates. The skills, female workers have no special skills and usually the industry does not require special skills for female workers. The psychological, such as having pride after making their own money and helping their family economies. Basically, the female workers work at the operator level with no experience and high skills. This supports the report form Mckinsey (2015) which states that the representation of female workers in Indonesia who occupy high position is only 6% and female workers who are on executive committee is only 5%. This is because the level of knowledge and skills of female workers in Indonesia is still relative low. Female workers in Indonesia are willing to do the menial jobs that do not require special skills as long as they can help their family economies.

In Indonesia, female workers have a specific problem of having a dual roles as a mother and as a worker (ILO, 2014). The role of the housewife who works in the family and social life, based as the perpetrator of development. Susanto (1975) argues that the motivation of working for an Indonesia woman is not only for testing her leisure time or continuing her career but also for increasing the family income. Tan (1975) argues that the participation of women in development, at least contains two meanings: 1) the development can provide convenience for women to join in trying to improve themselves and their

families. 2) the development can also provide the convenience for women to distribute their energy, skill, idea and expertise in the development process which also realize the ease,

In Indonesia, there are two kinship systems that are patrilineal and matrilineal. In a patrilineal kinship system, custom in marriage is usually a wife following a husband or living with husband's relative. This is one factor that tends to affect the status and the role of the wife, her status and role becomes lower than the husband. Working housewives have the same role in planning, implementing, monitoring, and enjoying the results of development. Being a working housewife is a choice and has consequences, must continue to do her job as housewife and worker.

The conflict of having a dual roles often arises when one of these roles demands more or need more attention. Undoubtedly, this conflict raises many issues that affect the family life and the work as a female worker (McKinsey,2015). Armed with the management skills, the potential female workers who are experiencing the dual roles conflict are expected to achieve the performance as required by the company. Not all of them are succeed in building their families. This is because they have not succeeded in aligning the role in work with role in family, which is leading them to the occurrence of work-family conflict.

Aini (2015) finds that the family conflicts have a negative effect to work conflicts, the occurrence of conflict in female workers' families will encourage them into work conflicts. This has the potential to reduce the level of work satisfaction. The Research of Murtiningrum (2005) states that there is a positive and significant relation between the variable work family conflicts with the variable of the work stress. Another impact of the occurrence of work-family conflicts in female workers is the occurrence of work stress.

Having a role as worker and housewife brings many problems which are experienced by a woman who is also a housewife who works outside the house. The demands of dual roles as housewives and female workers are getting more difficult to be played in a balance, both roles are pulling each other and make female workers face the difficulties to manage their roles and times. There are three factors that become the source of the issue that are internal, external, and relational factor. Internal factor is the issue that arise inside herself with the economic conditions that demand a female worker works so she can support her family finances. External factors are the husband's support, responsibilities for taking care of children and workplace applicable rules. The patrilineal culture in Indonesia tends to inhibit the integration of the demands of those three things. Relational factor is related to the time to establish and maintain togetherness with husband and children that become more limited because of the seizure of time for work. Those three factors are not only harming the workplace but also the female worker herself.

The industry demands all the workers to be productive in the workplace due to their duties and obligations. The dual roles of women can cause the female workers become less productive in working for example because they feel their time are more consumed for works, so they have less time for their families. This problem should bring the positive impact for female workers because they can support the family economy, self-esteem, high social needs, and improve their competences.

Regarding to the role of female workers as housewives, female workers have a responsibility in the success of the first thousand days of a child's life. The first thousand days of life begin from the beginning of conception, pregnancy, childbirth, breastfeeding, until the child turns into two-year-old child. This should be considered by the workplace

whether it is a workplace that produces products or services. The first thousand days of life are related to the success of the state in achieving the targets of the Sustainable Development Goals (SDGs) (WHO,2015).

Occupational health and safety are also the rights and obligations of female workers. Female workers have unique challenges that are only owned by them, that are pregnant and lactating. The nutritional challenge that are experienced during the pregnancy phase is the nutritional status of a female worker before pregnancy really determines the early development of the placenta and embryo. Maternal weight during conception, whether become underweight or overweight can lead to risky pregnancy and impact on the health of children in the future. Nutritional needs will increase in the phase of pregnancy, especially energy, protein, and some vitamins and minerals so that mothers should pay attention to the quality and quantity of food that are consumed.

The fetus has a plasticity (flexibility) in the period of development. The fetus will adjust to the things that happen to her mother, including the nutrients her mother takes during pregnancy. If the nutrients are lacking, the baby will reduce the body's developmental cells. Therefore, the fulfillment of nutrition in children on the first day of life becomes very important, because if it is not filled with nutritional intake, then its impact on child development will be permanent.

The permanent changes that may cause the long-term problem. Those who suffer from malnutrition in the first thousand days of life, have three risks, including:

- a. The risk of non-communicable or chronic diseases, depends on the affected organ. If the kidney is affected, they will suffer from kidney disorders, if it is pancreas then they will be at the risk of type 2 diabetes, if it is heart they will be at risk of heart disease.

- b. If the brain is affected then they will have barriers to cognitive growth, so less intelligent and competitive;
- c. Impaired growth of height, so having the risk of short body (stunting).

Because of these problems, this research is conducted to analyze the quality of maternal and child health and associated factors to the dual roles of female workers in Indonesia

Methods

This research is a case study research conducted in three companies with more female workers than male workers in Sidoarjo. The data was collected in August – October 2017.

The populations in this research is all the female workers in three companies with more female workers than male workers in Sidoarjo. The information related to research data is obtained by filling questionnaires by 350 female workers who have children aged under 5 years old. The sampling is using accidental sampling method that is a method of sampling by selecting respondents who happened to be encountered during the course of research and willing to be sampled.

The variable of this research is divided into two, that are dependent and independent variable. Dependent variables include the quality of maternal and child health. The independent variables in this research include the characteristics of mother and child, history of pregnancy and childbirth, background of respondents' economic condition, and support from company.

Data analysis is using the data processing software to obtain the frequency distribution of each variable studied. The results obtained from the data are analyzed descriptively to illustrate the magnitude of the problem of each variable studied.

Result and Discussion

The result of this research shows that the dual roles of mother as a worker and as a mother raises many health problems either to the mother or to the toddler she is born with. The problems generally arise during the pregnancy, while working, and the health status of toddlers.

a. Marital Status of the Female Worker

3% of the respondent states that they are single parents or divorces. Hutantuk (2015) states that single-mothered women have a heavy responsibility in living their family. This is because their responsibility to take care of the household, educate children, and also make a living at the same time become very heavy. It takes a lot of effort to be able to run a dual function as mother and as a breadwinner. That is why, it is really important to keep the family harmony so that the husband can do his job as a breadwinner for the family.

b. Marital Age

Most of the female workers are married at the age of 17-25 years old (61,8%), others are married at the age of 26-34 years old (23,4%), < 17 years old (7,8%), > 34 years old (1,8%), the rest of them answered did not remember and did not answer.

Young marital age can lead to various health, psychological and social problems. In terms of health of young marital age can cause various problems during pregnancy and when will give birth (Raj, 2009). Early marriage will also have an impact on child growth. Problems such as malnutrition, diarrhea can occur. For the health of STD (sexually transmitted diseases), cervical cancer, maternal mortality and obstetric fistulas. In terms of social young marriage can also cause various social problems because parents are ready to groom pregnancy and educate children. pregnancy at age three can cause health problems hypospadias

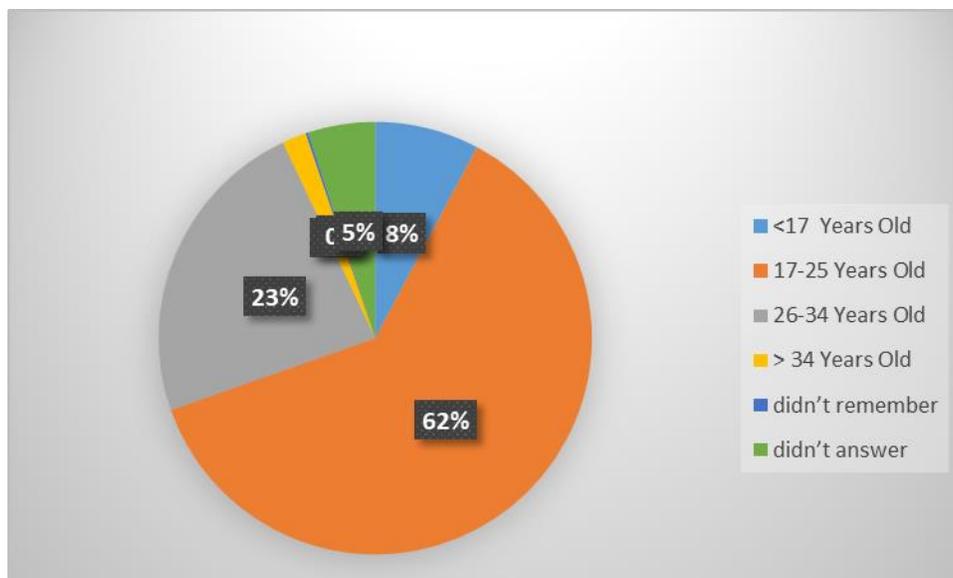


figure 1. The age of marriage of female workers at Industrial Area in Sidoarjo, 2017

c. The number of children

The number of children owned by working mothers varies, some working mothers have two children 54.15%, 23.85% have one child, 8.4% have three children, 1.6% have 4 children, 0.4% have five children, 0.2% has 6 children and the rest did not answer.

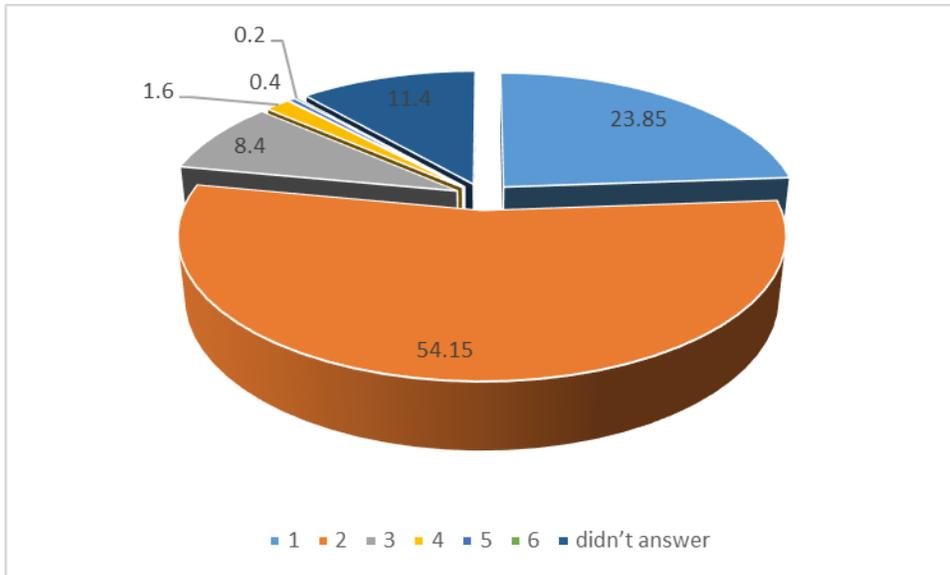


Figure 2. The number of children owned by female workers at Industrial Area in Sidoarjo, 2017

The number of children owned by a family will affect the health and welfare of a family. The number of children in a family will affect food, nutrition, health and education needs. Each family may have different levels of income and household expenditure. A high number of children and poor economic status can result in poor nutrition and health. The involvement of mothers in work also leads to the fulfillment of nutrition can be neglected. Fulfillment of neglected nutrition can result in poor nutrition of children. The more children the need for clothing, food and boards also increases. This

is what makes mothers need to help the husband to meet the needs of his family life (Solihin, 2013).

d. Disorders during pregnancy

Disorders of pregnancy suffered by the working mother may include excessive nausea, excessive vomiting, seizures, loss of consciousness, bleeding, headache, high blood pressure. The results showed that 31.2% of respondents had a pregnancy disorder.

A working woman will be at risk for ruptured membranes, premature birth and labor difficulties if compared with housewives. A female worker with long duration of work (more than 40 working hours / week) will be at risk for some pregnancy problems, women are generally less concerned about the nutrients that need to be consumed during pregnancy (Fadlyana,2016).

During pregnancy female workers need some special treatment and are vulnerable to hazards denuded by: embryonic development, thus making female workers more vulnerable to harmful agents when compared to non-worker mothers, women, women unsuitable for certain jobs, pregnancy will reduce women's ability to survive from several occupational factors,

The Indonesian government provides special protection for female workers. Such safeguards are governed by law. Protected rights are the protection of women's work, menstrual leave, maternity leave, childbirth and fall pregnancy, child suckling opportunities, and the removal of differences in women's labor force.

The Indonesian government provides protection to prohibit female workforce from working at night, but it is still permissible if female workers are still needed with

social, technical and economic considerations. In addition, female workers are also entitled to take leave on the first and second day. Maternity leave can also be obtained by women workers in one and a half months before and after delivery. This is a commitment of the Indonesian government to protect the health of pregnant women, especially in women workers who have more risk factors than housewives (Indreswari,2016).

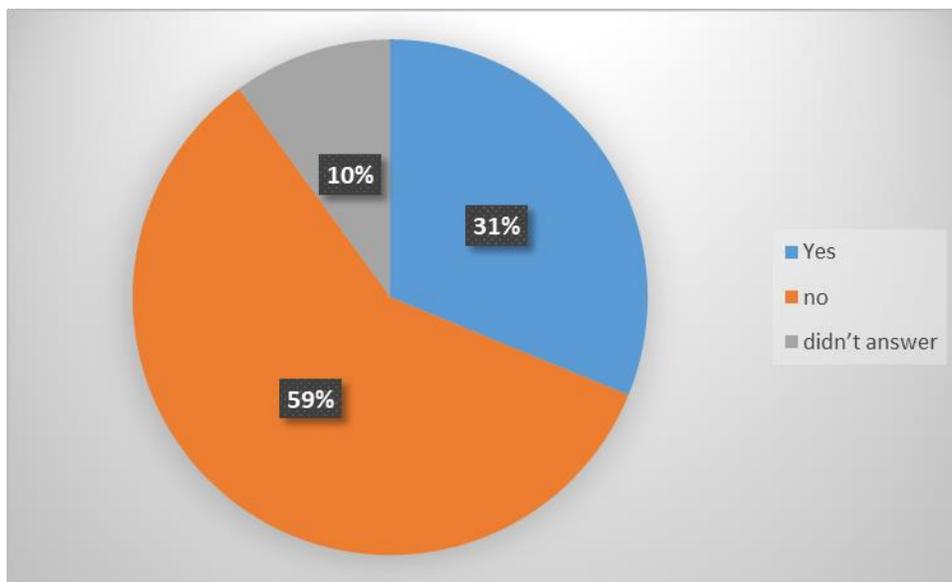


Figure 3. Pregnancy Disorders of female workers at Industrial Area in Sidoarjo, 2017

e. Work Accident

The results show that 43.7% of female workers had experienced occupational accidents during work.

In general, workplace accidents can occur in female and male workers. However, Riyadina's (2007) study stated that men tend to have more work accidents than women. However, other factors that can affect the psychic and physical factors of workers. Female workers certainly have more severe physical and psychological conditions when compared with men. This makes female workers are also vulnerable to work accidents.

Stress and thoughts that are less focused due to thinking of children left behind at home can also trigger workplace accidents in female workers.

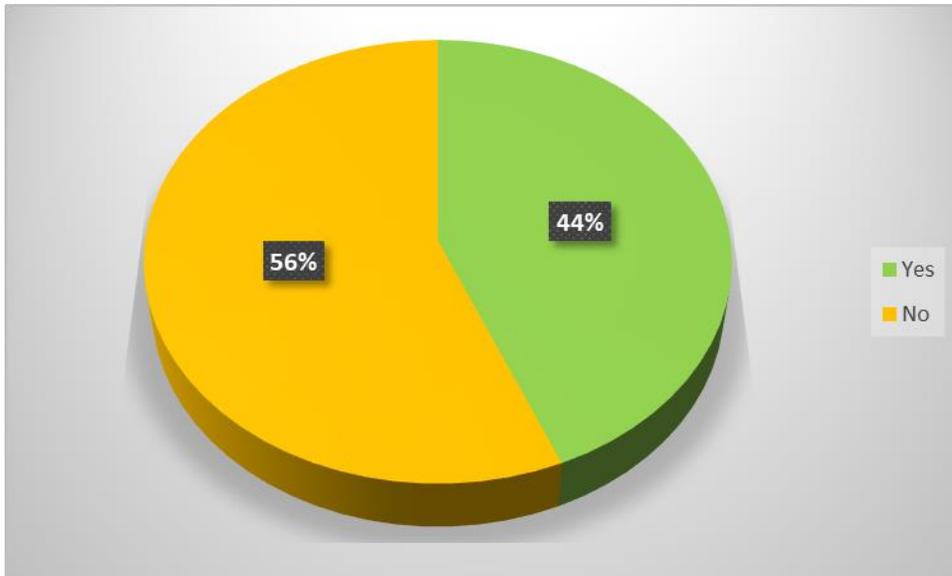


Figure 4. Work Accident of female workers at Industrial Area in Sidoarjo, 2017

f. Defects due to work accident

Out of the 43.7% of female workers who had experienced workplace accidents were 7.2% while 92.8% did not experience disability due to workplace accidents.

Occupational disabilities can cause stress and female workers cannot work properly as they should. The discharge also depends on the severity. If a minor defect then the possibility of the worker still can work pretty well. The occurrence of work accidents that causes disability can be prevented by the use of PPE in accordance with the function and workplace (Handayani, 2013) (Martiana, 2018). PPE can prevent the occurrence of disability and also prevent the occurrence of Occupational Disease.

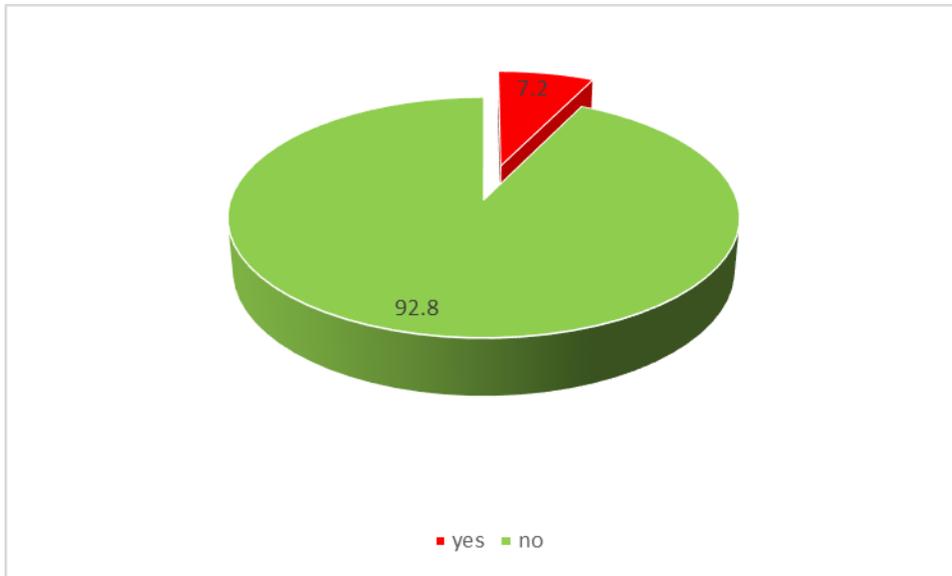


Figure 5. Defects due to work accident of female workers at Industrial Area in Sidoarjo, 2017

g. Nutritional Status of Toddlers

Nutritional status of toddlers which is classified as good is 69.69% while 30.31% is classified as not good or even bad.

Based on the results of research on nutrition status of toddlers are mostly good. There are still toddlers whose nutritional status are not good or even bad need attention. Devi (2012) states that the nutritional status of a toddler is affected by the income of both parents. If parent income is good then nutrition can be met well. The nutritional status of toddlers may affect the development of motoric children (Solihin, 2013). Fulfillment of good nutrition is important for toddler growth. The growth of a toddler will be very important for his capital to be someone who can achieve in the future for the rise of Asia.

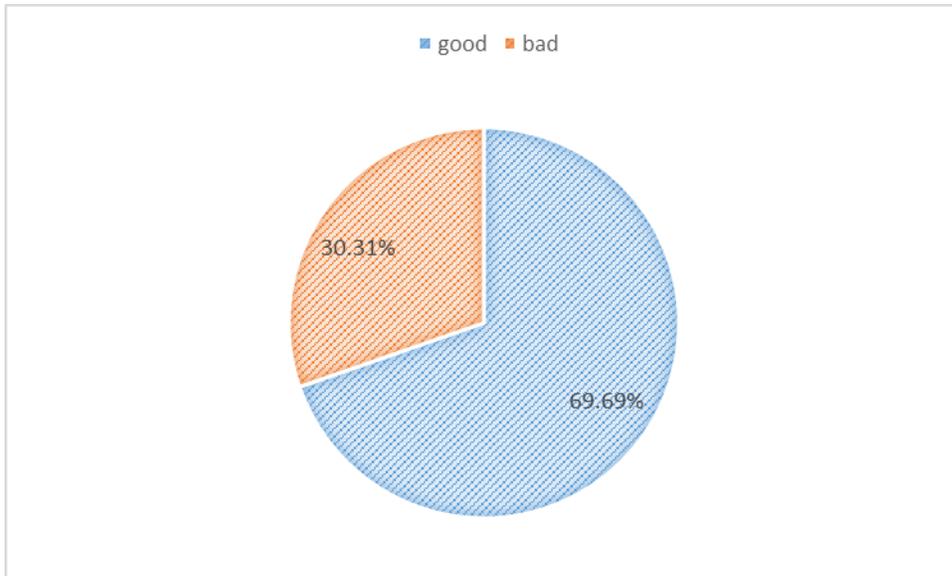


Figure 6. Nutritional Status of Toddlers at Industrial Area in Sidoarjo, 2017

h. Immunization Status of Toddlers

Immunization status of toddlers is very good. This is because 98.5% of children under five have been given complete basic immunization. A good immunization status can make a toddler immune to the disease, in addition to a good immunization status can also prevent transmission of diseases that can be prevented by immunization. The social environment will also be protected if the coverage of immunization in the area is good (WHO,2015). If the immunization status is good and the children are fully immunized, then the health will be maintained. With that he can grow well and can contribute to the progress of the nation and progress of ASIA.

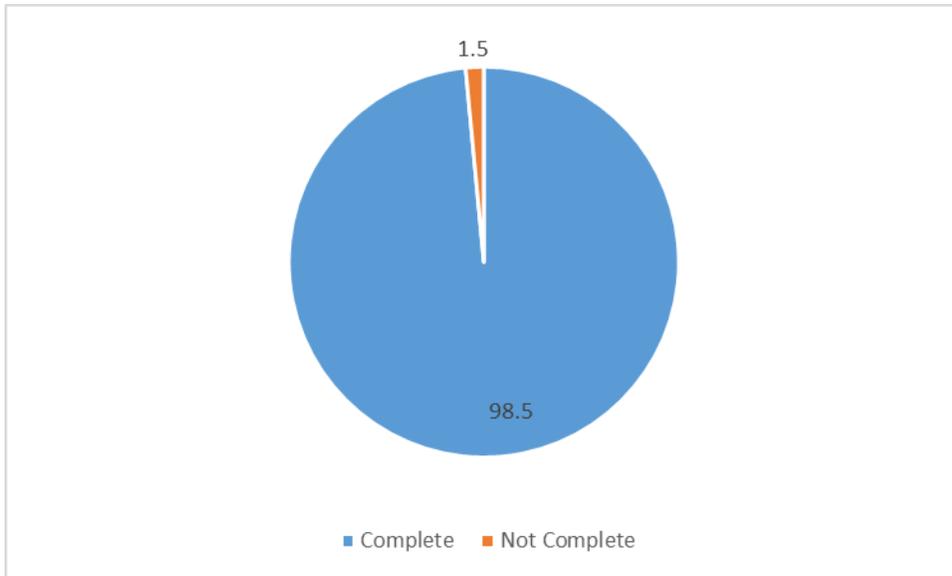


Figura 7. Basic Immunization Status of Toddlers at Industrial Area in Sidoarjo, 2017

i. Exclusive Breastfeeding

The achievement of exclusive breastfeeding is still not good, this is indicated by the low level of exclusive breastfeeding achievement of 39.4%. The reason the worker's mother has not been biased to give exclusive breastfeeding, among others, because busy work and breast milk is not smooth.

The dual roles of the mother as a worker and as a mother is the main reason that the working mother cannot afford exclusive breastfeeding. The reasons for not exclusively breastfeeding include breastmilk (43.1%) and busy work (46%) Exclusive breastfeeding is very important to the growth of children under five. Exclusive breastfeeding is important for the child's motoric growth, providing the nutritional intake required by the baby and affirming the emotional bond between the baby and the mother, providing immunity to the disease. The worker's mother can give exclusive breastfeeding by storing pumping and storing milk in the refrigerator, then when she works and

toddlers need milk then the milk can be given to the baby by their nanny. This is where the role of caregiver, husband becomes important to help exclusive breastfeeding (WHO,2015).

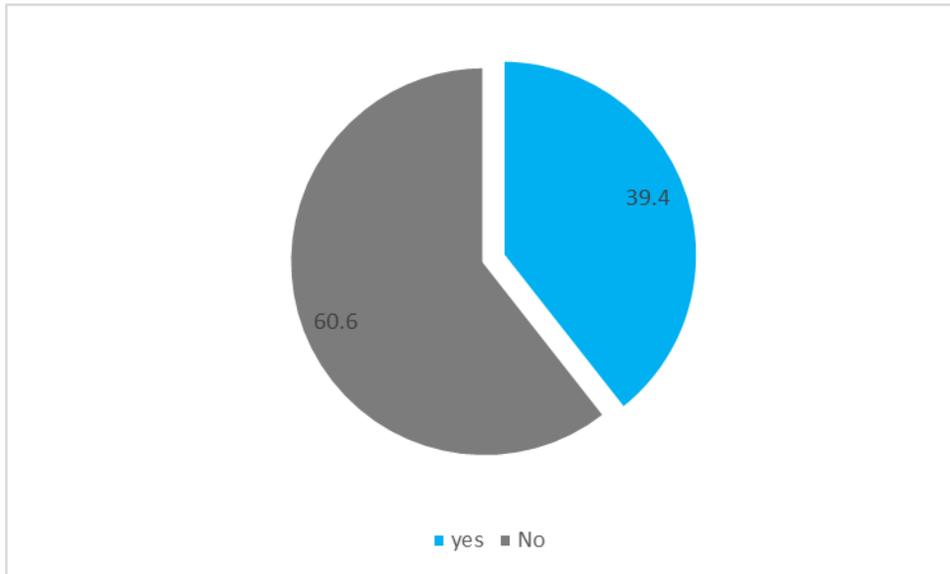


Figure 8. Exclusive Breastfeeding at Industrial Area in Sidoarjo, 2017

Conclusions and Suggestions

Conclusions : dual role of women working in industry could be considered as a burdensome thing. Maternal health quality still experienced reproductive health problems. The quality of children was mostly good although many of the children were not exclusively breastfed. Lastly, not all companies provided support for maternal and child health. The three sources are confirmed to be the main factors affected the maternal and children health. Furthermore, the struggle between the dual roles disturbs the construction of psychological and physical well-being of the female labors, and the children's quality of life.

Suggestions: There is an effort to increase knowledge for families in terms of child care and child nutrition, so that their children do not suffer from malnutrition

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