

GENDER EDUCATION BASED ON FAMILY MANAGEMENT FOR INDONESIAN WORKERS IN PONOROGO

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Abstract

Work Training of Overseas workers is an organization functioned to give certain competences such as knowledge and understanding about situation and condition, custom, culture, and religion, and communicative competence of using the language of destination country. Moreover, this organization should also give proper explanation to the workers-to-be concerning their rights and obligations as well as possible risks they may experience during their work. This current study tried to analyze the syllabus and the curriculum issue that has not put yet the material concerning family management issue. It took place in all *Balai Latihan Kerja Luar Negeri (BLKLN)*, the work training organization in Ponorogo. This study is a descriptive qualitative study. This study used field observation and interview as primary techniques collecting data and documentation of official documents issued by Department of Social, Manpower and Transmigration, *BLKLN* and *PPTKSI (Pelaksana Penempatan Tenaga Kerja Swasta Indonesia)*, the organization of workers placement. The result showed that the curriculum used in *BLKLN* still lacked on material concerning gender education based on family management. The indicators of family management are the communication with the rest of family members, change of the role between husband and wife, and family finance management. This matter is significant because it becomes one of influential factors of family parting. This study result the draft of module gender education based on family management for Indonesian workers. In order to make this draft complete to be implemented in the curriculum, it requires further partnership with *BLKLN* in Ponorogo.

Keywords: Module, Indonesian Workers, Family Management

INTRODUCTION

The term of Indonesian workers (*Tenaga Kerja Indonesia*, TKI hereafter) refers to Indonesian citizens who work outside the country (overseas). Formerly, this term is only used for male workers. However, nowadays, there is another term for female Indonesian workers, (*Tenaga Kerja Wanita*, TKW hereafter). Since the term used for kind of workers is different, it is assumed that there is a significant difference between TKI and TKW. Usually the TKW are those who work on commodity field. In this case, the female workers are somehow underestimated in the increasing of production access, but in the real fact, the number of female workers sent overseas is higher than the male ones.

According to the Department of Social, Manpower and Transmigration of Ponorogo, Ponorogo is one of area which most of its citizens went overseas to work. Moreover, based BNP2TKI, official organization to distribute the Indonesian workers, it is stated that from January 1st, 2015 until December 31st, 2015, the placement amount of TKI in Ponorogo in formal sector are 3.961 people and in informal sector are 508 people. From the 4.469 amount of TKI, it consists of 4.074 male workers and 516 female workers. In this case, the TKI of Ponorogo has the greatest amount of informal sector workers, 4.469 workers.

In order to avoid the illegal placement of Indonesian workers, the role of Department of Social, Manpower and Transmigration is indeed significant as this organization is the official governmental organization that is actively taking care of overseas placement of Indonesian workers by making partnership with another official organization of workers placement or *Pelaksana Penempatan Tenaga Kerja Swasta Indonesia* (PPTKSI, hereafter). As the information, the amount of PPTKIS in Ponorogo that is officially registered and partnered with Department of Social, Manpower and Transmigration are 48 groups.

According to Indonesian Law number 39, year 2004 about the placement and protection of Indonesian workers who work overseas and the regulation rule, it is stated that each of overseas worker-to-be is required to have good competence, good value, and complete procedures and

documents required. This requirement is set to avoid any possible problems may come across to the workers in their workplaces. To completely meet this requirement as well as to avoid the problem, one step can be taken into consideration is by giving a training before going overseas.

Actually, the training and education given to the TKI-to-be is conducted by considering some objectives. They are first, to train, set, and develop the TKI competences. The second objective is to give knowledge and understanding to the workers about the condition, situation, custom, culture, religion, and possible risk of working overseas. The third one is to give proper communication competence of language used in certain country they are working in. The last objective is to give knowledge and understanding to the workers about their rights and obligations as TKI.

This arising problem concerning the relationship between the workers and the rest of family members is not supposed to be ignored and left without solution because it may result to other bigger problems. That is why in this study, the researcher is interested to conduct research entitle “Gender Education Based on Family Management for Indonesian Workers in Ponorogo”.

In the conservative framework, the export of *Agkatan Kerja Wanita Indonesia*, (AKWI, hereafter), the similar term as TKW, is seen as the form of value exchange called as foreign exchange. In this context, female workers become the commodity being offered and traded to other countries or parties that need them. In the other hand, in the ideological framework, the export of AKWI is the manifestation of three functions, namely order, offer, and transactional. In other words, this term is also called as the manifestation of liminal, marginal, and universal symbolic value.

The matter concerning the framework toward the export of AKWI may become the main debatable issue of gender, particularly for eastern citizens that still strictly follow the rule of patriarchy. Women involvement in the process of production is considered can stigmatize the prestige value owned by women. Even, it is viewed as disruption or betrayal of the system of social and cultural harmony. Women involvement in international marketplace may encounter other problems such as discrimination, sexual harassment, and physical abusive since women are out of family control.

In the phenomenon of global marketplace competition, the higher marketplace demand means the wider chances for women to participate in any production sector. Later, this opportunity may change the employee status that women can increase their needs, chances, and competences. In one hand, the increasing of women participants is followed by the increasing of free competition in the global marketplace. In this case, the limitation of gender is structurally replaced by individual competences of marketplace. This perspective has broke the perception that workplace is no longer dominated by men workers. Thus, there is a displacement between the role of men and women in which women are no longer left behind, but they are treated as equal work partner. Simply, they also have the same chances and opportunities as the men have as long as they have equal competences.

Research Problem

In this research, the researcher focuses only on one single problem. The problem to be analyzed is how the gender education based on family management for Indonesian workers in Ponorogo is like.

Objectives of Research

This resaerch aimed to develop the draft of module concerning the education gender for TKI based on family management. This study tried to identify the problem in the curriculum used by work training program held by BLKLN. Furthermore, the researcher conducted deeper analysis to reveal the requirement of family management based curriculum by breaking down the indicators. Those indicators are the communication between the workers and the rest of family

member, the transparency of family finance, and the change of husband or wife role in the family.

Significances of Research

Theoretical Significance

Theoretically, this research is hoped to give clear description concerning the family management for Indonesian workers who are going to work overseas by giving training and education in BLKLN. Moreover, it is also expected to this study can formulate and conceptualize the development of training module using family management based curriculum in any official institutional under BLKLN.

Practical Significances

The result of this study can be used as the additional information and contribution for TKI-to-be particularly and all citizens generally, so they can understand the significant of family management through the sort of training and education.

The result if this study can be used as significant input for the government, in this case is the Department of Social, Manpower, and Transmigration in Ponorogo in making policy concerning the development of human resources quality for the workers. This development can be reached by strengthening the training curriculum used in BLKLN in Ponorogo.

The result of this study can be used as strategic effort of regional government to maximize the law enforcement concerning the export of TKI so that they are professionally capable to compete in the Economic Asean Community. In this case, the position of TKI involved in international marketplace has significant impact to the bilateral partnership or cooperation with the country the workers are working in. The mutual partnership here covers the matter of political and security defensive, economic, social and culture, and service and protection for the workers.

For academician in higher pedagogic setting, the result of this study can be used as additional information for further research conducted toward the problem of Indonesian workers.

LITERATURE REVIEW

Training Module

Competence based training module is one of effective teaching media that can be efficiently used to transfer knowledge, skill, and attitude to the training participants. It is considered that the use of an effective media may increase the quality and productivity to achieve the certain competence. Of course, the use of this media is covered under specific well-planned training program by referring to the national work of competencies standard, or known as SKKNI (*Standar Kompetensi Kerja Indonesia*).

TKI (Tenaga Kerja Indonesia or Indonesian workers)

According to the law Number 14 Year 1969 about the manpower, the definition of worker is “any person who has capability in working with or without work relationship to produce things or services to fulfil the society requirements”.

Department of Social, Manpower, and Transmigration

The position of Department of Social, Manpower and Transmigration in the governmental structure is as the executor of the regional autonomy. It is led by a chief under the authority of regency governmental officer. This determination is ruled based on the Local Regulation number 60, year 2008 about the description of duty and function of the Department of Social, Manpower and Transmigration. Besides, this department is also the main organization taking care of TKI placement in certain country they are choosing in.

Family Management

According to Foller (1997) in Sutisna (2008), management is defined as the art of getting things done through people. Getting things done here means that every single thing should be completely done to achieve certain objective.

Family Financial Management

In managing the family management, the one becoming the manager is usually the housewife. In order to professionally manage the finance, the whole family member should understand well the main concepts of family financial management. Generally, there are two main concepts of family financial management that should be comprehended by the family members. They are profit or loss balance and cashflow management.

Gender

Gender is one of culture products achieved based on the idea that there are two functional categories in the society; male and female. As a culture product, there is a hierarchy system that creates oppositional groups. Those groups compete among each others to defend their own authority. Furthermore, this competition is later seen as a phase of changes in the social system called culture. It is the process of authority changes to create a more harmonious relationship. Therefore, the effort of gender equality for women is to strengthen the hegemony of gender authority in the patrilineal system.

METHOD

This research is a descriptive study using qualitative approach. There are two types of data collected in this study. The first one is primary data and the second one is secondary data. The primary data is collected through structured-interview and direct field observation in order to make the data valid. The secondary data, then, is collected through documentation of official documents issued by Department of Social, Manpower and Transmigration, PPTKIS and BLKLN in Ponorogo. Moreover, the researcher used purposive sampling to determine the informants involved in this study. Those informants are:

- a. The chief of the Department of Social, Manpower and Transmigration.
- b. The chief of Division of Workers and Transmigration Placement.
- c. Person in charge of PPTKIS
- d. Staffs of BLKLN
- e. TKI-to-be

The technique of data analysis used in qualitative approach is usually in sort of form inductive – interpretative – conceptualize. The activity of data analysis is done in the field of research, even it is started to be analyzed during the in-dept interview in the data collecting process. Stated by Sutopo (2002), this kind of analysis data process is called as Interactive Analysis Model.

This research took place in several institutions officially registered in the Department of Social, Manpower and Transmigration of Ponorogo that are providing training and education for TKI. They had gotten official operational permission from the Ministry of Manpower of Indonesia as the government’s partner in recruiting, distributing, and protecting the overseas TKI. Those institutions are PPTKIS, particularly the one having BLKLN as the training institution.

FINDING AND DISCUSSION

The result of this study was in form of syllabus used in BLKLN of Ponorogo regulated based on the official permission letter. This institution has been accredited, in which the outputs are in form of curriculum and syllabus of work training program, housekeeping management, and basic group and pre-working orientation training. The application of those outputs of course supposed to be adjusted with certain requirement of country in which the TKI are going to working in.

The objective of giving the syllabus about basic group and pre-working orientation training is to increase and develop the competence, productivity, discipline, and attitude and work ethic of TKI-to-be. Therefore, the Indonesian workers would have comprehensive skill and competence to compete in the marketplace according to what kind of job they are working in.

Every worker who is going to work overseas is required to have good skill and competence got from certain training or work experience. It is proved by an official certificate issued by professional certification organization under the license of National Certification of Profession Organization. It is done to complete the required form demanded by the marketplace.

Job training program and supporting core group curriculum is given to the workers-to-be so that they could get comprehensive knowledge, competence, and skill concerning their work in their destination country. The duty of giving such training belongs to PPTKIS as the institution of worker placement. This institution gathers all the selected workers and then gives them the engagement of training and placement as the Law of Ministry's instruction.

The training given to TKI before going overseas through the activity called as final training (*Pembekalan Akhir Pemberangkatan* or PAP hereafter) is conducted in order to minimize the possible problems that may be experienced by Indonesian TKI. According to Indonesian Law number 39, year 2004 about placement and protection of Indonesian workers overseas, it is stated that every single person of TKI who are going to work overseas is supposed to be a professional and well-mannered person. Moreover, TKI is also required to complete all the requirements and procedures needed.

Another finding resulted in this study is that in the current curriculum being used, it is necessary to add additional subject to give knowledge, competence, and skill of TKI in applying family management. Having intensive, effective communication with the rest of family members at home will create good relationship among family members. Moreover, it will also decrease the problem related family relationship since all family members have already understand their duties and responsibilities.

The exchange of role between marriage couple that one of them is working overseas requires awareness and sincerity from both parties to manage the family fairly without any intention of dominating. It requires both parties' understanding that managing family should be done together to achieve objectives have been set before. This awareness concerning the role of gender will have significant result to the equality of rights and obligations, even though it may break the nature of gender role.

Aside from that, a good financial management is not only significant for company officer, but also for every single family member, so that the income and outcome can be managed and balanced well. As the result, it will ease the family member to control the living cost. In a family, a management of family financial is indeed needed in order to regulate the cash flow to be more fair and significant. Family's income and outcome, known as *Anggaran Pendapatan dan Belanja Keluarga* (APBK, hereafter), is the core of a good and effective financial management that has been accurately measured. Thus, the achievement of long term financial objective can be maximized well despite the family limited income.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Conclusion can be drawn from the curriculum identification used in BLKLN of Ponorogo is that in the current curriculum, it has not covered yet concerning the matter of communication role and family management. Actually, these two subjects are the determination of TKI successful in working overseas as well as decrease any problem concerning family members. Therefore, it can be concluded that it is necessary to add some additional subjects in the syllabus and curriculum used to train the workers-to-be in the BLKLN. Some recommended subjects to be

added are the subject concerning establishing intensive communication with all family members, subject concerning the changes in role of husband and wife (marriage couple), and subject concerning management of family financial. By doing so, it is expected that any problem may encountered during work period in destination country can be significantly reduced.

Suggestions

1. The result of this study can be used as the additional information and contribution for TKI-to-be particularly and all citizens generally, so they can understand the significant of family management through the sort of training and education.
2. The result if this study can be used as significant input for the government, in this case is the Department of Social, Manpower, and Transmigration in Ponorogo in making policy concerning the development of human resources quality for the workers. This development can be reached by strengthening the training curriculum used in BLKLN in Ponorogo.
3. The result of this study can be used as strategic effort of regional government to maximize the law enforcement concerning the export of TKI so that they are professionally capable to compete in the Economic Asean Community. In rhis case, the position of TKI involved in international marketplace has significant impact to the bilateral partnership or cooperation with the country the workers are working in. The mutual partnership here covers the matter of political and security defensive, economic, social and culture, and service and protection for the workers.

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