



ANALYSIS OF WORKLOAD, REST RIGHTS, AND THE RIGHTS TO ENJOY ENTERTAINMENT IN GENDER DIFFERENCES

Ni Putu Rai Yuliantini, Kadek Desy Pramita

Faculty of Law and Social Sciences, Ganesha. University of Education

E-mail: raiyluliantini@undiksha.ac.id ; desypramita31@gmail.com

Info Artikel

Masuk: 1 Desember 2021

Diterima: 12 Januari 2022

Terbit: 1 Februari 2022

Keywords:

Gender Inequality,
Family, Workloads, Right
to Rest, Right to Enjoy
Consolation

Kata kunci:

Ketimpangan Gender,
Keluarga, Beban Kerja,
Hak Istirahat, Hak
Menikmati Penghiburan

Corresponding Author:

Ni Putu Rai Yuliantini

Abstract

Basically everyone agrees that women and men are different. However this has led to the position of women in the family and society below men. The assumption that women should not have a higher position than men is one of the gender inequalities that can still be felt until now. A small example of this gender inequality can be found in a family environment. The main problem in this article is the difference in workload, as well as the use of the right to the rest and the right to enjoy a consolation by each gender in a family. The type of research method used in this article is a qualitative research method. And the legal research approach used in this study is a conceptual approach. The result showed that women had greater workload than men. And women also use the right to rest and enjoy less consolation than men.

Abstrak

Pada dasarnya semua orang setuju bahwa wanita dan pria itu berbeda. Namun hal ini menyebabkan posisi perempuan dalam keluarga dan masyarakat di bawah laki-laki. Anggapan bahwa perempuan tidak boleh memiliki posisi yang lebih tinggi dari laki-laki merupakan salah satu ketidaksetaraan gender yang masih dapat dirasakan hingga saat ini. Contoh kecil dari ketidaksetaraan gender ini dapat ditemukan di lingkungan keluarga. Pokok

permasalahan dalam pasal ini adalah perbedaan beban kerja, serta penggunaan hak atas istirahat dan hak menikmati hiburan oleh masing-masing gender dalam sebuah keluarga. Jenis metode penelitian yang digunakan dalam artikel ini adalah metode penelitian kualitatif. Dan pendekatan penelitian hukum yang digunakan dalam penelitian ini adalah pendekatan konseptual. Hasil penelitian menunjukkan bahwa perempuan memiliki beban kerja yang lebih besar daripada laki-laki. Dan wanita juga menggunakan hak untuk beristirahat dan menikmati hiburan yang lebih sedikit daripada pria.

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PRELIMINARY

Gender is a concept used to identify the differences between men and women from a non-biological point of view. This is different from sex which is generally used to identify differences between men and women in terms of anatomy-biology. The term sex is more concentrated on the biological aspects of a person which includes differences in chemical composition and hormones in the body, physical anatomy, reproduction and other biological characteristics. Meanwhile, gender concentrates more on social, cultural, psychological and other non-biological aspects. Gender studies emphasize the development of a person's masculinity or femininity. While sex studies emphasize the development of biological aspects and chemical composition in the bodies of men and women.

Meanwhile, the explanations regarding gender inequality are: According to Nurhaeni, gender inequality is discriminatory/different treatment received between men and women; then according to Moser, gender inequality is caused by the result of unequal participation and control for women in achieving their resources. So gender inequality is a condition where there is discriminatory treatment between women and men caused by an imbalance of participation and control in achieving their resources.

Gender inequality is generally experienced by women. Both in the social-community environment and in the family environment. Usually women will experience this injustice. For example, in a family environment, most wives, apart from working, also have to take care of household needs and also their children. In addition, inequality is also felt by girls compared to boys. Girls are usually more active in taking care of the household than boys.

Therefore, in this article, we will discuss the differences in workloads between men and women as well as the use of the right to rest and the right to enjoy entertainment. The formulation of the problem in this research are:

1. How is the workload different between men and women?
2. How is the right to rest between men and women used?
3. How to use the right to enjoy entertainment between men and woman?

DISCUSSION

To answer and analyze the formulation of the problem above. The author makes observations on a family. To find out the difference in workload, as well as the use of the right to rest and the right to enjoy entertainment between men and women. The following is the result of observing the schedule of activities in a family which is contained in a table: Time	Husband Activities	Wife Activities	Boys Activities- Man	Kids Activities Woman
05.00-05.30	-	Wake up, go grocery shopping	-	-
05.30-06.00	-	Start cooking	-	Wake up, help cook food

06.00-06.30	Wake up, take shower	Complete cooking, washing dishes, making coffee and milk/tea	Wake up	Mebanten saiban (prayer)
06.30-07.00	Drink coffee, go to work	Drink coffee, shower, go to work	Breakfast, drink milk/tea	Breakfast, drink milk/tea
07.00-13.30	Work at office	Work at office	Play, do homework	Play, do homework
13.30-14.00	After work, lunch	After work, lunch	Have lunch	Have lunch
14.00-15.00	Rest, take a nap	Rest, take a nap	Rest, take a nap	Rest, take a nap
15.00-18.00	Taking care of the garden and pets	Cleaning the house, washing clothes, exercising, eating	Played	Play, sweep, sport
18.00-20.30	Karaoke, get together with relatives, relax	Take a bath, make canang	Shower, eat, relax	Bathing, eating, praying

20.30-22.00	Eat, shower, relax	Relax, play cellphone	Relax playing hp	Relax, play cellphone
22.00-05.00	Sleep	Sleep	Sleep	Sleep

Differences in Workload Between Men and Women

Workload is something that is felt beyond the worker's ability to do his job. The capacity of a person required to perform a task in accordance with expectations (expected performance) is different from the capacity available at that time (actual performance). The difference between the two shows the level of task difficulty that reflects the workload.

According to Permendagri (2008), workload is the amount of work that must be carried out by a position/organizational unit and is the product of the volume and time norm. And according to Munandar (2001), workload is a situation where workers are faced with tasks that must be completed on time.

According to Soleman (2011), the factors that affect the workload are as follows:

- a. External factors, namely the workload that comes from outside the worker's body. External factors consist of: First, the task (task), including physical tasks such as, work station, workplace layout, working space conditions, work environment, load lifted. While mental tasks, such as responsibilities, work emotions, work complexity, and so on. Second, work organization, including length of work time, rest periods, work shifts, work systems, and so on. Third, the work environment, including the physical work environment, biological work environment, and psychological work environment. Internal factors, namely factors originating from within the body as a result of reactions to workloads that have the potential as stressors, include somatic factors (gender, age, body size, nutritional status, health conditions, etc.), and psychological factors (motivation, perception, trust, desire, satisfaction, and so on).

Workload measurement is carried out to obtain information regarding the level of work effectiveness and efficiency based on the number of jobs that must be completed within a certain period of time. According to O'Donnell and Eggemeier (1986), measurement of workload can be done in three types, namely: (1) Subjective Measurement, namely measurement based on the assessment and reporting by workers of the workload they feel in completing a task. (2) Performance Measurement, namely measurements obtained through observing the behavioral aspects/activities displayed by workers. (3) Physiological

Measurements, namely measurements that measure the level of workload by knowing several aspects of the physiological response of workers when completing a certain task/job.

Through the table, we can analyze the activities / work carried out by husbands and sons (boys) are less than wives and daughters (women). Judging from the start of the activity, namely getting up from sleep, women do it earlier than men.

Then all the housework is done by women, and men are in charge of taking care of the gardens and pets. While the boys did not do the task at all.

So based on this, it can be concluded that the workload of the female gender is greater than the male gender. So in this case there is gender inequality.

Use of the Right to Rest Between Men and Women

The right to rest is the right of every person to rest while doing an activity or work. The right to rest consists of: the right to rest between working hours, the right to weekly rest, the right to rest sick and menstruation, and the right to long rest.

In the provisions of Article 79 Paragraph (2) letter a of the Manpower Act stipulates, workers/employees have the right to rest between working hours, at least half an hour after working 4 hours continuously.

In addition, workers/employees are also entitled to a weekly rest allowance, which is a minimum of one day off for 1 week. So, this weekly rest allowance can be 1 day off for 6 working days or 2 days off for 5 working days a week.

Workers/employees are entitled to sick breaks and menstrual breaks. Sick rest with permission and accompanied by a sick certificate from the doctor. And specifically for female workers/employees, they are entitled to menstrual leave on the first and second days if they feel pain or menstrual pain in accordance with the provisions of Article 81 and Article 93 paragraph (2) of the Manpower Act.

Then, workers/employees who have worked for 6 years and multiples thereof, can take a long break for two months. The regulation is contained in the provisions of Article 79 Paragraph (2) letter d of the Manpower Law.

In this case, because the research was conducted in a family or household. So the right to rest is meant to rest between hours of work or activities.

Based on the table, from 14.00 to 15.00 between husband, wife, son, and daughter both use this time to rest. So based on this it can be concluded that men and women equally use the right to rest.

So in the use of the right to rest there is no inequality (inequality) between the male gender and the female gender.

However, based on workload, women should receive more rest rights than men, because women's workload is greater than men's.

Use of the Right to Enjoy Entertainment Between Men and Women

The right to enjoy entertainment is a right that must be accepted by everyone. In carrying out routines and daily activities often makes a person bored and can cause stress. Therefore, enjoying entertainment is very important in carrying out daily activities. However, having the right to enjoy entertainment does not mean that someone can spend all their time enjoying the entertainment. Under normal circumstances, everyone should have the right to enjoy entertainment for a few hours each day.

Enjoying entertainment in this case can be in the form of karaoke, gathering with family, playing cellphones (hp), relaxing, playing, to exercising. Judging from the table, men enjoy entertainment more than women. While women are still doing activities/housework, men are enjoying entertainment.

Although in the table the results of these observations between men and women equally receive the right to enjoy entertainment. But basically there is still gender inequality here. Because the male gender receives the right to enjoy more entertainment than the female gender. Whereas the male gender receives less workload than the female gender.

CLOSING

Conclusion

The conclusion from the research results in this article is that the workload of the female gender is greater than the male gender. Then regarding the use of the right to rest, gender men and women use the right to rest the same. However, there is still gender inequality because women should receive more rest rights because their workload is bigger. And lastly regarding the right to receive entertainment, men enjoy entertainment more than women. There is also gender inequality, because men receive less workload, the same right to rest, but the right to enjoy more entertainment. However, this can be different in each family, depending on the age and social life of each family member.

Suggestion

The suggestion that the author can give is that gender equality must be voiced and implemented from the smallest scope such as the family. Preferably in every family there should be gender equality. Husbands and brothers also have to help with housework. To uphold gender equality, the workload, the right to rest, and the right to enjoy entertainment should be accepted by the male gender and the female gender equally.

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