The Impact of the COVID-19 Pandemic on Social Life Women Workers

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Abstract. COVID-19 gives a significant impact on female workers. Their rights that have been marginalized have been increasingly degraded during the PSBB (large-scale social restrictions). It becomes a double impact, socially or economically, because female workers as housewives are forced to bear the burden of families, and at the same time they have to be a mother to teach their children because of school-from-home programme. Some of them experience a more severe impact that the husband who loses his job, which means that the wife takes over the burden of the whole family. However, society (especially women) has social capital that is able to help them economically and psychologically in continuing their activities during pandemic. Using qualitative methods and social capital theory, we find that the existence of social gatherings of women can support their economy, or simply sharing with their friends has a direct impact on women's mental health.

1. Background

December 2019, an infectious disease emerged caused by a corona virus that is believed to come from Wuhan - China. Until March 2, 2020, this virus then spread to Indonesia with the establishment of two (2) citizens who positively infected COVID-19. Not only in Indonesia, positive and infected with a virus victim is increasingly widespread in the countries of the world, so at 12 March 2020 WHO (World Health Organization) then implement this disease as pandemic. [1] The name for this disease is known as COVID-19 which is an acronym for Corona Virus Disease 2019 (because it was discovered at the end of 2019). The spread of the virus is so fast in Indonesia later sparked the government to make this pandemic a national disaster on March 14, 2020, where Indonesia had highest rank 23rd in the world on July 9, 2020, with a total of 70,736 positive cases COVID-19 (34,668 active cases and 3,417 deaths are) based on statistical data from Johns Hopkins University Medicine. [2]

Responding to the massive spread of the corona virus, the government then issued a policy to break the chain of virus transmission by limiting mobility and interaction between people, both at home and...
from / abroad. In addition to limiting community mobilization and interaction, the government has also established 5 main protocols related to COVID-19, namely the Health Protocol, the Communication Protocol, the Border Monitoring Protocol, the Educational Institutional Area Protocol, and the Public Area and Transportation Protocol. [3] 132 Hospitals throughout Indonesia were then appointed to become the referral hospitals for COVID-19. Another policy issued by the government to respond to this pandemic is to stipulate Presidential Decree No.7 of 2020 - by President Joko Widodo - regarding the Task Force for the Acceleration of Handling COVID-19 with the head of the group coming from the Head of the National Disaster Management Agency (BNPB). In addition to these policies, the government implemented a Large-Scale Social Restriction (PSBB) policy which then had a major impact on the lives of Indonesian people in all sectors, especially the economic and social sectors.

PSBB has been enforced in Indonesia since April 2020, where several regions have even tightened the transmission rate by implementing the COVID-19 prevention protocol through actions at home only and travel restrictions since the beginning of the spread of this pandemic. However, it turns out that this policy has led several companies to take steps to reduce losses due to COVID-19, where one of the policies is to lay off employees (PHK). For the workforce, COVID-19 has enormous impact, especially for those who are affected by layoffs, which are mostly experienced by the workers. Based on data from the Ministry of Manpower (as of 77 April 2020), the impact of COVID-19 for the formal sector that was laid off and laid off was 29,977 companies, while the number of workers / laborers / laborers affected was 1,010,579 people. [4] Workers that were laid off reached 873,090 Pekerja / 17,224 workers from the company, while the laid-off workers as much as 137 489/22 753 workers from the company. Meanwhile, the number of companies and workers affected in the informal sector was 34,453 companies with 189,452 workers. [5] However, this number could increase as the pandemic curve is not sloping either.

In relation to policies implemented by companies, especially regarding workers who are dismissed / laid off, women have a more interesting specialty and it is important to observe. Although currently Indonesia has made efforts to create gender equality between men and women, there are still gender sensitive issues that need to be studied more deeply, especially during the COVID-19 pandemic, PSBB activities, to the rise of layoffs, especially those experienced by women, especially mothers, with the roles they have to carry out - as the social construction that has been inherent in them - both in the public sector (activities outside the home, such as working in an office) and domestic (activities in the home, such as take care of children). Based on this, we conducted research to obtain accurate information and facts about the situation of women workers / workers in the face of the COVID-19 pandemic as a result of policies imposed by the companies they work for. The research was carried out only in the formal sector given the COVID-19 pandemic situation which resulted in difficulties in finding data directly.

2. Conceptual frameworks

2.1. Disaster

According definition given by IRFC (International Federation of the Red Cross), is a calamity / disaster is a sudden, calamitous event that seriously disrupts the functioning of a community or society and causes human, material, and economic or environmental losses that exceed the community's or society's ability to cope using its own resources. Though often caused by nature, disasters can have human origins. [6] This can be interpreted that this disaster then caused damage, both morally
and materially, and had an impact on nature and social life. Associated with the COVID-19 pandemic, this pandemic is included in a disaster because it can be categorized as a non-natural disaster, where this non-natural disaster is in accordance with Law No. 24 of 2007 concerning Disaster Management, can be in the form of failed technology, failed modernization, epidemics, and disease outbreaks. [7] Meanwhile, the Covid pandemic is included in the category of a global disease outbreak, or what is commonly referred to as a pandemic. Based on the BNPB (National Disaster Management Agency), the Covid-19 pandemic that occurred in Indonesia itself was declared a disaster - even a disaster on a national scale - because all the efforts, power and efforts of the government were mobilized to tackle it so that it could be finished as quickly as possible, as well as its massive spread and spread throughout Indonesia.

2.2. Management plan of disaster management

According to Chapter I Section 1 Paragraph 5 of Law No. 24 of 2007 concerning Disaster Management, it is stated that what is meant by disaster management is a series of efforts encompassing policies on development with disaster risk, disaster prevention, emergency response, and rehabilitation. In the same law, Chapter II Article 2 also states that disaster management shall be based on adhered to Pancasila Ideology and the Republic of Indonesia's 1945 Constitution of the Republic of Indonesia. [8] Definition on disaster management is in line with the statement of an institution internationally, namely IFRC, which stated that disaster management can be defined as the organization and management of resources and responsibilities for dealing with all humanitarian aspects of emergencies, in particular preparedness, response and recovery in order to lessen the impact of disasters. [9]

Based on this, we can conclude that when a country is experiencing a disaster, it requires a response from the government and related parties in order to minimize the occurrence of more severe losses and risks in any form. Associated with the COVID-19 pandemic, which is classified as a non-natural disaster, the disaster management carried out by the Indonesian government is to issue new policies in response to this pandemic. The issuance of policies that are a response to the massive spread of this virus is basically done to reduce the number of victims affected by COVID-19, both positive patients and victims who died. In addition to reducing the impact and reducing disaster risk, these policies function for efforts to recover disasters. However, Indonesia has not yet reached the stage of recovering disaster in terms of COVID-19 disaster management, considering that the positive number and death toll continues to increase, and the experts have not declared the pandemic lost.

2.3. Women labor

Before there was attention that focused on gender issues, women had limitations in carrying out movements, because they were always associated with gender roles, especially their roles in household activities. This in turn has an influence on the identity of these women when doing work in the public sector and working outside their homes, or what is commonly referred to as female labor. [10] Catharina Purwani Williams finds in her research that their motive for carrying out activities in the public sphere (such as working in factories, offices, schools, etc.) is to meet family needs and is an opportunity to gain new experiences with different spaces and places, as well as to expand horizons. However, it is undeniable that on the other side when the women left her house, this will have an impact on the disruption of harmony in the family. [11] Therefore, the role of women is very important in a household, especially during the COVID-19 pandemic. Women, in this case mothers, who also work as workers outside their homes then have multiple functions compared to normal
conditions. In addition, this burden will be even heavier when these women workers are then laid off or laid off from their place of work. It is also undeniable that layoffs and the 'laying off employees' policies issued by companies are the responses of entrepreneurs to their employees regarding disaster management from the Indonesian government in the face of the COVID-19 pandemic. Disaster management, which then took the form of a policy, took the form of a health protocol, PSBB, and the stipulation of WFH (work from home) and SFH (school from home) activities.

3. Method

To obtain data in conducting research on the impact of COVID-19 on female workers, we used qualitative research methods. Data was collected using google form considering the limitations in making contact with informants. Apart from that, we also conducted interviews via video call with informants to conduct an in-depth study.

This research was conducted on formal workers in 15 provinces in Indonesia. For this reason, the survey respondents plan to have a minimum of 500 and 1,000 respondents as the maximum target, which is taken from 15 provinces, the majority of which are members of the KSBSI (Confederation of Prosperous Labor Unions of Indonesia) and the level of activity of the Equality Commission movement. These considerations are related to the compliance of worker users with government regulations and are not arbitrary in making decisions regarding their male and female workers. The final total number of respondents was 674 people consisting of 582 members of the KSBSI and 92 non-members / partisans.

Table 1. Research locus

| No. | Province          |
|-----|-------------------|
| 1   | Banten            |
| 2   | West Java         |
| 3   | Maluku            |
| 4   | South Sulawesi    |
| 5   | DKI Jakarta       |
| 6   | North Sumatra     |
| 7   | Riau              |
| 8   | East Java         |
| 9   | South Borneo      |
| 10  | Aceh              |
| 11  | North Sulawesi    |
| 12  | East Kalimantan   |
13 Jambi
14 Lampung
15 Central Java

Table 2. List of professions from survey respondents

| No. | Field of work       | total |
|-----|---------------------|-------|
| 1   | Services            | 369   |
| 2   | Manufacture         | 130   |
| 3   | Garments            | 57    |
| 4   | Agriculture / Fisheries | 35   |
| 5   | Mining              | 35    |
| 6   | Education           | 24    |
| 7   | Housewife           | 24    |
|     | total               | 674   |

Table 3. Total income of respondents

| No. | Amount of income per month (in rupiah) | Number of Respondents | Percentage |
|-----|----------------------------------------|-----------------------|------------|
| 1   | 4,000,000 - 5,000,000                   | 68                    | 10.1       |
| 2   | 3,000,000 - 4,000,000                   | 184                   | 27.3       |
| 3   | 2,000,000 - 3,000,000                   | 275                   | 40.8       |
| 4   | 1,000,000 - 2,000,000                   | 106                   | 15.7       |
| 5   | Less than 1,000,000                     | 21                    | 3.1        |
| 6   | More than 5,000,000                     | 20                    | 3          |
4. Results and discussion

The results of the research on respondents found various impacts on their socio-economic life due to government policies affecting the companies they work for. The workers’ conditions can be categorized as follows:

| No. | Current Status of Respondents                  | total | Percentage |
|-----|-----------------------------------------------|-------|------------|
| 1   | Keep working full wages                       | 195   | 26.7       |
| 2   | Keep working with partial wages               | 117   | 17.4       |
| 3   | To be sent home with partial wages            | 180   | 26.7       |
| 4   | To be sent home with full wages               | 16    | 2.4        |
| 5   | Layoffs without severance pay                 | 75    | 11.1       |
| 6   | Termination with severance pay                | 26    | 3.9        |
| 7   | Work from home for full wages                 | 33    | 4.9        |
| 8   | Work from home for less than full wages       | 16    | 2.4        |

From the results of research on female workers, it can be seen that there are changes that occur, which are inherent in their gender roles as women (mother and wife), regardless of changes in the income they receive. It can be seen from the table above that women workers have experienced the impact of government policies to deal with the COVID-19 Pandemic. There are at least four results from the impact of the COVID-19 pandemic disaster management on the lives of women labor which we then discuss as follows:

4.1. Split minds at work

Women workers who are generally married (90 percent) have a dual task. Apart from being workers where they work, by carrying out various tasks and responsibilities, they also have to prepare everything for their household needs, from preparing children for all their school needs, to providing the children with school supplies. Likewise for daily household needs. However, with the COVID-19 pandemic situation making restrictions on space to move, children learn from home. Originally a working mother, she felt that she was finished with her children when she left home. Not so during the COVID-19 pandemic. With the situation of children who are participating in Distance Learning (PJJ) / SFH, children have other needs. Children who study at home tend to want a variety of foods as their study companion, relieving fatigue and loneliness. Everything must be prepared by parents. Even though it has been prepared before leaving for work, parents must always monitor the condition of their children who are at home.

In addition to monitoring their children while she is working, mothers always have to help their children with some of the tasks assigned by the school. After work, a mother is also not free from the responsibility of seeing the work that the school gives to her children. For parents who have children at the elementary level, children also need assistance in carrying out various tasks given by the teacher. There are several families whose husbands who have been laid off, take over the function of
mentoring their children. However, if the husband still has to work, some mothers ask neighbors to help their children. Usually they give just food as a sign of gratitude for kindness to accompany their children.

4.2. Expenses increasing as incomes declining

Expenditures for children's needs in participating in Distance Learning (PJJ) cannot be said to be small. Distance learning is generally done using various teleconferencing media such as zoom, google meet, cloud, etc. All of that consumes the package filled by the parents. It is rare for families to use WIFI because it is considered expensive. Apart from internet packages, providing snacks for children who are studying at home also consumes a lot of money.

Mothers who work from home can set aside time to make snacks for their families (because some respondents have husbands in their homes) so that the costs are not as high as those purchased from traders passing in front of the house or ordered online. It is true that in the families of these women workers, it is not the salary itself that becomes ace card in the household, but the existence of a reduction in income from both husband and wife while the expenditure increases, creates pressure for a wife who directly manages finances. Most of the respondents (82.5 percent) manage finances that come from their husbands and themselves.

In addition to providing internet packages for families and additional snacks (snacks), each family also needs additional costs to buy masks and hand sanitizers. Mother's role is very high in internalizing the values to follow the Health protocol. Wearing a mask, washing hands, maintaining immunity and maintaining a distance, are concepts that are repeated by parents. As many as 76 percent of respondents did this activity. The availability of ready-to-use masks, hand sanitizers and vitamin preparation also costs money. For female workers who continue to work and possess full income, incremental expenditures for meeting the need for an internet package, the need for snacks for the children to learn, need to give tips for neighbors who help their children learn at home and the need to purchase personal protective equipment for themselves alone when leaving the house and also for his family is not something that is very disturbing. However, for women workers who continue to work but are not fully paid, this situation overwhelms them so that they have to make various maneuvers to be able to maintain their household economic condition. If one of the husband or wife is still earning full income, then their economic situation will not be shaken, in the sense that they can still run as usual, it's just that there is nothing for savings.

Families with installments were also in a more difficult situation. Most (62 percent) have installments such as motorbikes, TVs, washing machines, land, computers. Some of these women workers stated that they had to give up their motorbikes to be pulled by leasing, because they could no longer afford to pay their monthly installments. The government's appeal not to collect installments from companies was ignored. Most of them buy and sell between individuals so that the rule does not apply. There were also some families who did not return the items in installments, but restructured their installments. Extension of payment terms is a common practice.

The workers are women who are always struggling in the face of domestic economic problems turned out to have the ability to overcome problems due to Pandemic Covid 19. In the state income decreased, women are forced to do things that require greater expenditure. How is it possible that the internet package for the needs of children following Distance Learning (PJJ) is not carried out. Likewise, the nutritional needs and pleasure of children avoid saturation. Likewise additional vitamins
to increase the family’s immune system. All that makes women workers have to rack their brains to survive. The workers are women who are at home are no longer particularly income (not paid by the company) conducts independent business into the informal sector, such as sewing. There are also those who tailor masks and sell themselves, open a catering business, open online courses, sell flowers, etc. However, there are also those who return to their hometown in Surabaya to farm on land inherited from their parents. Banten is considered unsuitable for this family. Husbands who work at hotels who are laid off get severance pay even though they are not according to the rules. This is used as capital for farming in Jombang, Surabaya.

4.3. Unrest in carrying out various activities

The government has made rules for companies to provide the necessary infrastructure to protect workers and people in the company environment. However, not all companies follow these rules. This is evident from the results of research where only 63.2% stated that in carrying out the work distance is applied. For the use of masks, 78.3 percent stated that they are required to wear masks while working, 3.2 percent stated that in their company there are disinfectant spray booths for incoming vehicles, 32.5 percent stated that their company does not allow meetings of more than 10 people.

There are 3.7 percent of respondents stated that there is no health protocol at all.

Looking at the data above, it is only natural that workers feel anxious and anxious. For this reason, there are some female workers who bring their own hand sanitizers wherever they go for their own safety. However, it is not uncommon for workers to only use what is provided by the company for various reasons. It turns out that financial considerations are the main reason. The fear of running out of money to buy something that is not his responsibility is almost the main reason. Some even claim that he is the savior of the family, not the savior of the company. But deep down, they actually feel calmer if the company follows strict wellness protocols so that they feel comfortable at work.

There are also workers who maintain their safety by providing themselves with medical equipment in response to their fear of seeing the company's condition regarding the inadequate infrastructure prepared by the company. This kind of worker has already attended the lecture given by the company. There are also those who follow the news in the Mass Media. There are also those who are very concerned about the problem of protecting themselves from COVID-19 because there are relatives who have become victims of the COVID-19 infection due to gathering to celebrate family birthdays.

In general (89 percent) of female workers are aware of the dangers of COVID-19 and the ways to break the chain of transmission of this virus.

Discomfort is not only felt when you are at work, but also when you get home. The clothes they wear must be secured immediately so that they are not exposed to other occupants of the house. Different knowledge and recognition for family members about COVID-19 makes women workers feel insecure when they return home. Usually the other families immediately welcome him without waiting for him to do the cleaning first. The women workers actually hope that the company prepares work clothes that are used in the workplace, and they can change into other clothes to return home.

4.4. Lack of knowledge related to labor rights

In dealing with the COVID-19 Pandemic, there are actually many things that can be obtained by workers, especially women workers. However, the research results show that the insufficient knowledge of women workers causes them to lose the rights they should have. Only 60.2 percent of
respondents received direct cash assistance. This is because many women workers use their husband's name for their payroll. At the time of data collection for BLT, companies could not enter, because their salary account numbers were not in their names, but on behalf of their husbands. Another with electricity subsidies 450VA and 900 VA. The female worker feels that electricity is a man's business, but she also forgets to let her husband know. The basic food card is actually an aid to ease their burden. Also, 43.3 percent of the pre-employment cards were used and the PKH (Family Hope Program) cards were only used by 43.2 percent. Meanwhile, credit relief is also only used by 27.6 percent.

This lack of knowledge not only makes them feel heavy and that nothing helps. From the information obtained, it turns out that socialization related to their rights is not frequently conveyed. Difficulties in the economic sector due to termination of employment (PHK) without severance pay or with severance pay can be helped by various aid packages prepared by the government. The inability to pay installments, for example, can be overcome by arranging credit payment relief. Likewise, the electricity subsidy package, if used, will provide savings because these workers actually deserve to get it.

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