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The View Beneath The Glass Ceiling: How Labor Market Flexibility Contributes to The Vulnerability of Female Workers in Indonesia's Automobile Manufacturing Company

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ABSTRACT

The enactment of Manpower Act No.13/2003 was the start of Indonesia's Labor Market Flexibility era which aims to adjust Indonesia's current economic state to the global economic advancement. With the adjustments that have been implemented, workers needed to adapt to the changes to the overall value of employment. The most notable system from the regulation is the enactment of outsourcing and contract working system which extracts workers from being tied with companies. This affected many sectors of fieldwork, including IAMI, an automobile manufacturing company located in Karawang which is known to be a male-dominated. Female workers, who are considered as a minority in the industry are heavily affected by the new system. The phenomenon is inter-related to the protection of women who is a gender minority with regards of their rights and security as the focus subject of this research. The conditions plays a part in the term "Glass Ceiling", a vertical segregation for female workers that hinders their career progression. This research also dives into the topic of how female workers responds to the current condition that they are facing.

The Author used qualitative research method to help identify the problem of the presented issue, gathering relevant materials, respondent interviews, organising material, map out the possible answer to the problem, analysed the intrinsic value of workers rights, and form conclusion with the approach of narrative-analysis research method.

From this research, it can be concluded that (1) the application of labor market flexibility in Indonesia contributes to the vulnerability of female workers by eliminating benefits, security, and protection, (2) female workers reactance towards the unfair treatment are divided into two categories; those who comes to terms with the current conditions, and those who resorts to covert resistance, (3) the Manpower Act No.13/2003 is no longer sufficient to provide workers with proper protection and therefore needs to be rearranged accordingly to the modern labor market to cater the needs of female workers.

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