

Berangkat dari fenomena permasalahan wanita buruh pabrik yang menjalani peran ganda di Desa Sendangrejo konsep kesejahteraan subjektif menjadi diskursus yang perlu untuk dipahami secara menyeluruh. Adanya kebijakan mengenai tenaga kerja wanita di Indonesia yang dipandang tidak adil menjadi permasalahan utama. Permasalahan diakibatkan adanya aturan merugikan bagi tenaga kerja perempuan, diantaranya yakni adanya upah minimum bersyarat, pesangon berkurang, penghapusan batas waktu PKWT (Perjanjian Kerja Waktu Tertentu), waktu kerja berlebihan, hilangnya hak upah cuti, dan adanya pemangkasan hari libur. Penelitian ini berfokus pada kesejahteraan subjektif wanita buruh pabrik yang berperan ganda dengan menggunakan konsep kesejahteraan subjektif yang dilihat dari adanya modal sosial (kepercayaan, norma, dan jaringan), sumber daya ekonomi-sosial, dan budaya. Selain itu, dilihat pula dari kelayakan kerja menurut *International Labour Organization* (ILO).

Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif. Unit analisis dalam penelitian ini adalah wanita buruh pabrik yang berperan ganda di Desa Sendangrejo, Minggir, Sleman, Yogyakarta. Proses pengumpulan data dilakukan dengan observasi, wawancara, dan dokumentasi, yang selanjutnya dianalisis hingga menemukan temuan penelitian. Informan utama berjumlah lima orang dan telah ditentukan dengan kriteria tertentu, yaitu perempuan yang sudah menikah, memiliki suami, bekerja di pabrik, berperan ganda dan memiliki anak. Ditambah dengan tiga informan pendukung, yaitu suami wanita buruh pabrik dan ketua PKK.

Hasilnya menunjukkan kesejahteraan subjektif bagi wanita buruh pabrik yang berperan ganda di Desa Sendangrejo, secara umum merasa sejahtera ketika terpenuhinya hak pekerja disertai kemampuan melakukan pekerjaan rumah tangga, wanita buruh pabrik tidak merasa terbebani dalam menjalani peran ganda karena suami ikut membantu pekerjaan rumah. Lebih lanjut, budaya jawa macak, manak, masak, dan konco wingking sudah mulai bekurang, khususnya pada fokus penelitian.

Kata kunci: kesejahteraan subjektif, wanita buruh pabrik, peran ganda perempuan dan laki-laki.

ABSTRACT

Departing from the problem of female factory workers who play dual roles in Sendangrejo Village, the concept of subjective well-being has become a discourse that needs to be understood thoroughly. The existence of policies regarding female labour in Indonesia, which are seen as unfair, is a significant problem. Problems are caused by regulations detrimental to female workers, including conditional minimum wages, reduced severance pay, elimination of PKWT (Fixed Time Employment Agreement) time limits, excessive working time, loss of leave pay rights, and cuts to holidays.

This research focuses on the subjective well-being of female factory workers who play multiple roles using subjective well-being, which is seen from social capital (trust, norms and networks), social-economic and cultural resources. It is also seen through work eligibility from the International Labor Organization (ILO). This research applies a qualitative method with a descriptive approach. The unit of analysis in this research is female factory workers who play dual roles in Sendangrejo Village, Minggir, Sleman, Yogyakarta. The data was collected through observation, interviews, and documentation, which were then analyzed to obtain various results. The primary data is taken from five informants, using specific criteria: married women, had a husband, worked in a factory, played multiple roles and had children. And three other supporting informants, the husband and the head of PKK.

This study shows that the subjective well-being of female factory workers who play dual roles in Sendangrejo Village generally feels prosperous when workers' rights and the ability to do household work are fulfilled. Female factory workers do not feel burdened in carrying out dual roles because their husbands also help. Furthermore, the Javanese culture of *macak*, *manak*, *masak* and *konco wingking* has begun to decline, especially in the focus of research.

Keywords: subjective well-being, female factory workers, dual roles of women and men.