

INTISARI

Studi ini bertujuan untuk mengungkap pendapatan pekerja wanita di industri rumah tangga sandang yang bersistem upah *borongan*, meliputi : a) faktor-faktor yang mempengaruhi pendapatan pekerja wanita ; b) perbandingan pendapatan antara pekerja wanita dengan pekerja pria; dan c) sumbangan pendapatan pekerja wanita, sumbangan pendapatan anggota rumah tangga lain yang bekerja, dan sumbangan industri rumah tangga sandang terhadap pendapatan rumah tangga pekerja wanita.

Responden penelitian ini terdiri dari 100 orang pekerja wanita industri rumah tangga konveksi dan 70 orang pekerja wanita industri rumah tangga bordir. Perbedaan pendapatan dianalisis secara kuantitatif, dengan menggunakan teknik statistik pengukuran tendensi sentral *mean* dan *chi kuadrat*, dan secara kualitatif.

Penelitian ini menunjukkan hasil sebagai berikut :

1. Keterampilan pekerja, kondisi perusahaan, dan hubungan pekerja-majikan mempengaruhi upah dan pendapatan.
2. Status perkawinan pekerja wanita, keberadaan anak berumur tiga tahun ke bawah, dan keberadaan anggota rumah tangga yang dapat membantu kegiatan-kegiatan rumah tangga dan pengasuhan anak mempengaruhi curahan waktu dan pendapatan pekerja wanita.



3. Pendapatan pekerja wanita relatif lebih rendah daripada pendapatan pekerja pria; hal ini tampaknya disebabkan oleh pembagian kerja secara seksual yang tidak seimbang, ideologi *gender*, dan perbedaan kekuatan fisik yang mempengaruhi curahan waktu dan pendapatan keduanya. Namun demikian, walaupun rata-rata pendapatan pekerja pria relatif lebih besar, sumbangannya terhadap pendapatan rumah tangga tidak selalu lebih besar daripada pekerja wanita; hal ini dipengaruhi oleh tingkat pendapatan dan jumlah anggota rumah tangga yang bekerja.
4. Pendapatan pekerja wanita memberikan sumbangan yang sangat berarti, terutama bagi rumah tangga yang berpenghasilan rendah.
5. Industri rumah tangga sandang yang merupakan sumber mata pencaharian pokok sebagian besar anggota rumah tangga pekerja wanita, sumbangannya terhadap pendapatan rumah tangga relatif besar.

Kata kunci : pembagian kerja -- curahan waktu -- jenis pekerjaan -- pendapatan

ABSTRACT

The study aims at revealing several factors relating with the income of female workers in the garment household industry working under the putting-out system such as : a) the factors which influence the income of female workers, b) the comparison of income between female and male workers, and c) the income contribution of a female worker to the household, contribution of other working family members, and the contribution of the garment household industry to the female workers' household income.

The respondents of the study consist of 100 female workers of ready-made garment household industries and 70 female workers of the embroidery household industry. Wage differentials are analyzed quantitatively (by using the mean central tendency measurement and the chi-square statistical technique) and qualitatively.

The result of the study goes as follows :

1. The skill of workers, conditions of the factory, and the relations between workers and employers have considerable influence on the workers' wage and income.
2. The marital status of the female workers, the existence of infants aged three years and lower, and the existence of other household members who attend the children in the house and who could be of assistance to the household work



have significant influence on the time allocation and the female workers' income.

3. The income of a female worker is relatively lower than that of a male worker; this seems to be due to the imbalance of work distribution according to sex, gender ideology, and the difference of physical strength which influences the time allocation and the income of the workers of both sexes. Nevertheless, even though the average income of a male worker is relatively larger, its contribution to the household income is not always as significant as that from a female worker. This is mainly influenced by the income level of the workers as well as by the number of working household members.
4. The income of a female worker means a great deal to improve the economic condition of the household especially to households of the very low income group.
5. The contribution of garment household industries -- which have become the main source of household income to the majority of female workers' family members -- is relatively large.

Key words : work distribution -- time allocation -- type of work -- income