



INTISARI

Perubahan struktur ketenagakerjaan ditandai oleh meningkatnya informalisasi kerja yang mendorong munculnya hubungan kerja berbasis kemitraan. Namun, kemitraan dapat mencerminkan sebagai *disguised employment/dependent self-employment*, yaitu bentuk hubungan kerja yang diklaim sebagai kerja mandiri, tetapi menunjukkan relasi ketergantungan terhadap perusahaan. Penelitian ini berfokus pada program kemitraan Miss Cimory yang melibatkan perempuan, khususnya apakah mencerminkan *disguised employment* atau *dependent self-employment*, serta mengevaluasi pemenuhan kelayakan kerja mitra berdasarkan kerangka Kerja Layak International Labour Organization (ILO) dengan mempertimbangkan perspektif gender terkait beban ganda.

Penelitian ini menggunakan metode deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara mendalam dan studi dokumen. Informan dipilih menggunakan *purposive sampling* dan *snowball sampling*, dengan analisis data melalui reduksi, penyajian, dan penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa hubungan kemitraan Miss Cimory mencerminkan karakteristik *disguised employment/dependent self-employment* yang ditandai oleh ketergantungan ekonomi terhadap perusahaan, ketiadaan kontrak kerja formal dan jaminan sosial, serta pengalihan berbagai risiko operasional kepada mitra. Analisis menggunakan kerangka Empat Pilar Agenda Kerja Layak dari ILO menunjukkan bahwa sebagian indikator belum terpenuhi. Selain itu, pekerjaan sebagai Miss Cimory juga memunculkan kompleksitas beban ganda bagi perempuan yang harus menjalankan kerja produktif sekaligus tanggung jawab domestik.

Kata kunci: informalisasi kerja, kemitraan, *disguised employment/dependent self-employment*, kerja layak, Miss Cimory



ABSTRACT

Changes in the structure of employment are marked by the increasing informalization of labor, which has led to the emergence of partnership-based work arrangements. However, such partnerships may reflect disguised employment or dependent self-employment, a form of work formally framed as independent but in reality characterized by a dependent relationship with the company. This study focuses on the Miss Cimory partnership program involving women, examining whether it reflects disguised employment or dependent self-employment, as well as evaluating the fulfillment of decent work standards based on the International Labour Organization (ILO) Decent Work Framework, while incorporating a gender perspective related to the double burden.

This research employs a descriptive qualitative method, with data collected through in-depth interviews and document analysis. Informants were selected using purposive sampling and snowball sampling techniques, and the data were analyzed through data reduction, data display, and conclusion drawing.

The findings show that the Miss Cimory partnership reflects characteristics of disguised employment/dependent self-employment, indicated by economic dependence on the company, the absence of formal employment contracts and social protection, and the transfer of various operational risks to the partners. Analysis using the ILO's Four Pillars of the Decent Work Agenda reveals that several indicators have not been fulfilled. In addition, working as a Miss Cimory partner creates the complexity of a double burden for women, who must balance productive work with domestic responsibilities.

Keywords: labor informalization, partnership, disguised employment/dependent self-employment, decent work, Miss Cimory