

Empowering Women HR in Construction Projects in Indonesia

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Abstract

Usually, the human resources in the construction world in Indonesia are in demand by men, even though the job opportunities between men and women are not that different. However, the reality is that women's resources in construction are still very few presentations. This study attempts to discuss the empowerment of women's resources in construction projects and the constraints and problems women face in construction work. To support this discussion, we conducted an electronic search for data on published literature both nationally and internationally. After the data was collected, we conducted an in-depth study under a phenomenological approach, namely an effort to find answers from several existing data. Based on the study and discussion results, we can conclude that empowering women's human resources in construction projects is a government priority stated in the employment law. However, more and more women are slowly found in construction projects with all their advantages and disadvantages. Thus, the results of this study are the basis of guidance for further studies.

Keywords

empowering; female HR; labor construction



I. Introduction

Empowerment of women's resources is a long-term development strategy in Indonesia, where women are men's work partners who must be developed while considering their nature and dignity (Shalihin & Firdaus, 2019). As working partners for men, women should be considered so that the roles and responsibilities of women in achieving development goals whose lives are in the community, nation, and homeland must continue to be prioritized. Because of the significant role of women in the climate of modern civilization, it is undoubtedly very supportive of the creation of the principle of benefit that can be carried out by women so that they can optimize their abilities through intellectual abilities, skills, and life experience (Sidiq et al., 2020). Efforts to increase the roles and responsibilities of women in filling this development can be carried out by taking into account the needs and skills possessed so that the partnership of men can be more optimal. In this study, we would like to discuss what and how the strategy is to build female human resources in Indonesia, especially in various construction developments in the country, where the work of the construction world or men dominates civil engineering, it can be seen, for example, from the number of alums who graduated from construction education where women can be said to be a very minority (Surya et al., 2020).

When viewed from the point of view of numbers, it seems that there is an imbalance between the existence of women and men. However, when viewed from the quality of human resources as evidenced by educational qualifications nationally, it can be said that women are indicatively superior to men (Regis et al., 2019). However, what happens when we fill a role in development? Human resources from men often dominate. Especially in the construction sector, there has been an increase recently compared to the involvement of women in construction projects in the past. The shortage of female human resources in the construction sector occurs in Indonesia and many countries. Partially between women and men, there is still a very high quality of life gap. This point can be seen from the gender relative development index, namely, the higher the GDI number, the smaller the gap in the quality of life between women and men. When viewed from the special international reports on human resource development for Indonesia, there has been an increase, although not much from year to year, where more and more women are taking part with men especially in construction projects (Burgess et al., 2020).

In general, the skilled workforce of women is relatively high; this is not the case in construction projects. In line with the progress of the development process in all sectors, the absorption of human resources in the construction industry sector will undoubtedly increase. On the other hand, the number of female workers in the non-construction sector is also relatively high, so the solution is to fill job vacancies in the construction sector. High support for empowering female human resources in the construction sector would be a reasonable strategy. The 2013 national socio-economic survey reports that only 1.5% of women are engaged in construction. In the context of customs in the country, the construction industry does not reflect that the level of participation of women workers in Indonesia is still very high. This reality in the construction industry can be caused by women's resources in this field being still low; for example, the average number of women participating in construction industry lectures is deficient compared to men. This reason requires policies and habits so that companies also want to absorb women so that the construction industry can employ female and male construction human resources that can be balanced so that there will be equal employment opportunities without ignoring issues based on gender and equality.

It is recognized that construction work is synonymous with rough work carried out under the hot sun and a high work risk. However, along with the development of the era, education in Indonesia has now shifted that in the construction sector, it is also necessary for the role of women in the infrastructure development process. Although female human resources can play a role in the development process, starting from planning, planning drawing plans, preparing budget plans, time schedules, implementation, supervision/supervisor, to the monitoring and evaluation process. Activities to increase the role of women's human resources manifest the government's duties as mandated in Law no. 02 of 2017 concerning Construction Services. Although it does not directly mention the role of women, the role of the construction service community is a matter of great concern. In the era of the ASEAN Economic Community (MEA), where competition for national and foreign workers is increasing open, it is necessary to improve the performance of national business entities (contractors and consultants) to become an essential issue in facing global competition—followed by the ability/competence of the perpetrators for the implementation of construction work that is solid, reliable and competitive.

The low absorption rate of women's human resources in the construction industry can be sourced from two sides, namely from those originating from the workforce and from policies issued by itself, in this case, construction companies, so this research is directed to investigate scientifically evidence from various sources of literature on the causes and

obstacles that result in the low absorption of female human resources in construction projects, especially the construction industry.

II. Research Method

Men dominate human resources for development projects. In contrast, the rate of women in construction education, for example, Civil Engineering and Architecture, is growing (Maxwell, 2012). This paper plans to examine a construction project's orientation point of view. The strategy used is to review development organization documents in many contexts. The orientation of the dissected angles is an open door for female human resources, the ability of the proportion of men to women, and the limits of women's duties in development projects (Lewis, 2015). This study also discusses issues related to strengthening women's assets in development projects and the limitations and problems women face in development work.

To aid this conversation, we lead an electronic search for information on widely and globally distributed writing. After the information is collected, we direct the concentration inside and outside under the phenomenological approach, specifically the work to trace the replies of some of the information (Nolen & Talbert, 2011). Based on the results of these studies and discussions, we can conclude that enabling female human resources in development projects is an administration that needs to be included in work regulations. This study relies entirely on secondary data from manual publications and scientific articles on construction and women's human resources. We report in a descriptive qualitative design (Holley & Colyar, 2012).

III. Discussion

3.1 Gender Issues in Construction Works

People have distinctions in sexual orientation in light of rules and obligations throughout everyday life, family, climate, and the local area. In customary social orders, men have responsibilities regarding exercises outside the home, while ladies have responsibilities regarding family exercises, known as homegrown work. In this situation, culture has put men in a predominant position and ladies in a sub-par position just because ladies do not have similar open doors as men (Jackson, 2020). This condition has brought about distinctions in sexual orientation in the public eye. Following the improvement of society and the advancement of human progress set apart by expanded schooling, ladies' job has also moved. Ladies started to pass on the homegrown area to the public area. The predominance of men started to diminish following the rising job of ladies in the public area, and ladies started to adjust to different public exercises alongside the expansion in their schooling.

As of late, there has been a propensity for female specialists to look for work in specialized areas. One of them is in the development area. This pattern can be seen in the rising level of ladies in development schooling, like Civil Engineering and Architecture. This increment additionally implies an expansion in the number of ladies who have the valuable chance to work in the field of development projects. The ladies trust that there is no more orientation viewpoint in development project exercises, so they have similar open doors as men (Manesh et al., 2020).

Welch et al. (2008) said that ladies in development: word related wellbeing and working circumstances, expressed that development is perhaps of the most significant business in the United States, utilizing 7.6 million specialists, or around 5% of the US business power. Ladies have taken positions in the development business for many years, as

in other forward-thinking enterprises. In 1997, there were 8.1 million development laborers, of which 781,000 (9%) were ladies, and around 2% were talented female specialists. There is no discussion that development work is perilous. Seventeen percent of all deadly hands-on wounds/misfortunes happen in development, multiple times 6% of the whole labor force. In his paper, he checked the clinical writing on wellbeing and dangers for ladies in the development business. Ladies have an alternate example of deadly wounds/misfortunes and some unique nonfatal examples of wounds/misfortunes than men and report the novel worries and issues related to being dynamic in this industry (Hasan et al., 2021).

3.2 Women HR Job Opportunities

Information from East Java shows that the work cooperation rate is 75% for men and 46% for ladies. There is a 16% expansion from the past figure. In the interim, the 2000 information showed that the open joblessness rate for men was 5.6%, while the female joblessness rate was 4.6%. So, what matters is the tiny open joblessness rate in East Java (Mustajab et al., 2020). The information above shows that there has been an expansion in the work cooperation pace of ladies, even though it is still distant from that of men. Assuming we take a gander at financial circumstances, particularly the correlation in 1998, it just so happens that the presence of ladies in the monetary field has expanded (Manesh et al., 2020).

This is indistinguishable from how 67% of ladies work in the casual area, which is less impacted by the financial emergency. In the meanwhile, 41.8% of men work in the conventional area. The excess 58.2% work in the casual area. It is at times felt that the battle for orientation fairness among people is just essential in the 'delicate areas, for example, schooling, wellbeing, government assistance, and other consideration and administration-based positions, and not in problematic areas, like macroeconomic strategies, apparatus, development, and other framework advancement or in political direction. Orientation equity is an issue that should be viewed in every aspect of advancement and at each phase of the program cycle, all in all, at the preparation, plan, execution, observing, and assessment levels (Cho et al., 2020).

3.3 Women in the Construction Industry

Projects Workplace Work in development ventures can be separated into two general gatherings, specifically work in the workplace and the field. The study shows female respondents' work environment in every development organization. A more significant number of ladies work in the administrative center than in the field site office (Lekchiri & Kamm, 2020). This could be because pioneers doubt ladies' capacities in the field or because of orientation imperatives that fieldwork is more challenging for ladies to do. The levels of ladies working in the workplace, in the field, or both, are 66.67%, 20%, and 13.33%, respectively. The type of work, in this case, is the details of activities related to construction projects. Overall, the types of work done mainly by women in construction projects are design, estimating, quantity surveying, cost control, contracting, and shop drawing. In this study, quantity surveying work is a procedure for compiling the details of the quantity of each work element contained in a construction project. Cost control work is a work activity that aims to control the cost budget. Estimating is compiling and analyzing various items that affect the cost of a project (Oo & Lim, 2021).

Women can do more in construction and take on any job in the development business. Notwithstanding, they are right now seriously underrepresented in exchange and dominant positions. Shy of 87% of ladies working in development stand firm on office situations, and just around 2.5% of dealers are ladies. Ladies make up around 14% of staff chief and 7% of line leader positions. Despite these disturbing measurements, numerous associations are

trying to advance more ladies into administrative roles, and ladies are working in the business are moving to younger ages to emulate their example (Norberg & Johansson, 2021).

3.4 Resources for Women in Construction

Being a lady in a male-ruled industry-like development can cause it feel challenging to become effective. Notwithstanding, ladies are becoming more engaged with talented exchanges as profession choices. This pattern has been brought about by additional ladies possessed by development organizations and associations. In any case, how do these organizations make headway and succeed? Numerous extraordinary assets exist for ladies keen on entering these fields, including apprenticeships, courses, accreditations, affiliations, and web journals. This guide gives an exhaustive rundown of assets to help ladies keen on talented exchanges as a profession (Zhang et al., 2021).

Age and Marital Status are other issues. Female respondents' age levels are introduced. In general, the most significant number of respondents are between the ages of 26-30 years, half of the complete respondents, particularly in the valuable age at work. At the same time, the conjugal status of ladies will influence their job as housewives and professional ladies, and more studies show the conjugal status of female respondents. Of a sum of 30 female respondents, 66.67% were unmarried or unmarried, and the leftover 33.33% were hitched ladies. Work Experience of Women in Construction Projects Work insight in development projects is the period the respondent has worked starting from whenever on development first undertaking without considering the times the respondent has changed work environments (Dodanwala et al., 2021).

As a general rule, respondents said they had five years of work insight in development projects, and the number of respondents diminished by the expansion in time or work insight. By and large, ladies who work in counseling organizations have more limited work insight than those who work in contracting organizations. Instructive Background: Most respondents have a structural designing training foundation, 53% of all respondents, 40% of the respondents have a building foundation, while the other 7% know quite a bit about administration financial matters, modern design, and inside design. From Figure 2 downstairs, it very well may be seen that most of the foundation for ladies who work in development organizations is affable designing, while for counseling organizations, the foundation for ladies is structural designing (Hossen et al., 2021).

3.5 Reasons for a Career in Construction

Most around 53.3% of female respondents expressed that the justification for deciding to work in development projects was because it was as per the instructive foundation that had been taken already. 26.7% of respondents decided to work in development projects given the accessible open doors (Singh & Vanka, 2021). As many as 13.3% of respondents decide to work on development projects since they like the development work. The excess 6.7% decided to work in development projects for different reasons, for example, being doled out by their bosses and the need to become familiar with development projects. Structure of Consultant Leaders The absolute number of advisors in Surabaya who are individuals from Inkindo (East Java Indonesian National Association of Consultants) is 206 experts. The arrangement of administration in light of orientation.

It may be seen that the portrayal of ladies at the most significant level, specifically as organization pioneers, is around 20% of the complete heads of counseling organizations in Surabaya. This demonstrates that the chance for ladies to partake in turning into an innovator in a counseling organization, which is to be liable for movements of every sort done at the organization, is just around 20%. Synthesis of contractor leaders, the all-out number of workers for hire in Surabaya who are individuals from Gapeksindo East Java is 97 for hire.

The administration structure is separated by orientation. In light of the idea above, it very well may be seen that the portrayal of ladies at the most significant level, specifically as organization pioneers, is around 16.5% of the all-out heads of worker-for-hire organizations in Surabaya (Vizano et al., 2021).

This shows that the chance for ladies to take part as the highest authority in a contracting organization, which is liable for movements of every kind completed by the organization, is just around 16.5%. One might say that in the contracting organization, the administration level is likewise overwhelmed by men. Examining male and female ability factors affecting differences in male and female ability to work on development projects is partitioned into two gatherings, specifically work in the workplace and work in the field. Ladies who work in workplaces get similar open doors, far and away superior to men (Jayachandran, 2021).

The qualities of ladies, such as reliability, caution, and patience, make a critical commitment to accomplishing an influential profession in the workplace. In any case, it is difficult for a lady to work and foster in the field because the essential idea of development which is indistinguishable from manual work, completed in open spaces and overwhelmed by men, becomes a deterrent for ladies who are fundamentally brought up in a female manner (Akehurst et al., 2012). Women's professional systems are affected by inner and outer variables. Inward factors will be factors that come from inside the lady herself, like qualities and capacities, while outer elements are factors that come from beyond ladies. These interior variables include; specialized mastery, capacity to oversee subordinates, capacity to utilize rationale, capacity to endure pressure, skill, work responsibility, administration, precision, collaboration (cooperation), and work insight in the field comparison of male and female ability based on internal factors. According to the general assessment of respondents, people have a similar capacity to oversee subordinates, work responsibility, specialized mastery, skill, and collaboration (Rahadi et al., 2015).

Unlike ladies, men can utilize rationale, endure strain and authority, and better work insight in the field. Of the ten inside factors above, ladies have preferred exactness over men. Table 5 examines male and female capacities given inward factors. External factors affecting women's careers from the study results to respondents utilizing a genuine inquiry model to female respondents, different sentiments (distinguishing proof of outside factors) that influence their vocations in the development area, among others: Development projects are laborer arranged projects, includes many gatherings, is brief, remarkable, impacted by the extreme climate, area, and culture. Development projects have the essential attributes of long working hours, ongoing extra work, and showing up on Saturday or Sunday. The workplace of development projects has high seriousness, extremely close plans for getting work done, restricted benefits, high gamble and vulnerability, and project postponements can bring about severe monetary punishments. Development projects are serious and struggle-ridden workplaces (Pudrovska & Karraker, 2014).

3.6 Low Number of Women in Construction Projects

As a general rule, the development universe is viewed as a calling just planned for men, so a few ladies are taught and decide to work in development projects. Proficient ladies are, for the most part, engaged with the kinds of work on development projects connected with organization, plan, and training, where working hours are more probable for ladies who play a double part as homemakers to share their time (Taylor et al., 2018). Given the consequences of a review of female respondents, determined generally founded on the number of representatives working in contracting organizations, the level of ladies working in contracting organizations is, on average, around 10%. In contrast, half of the complete representatives work at the organization in counseling organizations (see Figure 3). Because

of the predominance of men in development work, the culture shaped in it has turned into the work culture of men. This turns into a deterrent for ladies to have the option to participate in it since ladies need to adjust to the method of work, needs, and vocation examples of men (Maree et al., 2022).

Also, the work culture of the association is framed in light of the qualities and approaches of men. Generally, managers like to utilize men in development projects in Indonesia, even though the work involves assessing, planning, cost control, and requiring precision. Businesses' hesitance in utilizing ladies is a significant impediment for ladies entering the development universe (Madikizela & Haupt, 2010). What is more, the supposition of bosses in regards to the capacity of ladies to work and the idea of ladies as frail, spouse's devotees and gentility likewise turn into a snag to ladies' vocation improvement in the developing world and cutoff points ladies from having the option to be advanced. Bosses' perspectives on ladies' capacities significantly influence ladies' professional achievement. Issues that can cause a low number of ladies working in development projects to include a. a terrible picture of work in development projects, negligible profession depictions, and instructive foundation. b. there are limits for ladies in a vocation in development projects; ladies are restricted to having the option to create and acquire experience, particularly in the field, and breaking point the jobs, obligations, and portability of ladies (French & Strachan, 2015).

This is because Indonesian culture is very overprotective and places ladies in a place their temperament must constantly safeguard as housewives. Ladies are not permitted to go on business and work in the field or be away from home (Sulistiyani, 2010). The view of female understudies about development projects shows that manly working circumstances and male predominance are the fundamental hindrances for ladies to have professions in development projects. The different sentiments communicated by male and female respondents can be summed up in many focuses, which are the elements that cause the low number of ladies working in development projects, precisely: Not handily acknowledged by managers, try not to get similar open doors as men, male culture rules the work environment in development projects, face provocation, just given positions connected with the organization and backing positions. 6. are not given similar power and obligation as men, His capacity is frequently questioned, need to complete two jobs as housewives and vocation ladies, information about vocations in development projects is still highly negligible. The way of life of society does not uphold ladies to work on development projects (Van Klaveren et al., 2010).

3.7 Barriers to Women in Construction Work in Indonesia

Boundaries frequently capable by ladies in a vocation in development projects are fundamentally brought about by broad things, for example, age, wellbeing, pregnancy and conceiving an offspring, teaching and bringing up kids, wellbeing in the working environment (Kholis, 2017), work disappointment, specialized aptitude moved by ladies, badgering in the working environment, Most vocation ladies consider that pregnancy is a variable that extraordinarily influences their profession improvement because numerous long stretches of work should be lost because of this. For proficient ladies in development work, profession improvement potential open doors are emphatically impacted by work responsibilities, marital status, and their jobs as spouses and homemakers. Married ladies guarantee to feel there is a distinction or change in treatment from their bosses and colleagues, who are generally male (Wijers, 2019).

In outrageous conditions, a few ladies concede that they must lose their positions or feel shaky to rejoin their organizations since they experience issues changing after their leave. Badgering is a treatment connected with orientation, race, and handicap in specific cases as

jokes, verbal or composed articulations that can cause antagonism, hurt, or shame to the individual who gets it. Badgering is a thing that is more challenging to demonstrate than segregation because its temperament is not genuine or does not hurt in that frame of mind of low wages, shut open positions, and others. Technical abilities most frequently present snags for vocation ladies, because overall, they can foster in a workplace overwhelmed by men, ladies should have similar least specialized abilities as men, so there is no question about their capacities in the workplace (Aspinall et al., 2021).

3.8 Segregation in Construction Work

Segregation or disparity with men is often a hindrance for ladies in different fields of work overall. Orientation segregation hostile to female mentalities endure in the working environment; some examination in the development area shows that ladies experience the ill effects of orientation and lewd behavior in the working environment. Women who are engaged with development projects, particularly at an expert level generally feel confined in the working environment. Constraints emerge when ladies' capacities are contrasted with men as their partners. This raises the supposition that ladies should confront different boundaries and orientation separation in professions in the development sector (Yunisvita et al., 2021).

From the different conclusions communicated by male and female respondents, obstructions as segregation per male and female respondents can be gathered as follows: Enrollment issues, Distribution of obligations, Pay level, Position, Authority, Fantastic chance to be advanced, women were preparing discrimination that is frequently capable by ladies in contracting organizations regarding power and division of obligations, particularly those connected with work in the field, which are frequently given over to men as colleagues (Wiranegara et al., 2021). In counseling firms, the separation most frequently looked at by ladies is concerning preparation. Segregation or disparity with men is often a deterrent for ladies in different fields of work.

IV. Conclusion

We can repeat that this study aims to discuss women's human resources empowerment in construction projects in Indonesia. After reviewing some documents on construction and the role of human resources, we can conclude that male workers or human resources still dominate the construction industry in Indonesia. Seeing these differences, various efforts have been made by the government to revise laws and policies so that women can also be involved in construction projects following the limits and nature of women. By paying attention to issues that develop in the construction world, this study tries to emphasize the importance of empowering women regarding policies and regulations that include education and qualifications in the construction sector. Then consider the opportunities and opportunities to involve women in construction projects as has been attempted in several areas and even the world where the construction industry is not only in demand by men but is slowly taking sides with women considering job opportunities that must be evenly distributed.

Obstacles include that with all their limitations, women sometimes face various obstacles and challenges so that they have to adapt to the actual conditions that exist. There are many reasons why construction tends to be more attractive to men than women. We see that there is a gap. Likewise, the number of women in construction has decreased because of various cultures and habits in Indonesian society, so women are increasingly involved in construction. That is because there are so many obstacles that come along with all the limitations, such as unbalanced treatment, so they believe that men continue to dominate

construction projects and that women should also receive promotion and attention from the government, the community, and construction business actors in Indonesia.

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