

Analysis on Psychological Impacts due to Violation of the Rights of Women Workers

Idha Rahayuningsih¹

¹ Faculty of Psychology, University of Muhammadiyah Gresik, Indonesia

Correspondence: Idha Rahayuningsih, Universitas Muhammadiyah Gresik, Jl. Sumatera 101 GKB, Randu Agung, Gresik, Indonesia. E-mail: idha.rahayu77@yahoo.com

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Abstract

This research aims to know the violations of the labour rights of women and analyze the psychological impact as a result of such breach. The results show there are some companies which do not meet the labor rights of women: 1) allow maternity and miscarriage leave to woman that is a labor contract but not giving salary; 2) grant leave of menstruation to woman that is a labor contract but not giving the salary and undermine the leave permit to woman that is a permanent labor; 3) do not give the time of breastfeeding at work; 4) does not provide a shuttle vehicle to woman labor at night; 5) no separated toilets for men and women. The Psychological impacts experienced by female labor are: 1) psychological problems experienced by female labor who suffer dilematic choices between the need of childbirth or miscarriage with economic needs; 2) female labor feel lost to get the chance of breastfeeding baby, feel guilt when daytime because no time for breastfeeding; 3) female contact who experience syndrome of premenstruation, they work even if uncomfortable, weak, and sick because if they are off then get no salary; 4) female labor feel afraid, threatened physically, of being the victims of sexual harassment on the way to or back from the company at night; 5) female labor feel uncomfortable, worried to men due to the adjacent toilet location.

Keywords: the psychological impact, violations of rights of woman worker

1. Introduction

Number of female workers from year to year increases quite sharply. In 2004, according to BPS (the buerou of statistical centre) data female workers amounted to 33.141 million people out of a total of approximately 93.722 million of Indonesian workers. Women work on various types of jobs both in the formal and informal sectors. The report issued by the Ministry of Manpower and Transmigration shows that the deployment of female workers is based on age. Since the age of 15 women workers began to enter the workforce guided by that age it can be predicted from the average education elementary/junior high or high school (Adisu & Jehani, 2007, p. 1).

Further Adisu and Jehani (2007, p. 2) describes that from 33.141 million female workers dominantly they still know little about their rights as workers, such as the protection of wage equality between men and women, the right to maternity leave, leave entitlements miscarriage and other basic rights. Due to lack of information and knowledge about it, and less seriousness of law enforcement, then the resulting problems are clearly detrimental to women workers including the lack of women in strategic positions, vulnerable to layoffs, low wages, long working hours, untouched by education, training, and promotion, vulnerable to sexual harassment.

In Gresik regency there are many industries of small, medium and large, especially in Gresik Industrial Estate located in the district of Gresik, Kebomas and Manyar. Based on BPS (statistical data center) those industries in three districts are presente in Table 1.

Table 1. Numbers of industries

Sub-district	Small Industry	Medium Industry	Largre Industry
Gresik	285	19	-
Kebomas	1963	39	41
Manyar	490	38	28

Source: BPS data of Gresik Regency in 2012.

The industrial enterprises absorb many women workers to engage in the production process. The education of women workers in general are junior/senior high school. In general, the labor force educations are from both secondary and high schools which commonly come from lower socioeconomic. Economic motives incomes are to encourage them to work despite receiving a standard of minimum wage salary. The employment of women in general had worked before marriage in that the needs of working on women is mainly due to reasons to support their families either husband or parents; have freedom in economic decisions in the family or take advantage of the time while waiting for the wedding. Fernández (2007) regards to American women of the female labor participation in trade unions and their attitude to the ancestors of the state as a cultural representation, showing that these cultural influences have a significant impact on the work performance of women.

Rahayuningsih research results (2012), the number of female workers in the company of Instant Noodle in Gresik shows that 86.5% workers have a tendency of turnover intention; as many as 31% want to care for children and families; as much as 17% want to get a better job, as much as 47% are dissatisfaction with aspects of employment including salary which does not meet the expectations, the lack of time off, less comfortable working atmosphere and severity of the workload. Factors that make the women workers remain in the company is 24% due to the economic needs of the family; as much as 38% because of not getting a better job. Based on these data it can be seen that the problems experienced by women workers which led to the emergence of the tendency of turnover intention. One of the problems faced is dissatisfaction with conditions at the company. It is encouraging to conduct research entitled Analysis Psychological Impact Due to Violation of Rights of Women Workers in Gresik Industrial Estate.

1.1 Gender and Discrimination in Women Workers

Mufidah (2008, pp. 1-2) explains that the gender discourse began to develop in 1977, when a group of feminist of London left the old issues called patriarchal, then replace it with gender issues. In Indonesia, gender term is commonly used as the Office of the State Minister for the Role of Women in the spelling of "gender" which is defined as a mental and cultural interpretation towards the difference between the sexes and the male. Gender is a cultural expectations for women and men or cultural expectations of men and women. The Decree of 132 states that gender is a concept that refers to the roles and responsibilities of men and women arising from and can be changed by social circumstances and culture (Virtual University of Pakistan: www.BingEbook.com).

While the definition of sex is the interpretation or the division of the two sexes which are biologically determined by genitals/sex organs, which is universal and permanent, and which are not interchangeable and can be recognized by humans since birth. That is called by the provisions of God or nature that gave birth to the term gender identity (Mufidah, 2008, p. 3)

Mufidah (2008, p. 14) describes that the development and standardization of gender roles are basically not a problem as long as not to cause unfairness. Many studies proved that the standardization of roles and bias gender comes from a patriarchal culture (favor male) and matriarkhi (women favor) is a potential cause of unfairness in both women and men. Cultural aspects are increasingly irrelevant when confronted with the spirit of modern times of, democratic and democratic fairness. Egalitarian cultures are to reward someone based on capabilities and services not from sex or gender.

Parawansa, KI (2003) describes the employment, inequality and gender equality are also still evident, as a result of low educational and health status of women. This is shown still by the lack of opportunities for women to work and try and lower their access to economic resources, such as technology, market information, credit and working capital. Although income of women contributes significantly to family welfare, women are still considered earner and only existed as a labor worker of *Parawansa*.

Parawansa, KI (2003) also describes other fundamental problems that still exist today with regard to discriminatory treatment received by women in the working world. A reality in society, indicate that still there is difference treatment between women and men, especially those who work in the formal sectors. Women in the formal sector is still a lot to get a different treatment including salary differences, differences in the selection and promotion processes associated with the marital status of women workers.

Forms of discrimination against female workers are not only from the aspect of the roles that are only related to the duties and responsibilities but also on appreciation of the work that is realized in the form of remuneration. Other forms of discrimination are concerning the nature as women. Women and men are of God's creation and absolute nature. Discrimination on the basis of nature is an example of the company terminating the employment of women workers just because of married women, pregnancy and childbirth and set forth in the collective agreements or company regulations (Adisu & Jehani, 2007, p. 34).

1.2 Legal Protection against Women Workers' Rights

The Government seeks to protect female workers from the practice of gender discrimination in the workplace as outlined in regulations and legislation. Some legal safeguards for women workers, namely: (1) Regulation of the Minister of Labour No.03/1989; (2) The decision of the Minister of Manpower and Transmigration No.224/2003; (3) Labor Law Article 81, paragraph 1; (4) Labor Law Article 82; (5) Labor Law Article 83. Cotter et al. (2001) analyzes how the structural demands of female workers affect gender differences in participating the trade unions. Researchers showed that gender differences in the participation of trade unions are strongly associated with space and time, this respects to the demands of women workers.

Regulation of the Minister of Labour No. 03/1989 governing the prohibition of termination of employment (FLE) worker by the reasons of married women, being pregnant and giving birth. The ban is a form of protection for women workers in accordance with the nature, dignity and status, and is a logical consequence of the ratification of ILO Convention 111 N0.100 and 1951 on discrimination.

Minister degree of Manpower and Transmigration No.224/2003 governs the obligations of employers who employ women protection between 23:00 until 07:00. The core of the decree is to guarantee physical and psychological security of women workers who work at night to avoid robbery, extortion and immoral actions. Protection responsibilities charged to employers in the form of: (1) provide shuttle transportation for women workers who work and back home at 23.00 to 05.00 pm; (2) providing security officer at work to ensure that women workers are safe from the possibility of sexual misconduct in the workplace; (3) facilities where to work must be supported by a bathroom/toilet and lighting. Therefore the ministry also already released the equal payment that includes discrimination in employment and occupation; protection of pregnancy; workers with family responsibilities; and specific rules associated with night work, underground and part-time as well as issues of Other healths.

Labor Law Article 81, paragraph 1 states "women workers in the painful menstrual period and notify to the employer, are not obliged to work on the first and second day of menstruation". There are pros and cons to the opinion of Article 81 paragraph 1 of UUKK. The ones who do not agree with chapter 81 about menstruation leave to see that such an arrangement is discriminatory treatment because menstruation is natural. More sophistication of technology and the increasing awareness of women's health, the menstrual is not obstacle for the activity. The opinion that agrees with Article 81 paragraph 1 of the Law on Judicial Authority considers that the obligation of menstruation leave for women workers is a matter of right, and that right should be taken and not taken.

Labor Law Article 82, paragraph 1 states that female workers are entitled to receive 1.5 months prior to giving birth and 1.5 months after birth, according to calculations of obstetrician or midwife. Article 82 paragraph 2 states that the worker/laborer of women who miscarried are entitled to receive rest of 1.5 or in accordance with a medical certificate or midwife. Making mechanism of maternity leave/childbirth could be agreed between workers and employers and outlined in the collective labor agreements or company regulations, which are essential for total rest period of giving birth to 3 months.

Labour Law 2003 Article 83 states "workers/laborers whose children are still breastfeeding, the women should be given proper opportunities to breastfeed her child if it should be done during working time".

1.3 Psychological Conditions of Women towards Baby Birth

Kartono (1992, pp. 159-162) describes the psychological condition of the woman before the birth of her baby. Iliadou (2012) inserts that emotions, psychological, and enough support of information are positively correlated to the mother's mental and psychological health during child birth. To each woman who is both happy and unhappy when she became pregnant certainly they will face a mixture of feelings, namely: fear, horror, love and hate, doubt and certainty, anxiety and a sense of calm and happy, hopeful excitement and anxiety, all of which are becoming increasingly sensitive when approaching the birth of her baby. Some causes of anxiety and fear before the birth of the baby, among others, fear of death, birth trauma, guilt/sin and real fear. The real fear is caused for example: a) Fear to the baby whether the baby will be born handicapped, or were born in a pathological condition; b) Afraid of having bad luck caused by the sins of the mother's own in the past; c) Afraid of burden that will become heavier by the birth of the baby; d) Emerging element of fear which is very deep that she would be separated from her baby; and e) Fear of losing her baby during pregnancy until the time of giving birth. This fear is reinforced by a sense bias-guilty or innocence.

1.4 Women Psychological Conditions of Experiencing Miscarriage

Kartono (1992, pp. 125-129) describes the reaction of women who had a miscarriage. Her reaction to her miscarriage is very dependent on her own psychical state. Then it cannot be denied that the fetus or the baby is perceived as part of her own. Therefore, the death of the embryo is not only about the substance “endoparasites” itself, but also highly concerned with the ego of female.

In general, the trauma of deliberate abortion can be cured especially if there are serious and organic injuries. This may happen, if the abortion is carried out by people who are less professional or not an expert, which led to the female genital organs injury/damage, loss of capacity to reproduce, so that women become sterile or be barren. Women feel very sad because she could not give birth to a baby, she will develop a reaction of regret and hate to every man she met and then becomes painful and regretful in whole life.

Obstetrics and modern medicine many provide evidence that spontaneous abortion (unintentional and premature childbirth) is partly due to endocrine imbalance, deficiency (damage) primer of the ovary or ovaries, impaired thyroid, disruptions in hypophyse (brain connection).

Most abortions are strongly influenced by psychogenic factors. The explanation is as follows: a) factors cause lies in the psyche or if; b) pregnant women concerned to seek “reinforcements” on the causative factor, perform abortion unconsciously; c) components of unconsciousness rejecting the pregnancy in which it is actually very contradictory with the strong desire of a woman to become pregnant.

In general abortion as an organic process simultaneously also shows the psychical process and is influenced by unconscious components (not influenced by factors of consciousness). In addition, habitual and repetitive abortion can cause damage to the gametes or sex cells. Conversely, deliberate abortion is more or less part of a volunteer activity, which is itself and consciously desired. Usually, abortion is an efficient mechanism for adjustment to the demands of reality.

1.5 Psychological Conditions of Women Who Breastfeed

Brizendine (2006, p. 16) describes the effect of the hormone oxytocin in nursing mothers. Oxytocin (woolly cat which likes snoring, the earth goddess who is cuddly and nurturing; like figure of Glinda kind witch in The Wizard of Oz; happy to help and serve; brothers with vasopressin (a hormone male socialization), similar with estrogen, the theme is dopamine (other brain chemicals that also cause feelings of pleasure).

The prolactin hormone is produced by the pituitary gland of the front at the base of the brain. Prolactin stimulates the mammary glands to produce milk, whereas issuing stimulation of prolactin is by emptying the milk from the barn (Sinus Lactiferus). The more milk removed from the breast, the more breast milk produced, otherwise if the baby stops sucking or did not start it, it will stop producing breast milk. So the exclusive focus is more attention on the baby.

1.6 Conditions of Women in Menstrual Period

Kasdu (2005, p. 17) explains that for some women, moments before menstruation often feel uncomfortable, often very disturbing daily activities, such as abdominal pain to the waist, nausea or dizziness. This condition is called Premenstruation Syndrome (PMS). Menstruation is a discharge of blood and cells lining the uterus through the vagina which generally takes place every month. PMS circumstances and time on every woman is not always the same. There are women who feel very sick to suffer cramps and could not move, while other women feel pain in the lower abdomen and can still be active. There are also women who previously suffer the pain when PMS, but in the next following month is not so sore. This pain is different for each person or time.

Usually these symptoms would be hard on the eve of the arrival of menstruation and appears to be lost during menstruation or after menstruation stops. Some experts say all the symptoms associated with estrogen and progesterone in the menstrual cycle. Other experts estimate disorders before menstruation are related to psychological problems, such as women who consider menstruation as an expense so that she unconsciously wants to reject (Kasdu, 2005, p. 18).

1.7 Sexual Harassment in the Workplace

Gutek (1985) defines sexual harassment as external attention which is unwanted by a person (mostly women), which is experienced in the workplace. This can include expressions and movements such as cast in the eye, physical contact such as pinch, grope, verbal comments, subtle pressure for sexual activity, to the sexual assault and rape. The response of a study showed that three-quarters of the women who reported sexual abuse say they had ever experienced unwanted sexual contact, including touching, cornered, jokes or sexual comments to questions; the sights or gestures of a sexual nature (Edelmann, 1997, pp. 136-137). Broadly, there are five forms

of sexual harassment (The Minister of Manpower and Transmigration of Indonesia No. SE.03/MEN/IV/2011) that is: (1) The physical abuse includes unwanted touching leads to sexual acts such as kissing, patting, pinching, lustful glances or staring. (2) Verbal harassment including verbal greeting/unwanted comments about your personal life or part of the body or the person's appearance, sexually suggestive jokes and comments. (3) Harassment cues including body language or sexually suggestive gestures, glance made repeatedly, gesturing with a finger, and licking lips. (4) Written or graphic harassment includes displaying pornographic materials, pictures, screensavers or sexual poster, or harassment through e-mail and other electronic communication mode. (5) Harassment of psychological/emotional consists of requests and invitations are persistent and unwanted, a date which is not expected, humiliation or censure of a sexual nature.

Loyd and Stewart (1984) explains that harassment in various forms, be detrimental personal and organizational. Many personal losses include more negative attitudes toward work, emotional and interpersonal difficulties, and sickness. This can result in more and more time ditching and even the resignation of works. Some are due to sexual harassment in the workplace include the following: initially, generally the victims will feel angry or helpless. Victims of sexual harassment and racial reportedly suffer from tension, anxiety, fear, anger, convulsion, depression and feelings of guilt or self-blame (Edelmann, 1997, p. 139).

Krull (1982) describes other effects of sexual abuse are attitudes in the work. Sexual harassment is a real effect on the incidence of negative attitudes at work, decreased motivation and commitment. Various studies show that victims of sexual abuse feel their attitude towards work deteriorates their effectiveness. Gutek (1985) mentions one third of women felt the job would be negative, victims ignore to work, or leaving the works. Tepstra and Cook (1985) describe a quarter of female victims of sexual abuse say to leave the work is a direct result of the abuse. Sexual harassment in the workplace results in losses of the victims personally, there is also a financial loss to the company, it is to find and train a replacement (Edelmann, 1997, p. 104). Even Karega (2002) shows that more than 90 percent of women have experienced sexual harassment and observe at their work sites. 95 percent of women are afraid to report sexual harassment for fear of losing their jobs. 70 percent of men interviewed said that sexual harassment of female workers are common.

2. Research Method

The research method entitled "Psychological Impact Analysis Due to Violations of the Rights of Women Workers in Gresik Industrial Estate" is qualitative. Sugiyono (2010, p. 1) describes a method of qualitative research is used to examine the condition of the object that is natural, the researcher as a key instrument, data collection techniques is done by triangulation (combined), data analysis is inductive, and research results further emphasize more on the meaning rather than generalization. This type of research is a collective case study. Poerwandari (2011, p. 124) describes the case is a special phenomenon that occurs in a context that is unlimited, although the boundaries between phenomenon and context are not entirely clear. Cases may be decisions, policies, processes, or a particular special event. More specifically Poerwandari (2011, p. 125) describes the intended collective case study is an instrumental case study expanded to include some cases. The goal is to identify the phenomenon/common conditions in-depth.

Sugiyono (2010, pp. 16-17) describes the steps being taken in qualitative research include (1) the orientation phase or description, with grand tour questions; (2) The reduction step; (3) the selection stage. Stage of orientation/descriptions, researchers describe everything which is seen, heard, tasted and asked, data obtained should be enough, varied and yet clearly arranged. Stage of reduction/focus, the researchers reduce the information obtained from the first phase, the data should be interesting, important, useful and new to focus on a particular problem. Selection phase is to parse the data related to the focused issue in greater detail. At the selection stage, the researcher conducts in-depth analysis of the data and information obtained; the researchers can find the theme by way of constructing the data obtained into a knowledge building.

The study was conducted in Gresik Industrial Estate and surrounding areas located in Gresik and Manyar precisely in the District and Sub-district of Kebomas. In Gresik industrial area, there are several companies that are medium and large those recruit women as workers. The workers are women at productive age, whether married or unmarried at the level of secondary school education and come from lower socioeconomic status.

Data collection techniques are the most strategic step in the study, because the main purpose of the research is to get the data (Sugiyono, 2010, p. 62). This study uses two sources of data, namely primary and secondary. The researcher uses various data collection techniques include: (1) interviews with the general guidelines; (2) observation with passive participation; (3) documents.

Data analysis techniques used in this research are the analysis of qualitative data, following the concept of Miles, Huberman and Spradley. Miles and Huberman (1984) suggest that activity in the qualitative data analysis is

performed interactively and takes place continuously at every stage to completion until the data is saturated. Activities in the data analysis include: data reduction, display data, conclusion drawing/verification (Sugiyono, 2010, p. 183).

Furthermore, according to Spradley, data analysis techniques are adapted to the stages of research. (1) The orientation phase or description, with a grand tour questions to do domain analysis; (2) The reduction step taxonomic analysis; (3) The selection of phase analysis and componential analysis of themes (Sugiyono, 2010, p. 184).

Credibility becomes a term chosen to replace the concept of validity, which is intended to summarize the discussion about the quality of qualitative research. Credibility of qualitative study lies in reaching to explore issues, processes, social groups or patterns of complex interactions (Poerwandari, 2011, p. 207).

Credibility techniques used in this study are (1) to record freely the important things as detailed as possible, including a record of objective observation of the setting, participants or related matters; (2) to document data collection completely and neatly as well as the process of collection and analysis strategy; (3) to include a partner that will provide critical questions of the analysis conducted by researcher; (4) triangulation refers to efforts to take the data sources with different ways to get clarity on a particular issue.

3. Results

3.1 Overview on Business Type and Number of Employees

The economy in Gresik is very advanced and grows heavily. Many companies of both large and small are in the town of Gresik, in which it lays two major state-owned companies such as PT. Petrochemical of Gresik and PT. Semen Gresik. There are also several other companies of large and small that are nearby. In Gresik there are also several industrial areas including foreign and domestic companies to develop their business. In addition, many companies are standing outside industrial zones in Gresik. Some small business units are developing rapidly, including the industrial manufacture of *kopyah* (Moslem caps). The industry has penetrated National and International Markets.

The research was conducted on the subjects spread over sixteen companies, as listed in Table 3. Some of these companies have characteristics that vary both from the type of business, number of employees and personnel policies. Fifteen companies are incorporated and limited company (PT), while one company is CV. The types of business also vary that include the fish processing business, instant food production, wood processing, production of cooking oil, general contractors, production of shoes and sandals, the production of automobile spare parts, labor supply and many others. A total of 37.50% of the workforce absorb less than 500 people; absorb as much as 43.75% of labor between 500-1000 people and as much as 18.75% have a workforce of over 1000 people. The company is spread in three districts that is Manyar Gresik, Gresik and Kebomas.

Table 2. Business type and number of employees of the company

NO.	Company	Type of Business	Number of employees
1.	PT. GMCP	Canned Food Production for Export	100
2.	PT. WKA	Plastic production, yarn, for local and export	1000
3.	PT. IH	Timber production	100
4.	PT. GMIP	General Construction	20
5.	PT. KL	Fish Processing of Seafood (crab, tuna, shrimp)	1000
6.	PT. KW	Sparepart of automobile	500
7.	PT. STL	Provider of SPG	1000
8.	PT. WNI	Cooking Oil Production	500
9.	PT. HK	Cylinder Maker	500
10.	PT.K	Food industry	12000
11.	PT. BIL	Manufacture	100
12.	PT. NE	Production of Shoes and Slippers	6000
13.	CV. Wahyu Jaya	Screen Printing of Shirts	20
14.	PT. MP	Canvas brakes of car	500
15.	PT. NI	Wood processing	2000
16.	PT. H	Fish processing	250

3.2 Implementation of Regulations/Corporate Policy on Maternity Leave

Labour Law 2003 Article 82, paragraph 1 states that women workers are entitled to 1.5 months before giving birth and 1.5 months after birth, according to calculations of obstetrician or midwife. Making mechanism maternity leave/birth delivery may be agreed between workers and employers and set forth in the collective labor pact and company regulations, which are essential in total break during childbirth period of 3 months.

The results show that employees still get maternity leave for three months. There are some companies that provide maternity leave to an employee contract. Some companies also exist that do not provide maternity leave to an employee contract so that when they are off work due to childbirth then do not get a salary from the company. The contract employees may return to work after giving birth when it is needed.

3.3 Implementation of Regulations/Company Policies about Miscarriage

Labor Law of Article 82, paragraph 2 states that female workers/laborers who miscarried are entitled to have a break of 1.5 or in accordance with a medical certificate or midwife.

The results show that employees still get miscarriage, the number of days in accordance with letter from a doctor, only some companies that set the number of days of miscarriage leave for 1-2 months. The contract employees are not granted of the miscarriage leave so that when they get miscarriage (Holidays are not working) then do not get a salary from the company. The contract employees may return to work after giving birth when it is needed.

3.4 Implementation of Regulations/Company Policies about Miscarriage Leave

Labor Law of Article 83 states “female workers/laborers whose children are nursing should be given proper opportunities to breastfeed her child if it should be done during work time”.

The results show that all companies do not give employees the opportunity to breastfeed during working hours. In addition, the company does not provide a place/space for breastfeeding or pumping breast milk and ice cupboards/fresher for breast milk storage.

Due to lack of opportunity to breastfeed during working hours then several things happened in women’s labor, among others: 1) complicated to permit breastfeeding if it is done every day, so that an employee who is breastfeeding her child to use a breast pump and then left at home before going to work (WWC/citizen/RFdkk); 2) utilize hour break for home nursing for an employee whose home is near the company, but it reduces the time off, so feel tired (WWC/IH/EZ); 3) women employees feel discarding breast milk for daytime/seeping out of the nipple but not be able to be drunk to the baby and also not possible to be pumped/squeezed (WWC/HK/EA).

3.5 Implementation of Regulation/Company Policy about Physical Security and Psychic Women Workers Working at Night

Minister degree of Manpower and Transmigration (No. 224, 2003) governs the obligations of employers who employ women the protection of 23:00 until 07:00. The decree is essentially physical and psychological security of women workers who work at night to avoid robbery, racketeering and immoral actions. The responsibility of protection for the employers are in the form of (1) providing shuttle transport for women workers who work and go home at 23:00 until 05:00; (2) providing a security officer at the workplace to ensure that women workers are safe from the possibility of sexual misconduct in the workplace; (3) facilities where they work must be supported by a bathroom/toilets and lighting.

The results show that there are three companies that provide transport facilities for women workers who work at the night shift, while the other two companies give money in exchange facility of vehicle transport. A total of five companies that employ women workers at night do not give vehicle shuttle. There are 6 companies do not provide transport facilities for female for non-shift workers.

Some incidents ever experienced by women workers who work at night shift but no transport facilities of the company include: 1) experienced sexual harassment on his own motorcycle who will ride ie butt held by men (WWC/K/LS); 2) feel fear when the motorcycle tire flat in the middle of a deserted road at the time of going to work at the night shift, trying to reach to the company eventhough the tire is flattened (WWC/K/Mdkk); 3) feel uncomfortable seduced by men who are in the coffee houses located in the vicinity of the plant (WWC/NI/Jdkk).

Based on the data, it can be seen that only one of 16 companies that do not provide security. The company installs two CCTV cameras, while other 15 companies provide security personnels within 24 hours. It’s just a different number of security officers of the respective companies.

The results show that 16 companies provide washroom facilities/bathroom with bright lights. There are six companies that do not provide differentiated bathroom/washroom between men and women. In addition, there are also companies that are physically almost broken, the bathroom was less than clean and bad smells.

In connection with the bathroom facilities, some complaints and incidents experienced by women workers, among others: 1) working women feel uncomfortable with the location of the bathroom of men and women which are closed together because the male employees are often casually out of the room of women bathing. Additionally, the bathrooms have been unsuitable and almost collapsed, so they worried (WWC/KW/HC); 2) once a woman worker was peeked by a man employee when she was in the bathroom because the location of the bathroom of men and women is not so far away, so that the man employee received a warning letter (WWC/K/NL); 3) many times the woman workers feel anxious while in the washroom/bathroom used together for male and female (WWC/H/LN).

4. Discussion

The women workers who work in the industrial sector are motivated to meet the economic needs of the family. Results Rahayuningsih study (2012) show that the factors that make the women workers remain in the company is 24% because of the economic needs of the family; as much as 38% because they are not getting better jobs and as much as 7% to wait for the layoffs thus receive severance pay that is greater than if resign. Moreover, West (2006) indicates that work can empower women towards their environment than those who do not work. Thus the experience of working is to give a better understanding of the relationship between work and empowerment.

Their economic needs of the female labor force has bargaining weak position. That is why they are lack of courage to fight for their rights, especially on the labor contract. Some of the data that has been described above also shows that most companies do not fulfill the rights of women workers as mandated in the Labour Law no.13 of 2003.

Granting maternity leave and miscarriage leave of most companies are only given to women's employment of permanent status. While the status of women workers who get the status of contract work they do not get maternity leave and miscarriage leave, so when holidays/days off working they do not receive a salary from the company even to get back to work to the companies in that they require a new job application to consider the needs of companies as well.

It shows the position of women workers is weaker. Psychologically these conditions become a dilemma, when they decide to work off, the consequences they do not receive salary but on the other hand the physical and psychological conditions need adequate rest to prepare physically and mentally to face the process of birth. Physical preparation is necessary for women to have sufficient energy when undergoing the process of giving birth, so that the physical condition of women who are tired and weak because of work activities will certainly hamper the process of giving birth. The smoothness of the birthing process is also determined by psychological factors, so it needs to be conditioned so that women are able to overcome anxiety and nervousness ahead of the time of delivery. As described by Kartono (1992) that every woman, both happy and unhappy when she becomes pregnant will certainly face a mixture of feelings, namely: fear, horror, love and hate, doubt and certainty, anxiety and a sense of quiet happy, joyful expectation and anxiety, all of which are becoming increasingly sensitive when approaching the birth of her baby.

While the women who miscarried also takes a physical and psychological recovery. In the case of a natural miscarriage (intentionally) then it can happen psychological trauma as well as physical trauma. Fetus is certainly perceived as a part of herself so that discharge of the fetus before the time of course there is a sense of loss and guilt in a woman. The condition also can get worse if in the last miscarriage, genital injuries or damages to the reproductive organs so it is difficult to have baby again. The problem becomes more complex if the woman is in less economic conditions that are the woman who is a contract labor.

Based on the data above, it shows also that the company has not been paying attention to women workers who are breastfeeding their children. This can be proved by complicated procedures to permit breast-feeding; no opportunity to breastfeed during work hours and lack of space/place to breastfeed or pump breast milk as well as the provision of ice cupboard/storage of breast milk. Fresher condition for the making of the women workers lose the opportunity to breastfeed the infant/child. In addition, the chance of physical contact between mother and child is also reduced. In the process of breastfeeding there are three important benefits to be gained by both mother and child. First, a nursing mother can give a child food with high nutritional content, which cannot be replaced by the formula; second, physical contact with the mother of touch, hug and caress providing a sense of comfort and security to the baby as a basis for children; Third, this economically can reduce the expenditure of funds for the purchase of infant formula instead of breast milk during working mothers. The importance of

facilities is also named by Sigroha (2015) who analyzes the differences in the perception of workers about the impact of the balance of working facilities with overall performance, especially in the corporate sector in India. The results of this study indicate that there are significant differences in perceptions about the impact of the balance of the facility with the overall performance of employees. In particular, this study also shows a significant difference of child-care facilities and the performance of female workers.

Granting menstrual leave is also not done by some companies to both contract and permanent employees resulting in physical and psychological conditions that are uncomfortable, fatigue, pain and fainting. When they take a leave/holiday during menstruation then the companies make salary cuts. That is what the women workers are not asking for leave/holiday during menstruation. In the days before especially when the menstruating woman is experiencing premenstrual syndrome. Symptoms of premenstrual syndrome can be explained that for some women, moments before menstruation often feel uncomfortable, often very disturbing in daily activities, such as abdominal pain to the waist, nausea or dizziness. There are women who feel very sick to suffer cramps and could not move, while other women feel pain in the lower abdomen and can still be active. These pain level and time are different for each person.

Relating to the protection of women workers who work at night then there are some things that need attention. First, there are companies that many (thousands) women workers at night are not provided by shuttle transportation facilities. This causes feelings of insecurity and fear of having danger to undergo traveling alone at night as a result of the attack of malicious or unexpected incidents, motorcycle crashes, punctures, or the atmosphere of a very lonely journey so that if something happens it is difficult to ask for help. Another impact is that women workers are vulnerable to have sexual harassment by other parties. Because of the complexity of the problems that exist in the company, often victims of sexual abuse cannot be handled properly in accordance with applicable laws. Thus the researchers found that the comprehensive and effective enforcement of legislation in preventing sexual harassment is thus able to create a comfortable and safe working atmosphere for women (Mallow, 2013). Second, the company has provided toilets/bathroom with bright lights, some companies have separated between male and female washroom and toilets. The things that have received less attention by the majority of companies are still mixing or adjacent washroom/bathroom of male and female. The condition causes the women employees feel uncomfortable, worried and scared as well as enabling the possible occurrence of sexual harassment.

5. Conclusion and Suggestion

5.1 Conclusion

Based on the data and explanations above some conclusions can be made as follows:

- 1) There are violations of the rights of women workers done by the majority of existing companies that include:
 - a. Most companies do not provide good menstruation leave both for the permanent workforce and contract labor.
 - b. The whole companies do not provide opportunity for employees to breastfeed during working hours.
 - c. Most companies do not provide vehicle shuttle facility for women workers who work at night.
 - d. Some companies do not separate the women's and men's toilets.
- 2) Problems or psychological effects that arise as a result of the violations of these rights, among others:
 - a. The women workers experience a dilemma of psychological condition between the need for maternity or miscarriage leave and economic demands.
 - b. The women workers feel deprived of the opportunity to feed the baby, feeling guilty during the day the milk out of the nipple not for the baby.
 - c. The labor contract of women who experience premenstrual syndrome try to maintain jobs even feel uncomfortable, feel weak and in pain, because if they take a holiday, the pay is cut.
 - d. The women workers feel fear, threatened physically and receive sexual harassment during the way to or home from the company.
 - e. The women workers feel uncomfortable, worried about their privacy of being spied by men in an adjacent toilet or even not differentiated between the male's and female's.

5.2 Suggestion

Some suggestions are given based on the results of Psychological Impact Analysis Due to Violations of Labor Rights of Women as follows:

- (1) For the development of the science of industrial and organizational field of psychology for the problems experienced by women workers by digging more and developing models of mentoring/counseling for women workers who have problems at work.
- (2) For Women Workers, first they should improve knowledge, understand and aware of the rights as women workers, especially when it will sign a contract of employment, to be more cautious and read carefully about the rights and obligations stated in the contract, and seek to actively participate in labor union activities in the company to channel the aspirations and interests of women workers.
- (3) For the Company, in order to better accommodate the rights of women workers, especially for contract labor, companies are also advised to provide shuttle transport facilities for employees who work at night; Facilities of room/place to breastfeed or pump breast milk along with fresher/ice cupboard for storing breastmilk; provide menstruation leave with a medical certificate without having to cut the salaries of contract labor; provide decent bathroom physically, bright, clean, and separated between men and women.
- (4) The Government of Gresik has to be more assertive in exercising oversight and sanctions against violations of the companies that have not fully implement the fulfillment of the rights of women workers.

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