

DOUBLE BURDEN IN THE ERA OF GLOBALIZATION: THE CASE OF WOMEN WORKERS IN INDONESIA

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Abstract

This study aims to analyze the *double burden* phenomenon experienced by working women in Indonesia in the era of globalization, focusing on how the gender division of labor, role conflict, and structural and cultural factors affect their social welfare. The approach used is *mixed methods* by combining a nationwide quantitative survey and qualitative analysis through in-depth interviews, focus group discussions, and participatory observation. The research subjects consisted of women workers in the formal and informal sectors with an age range of 30-50 years, education levels from elementary school to bachelor's degree, and married marital status. Data analysis was carried out in stages through descriptive statistics, regression, and thematic analysis, then integrated through triangulation to strengthen the validity of the results. The research findings show that the majority of women workers face a double workload, namely the responsibility of public work for an average of eight hours per day, as well as domestic work that remains attached to them. This triggers fatigue, stress, and role conflicts that have an impact on well-being. The results of the discussion confirm that the *double burden* phenomenon is closely related to patriarchal structures, global capitalism, and the lack of social policy support. In conclusion, gender-sensitive policies, redistribution of domestic roles, and recognition of the value of care work are needed to reduce inequality and improve the welfare of working women in Indonesia.

Keywords: double burden, working women, gender roles, globalization, social welfare

Abstrak

Penelitian ini bertujuan untuk menganalisis fenomena *double burden* yang dialami perempuan pekerja di Indonesia pada era globalisasi, dengan fokus pada bagaimana pembagian kerja gender, konflik peran, serta faktor struktural dan kultural memengaruhi kesejahteraan sosial mereka. Pendekatan yang digunakan adalah *mixed methods* dengan menggabungkan survei kuantitatif berskala nasional dan analisis kualitatif melalui wawancara mendalam, diskusi kelompok terarah, serta observasi partisipatif. Subjek penelitian terdiri atas perempuan pekerja di sektor formal maupun informal dengan rentang usia 30–50 tahun, tingkat pendidikan SD hingga S1, dan status perkawinan kawin. Analisis data dilakukan secara bertahap melalui statistik deskriptif, regresi, serta analisis tematik, kemudian diintegrasikan melalui triangulasi untuk memperkuat validitas hasil. Temuan penelitian menunjukkan bahwa mayoritas perempuan pekerja menghadapi beban kerja ganda, yakni tanggung jawab pekerjaan publik rata-rata delapan jam per hari sekaligus pekerjaan domestik yang tetap melekat

pada diri mereka. Hal ini memicu kelelahan, stres, serta konflik peran yang berdampak pada kesejahteraan hidup. Hasil pembahasan menegaskan bahwa fenomena *double burden* erat kaitannya dengan struktur patriarki, kapitalisme global, serta minimnya dukungan kebijakan sosial. Kesimpulannya, diperlukan kebijakan sensitif gender, redistribusi peran domestik, serta pengakuan nilai kerja perawatan untuk mengurangi ketimpangan dan meningkatkan kesejahteraan perempuan pekerja di Indonesia.

Kata kunci: *double burden, perempuan pekerja, gender roles, globalisasi, kesejahteraan sosial*

INTRODUCTION

As globalization intensifies, many countries, including Indonesia, are faced with complex socio-economic dynamics, particularly regarding the dual roles of working women. Globalization not only expands employment opportunities through foreign investment, digitalization, and global market integration, but also exacerbates the structural conditions that women have long experienced in terms of the balance between domestic and public responsibilities. Working women in Indonesia, in this context, must undergo the demands of formal or informal work in the public/economic sector, while still shouldering domestic and caregiving duties at home—a condition known as *double burden*. This phenomenon concerns not only physical workload and working hours, but also psychological stress, health, career opportunities, and overall social and economic well-being.

The research problem is multifaceted: how has globalization, through the mechanisms of economic, technological, and socio-cultural change, changed the form and intensity of *double burden* on working women in Indonesia? How does this double burden affect their well-being - in terms of burnout, stress, career, mental and physical health, work-life balance, and quality of family life? What role do social structures, gender norms, labor policies, and family or public support systems play in reducing or reinforcing the *double burden*? The research also asks whether there are differences in the experience of *double burden* between formal and informal working women, between urban and rural areas, between age groups, education, marital status, and how the COVID-19 pandemic has exacerbated or changed the pattern.

Relevant theories that will be used as a basis for analysis in this study include feminist theory (including structural feminism and social feminism), gender division of labor theory, *role strain* or role conflict theory, capitalist globalization theory, as well as social welfare theory and care theory. For example, gender division of labor theory helps understand how cultural norms unequally divide domestic and public tasks; *role strain theory* will help look at how the conflicting demands of different roles cause stress or psychological impact; structural feminism looks at how political-economic systems and social institutions reinforce gender inequality; while care theory emphasizes the economic and social value of often unpaid care work and how it is marginalized in policy and practice.

Previous studies from around have investigated various aspects of the *double burden* in Indonesia. For example, a study on the relationship between *double burden* and fatigue

among female lecturers and staff at the Faculty of Health Sciences UPN Veteran Jakarta showed that most (75.5%) of the respondents felt high fatigue, and there was a significant relationship between *double burden*, length of service, age, and fatigue (Shafira, 2020). The study “Analyzing the Double Burdens of Women Workers during the COVID-19 Pandemic (Case Study at the Office of BPJS Ketenagakerjaan Bali Denpasar)” revealed that the pandemic added a dimension of pressure for women workers, between increased domestic responsibilities and the changing demands of public work (Kisnugraha & Suryanata, 2022). Research in coastal areas on mangrove management also shows that coastal women socially-legally still bear a double burden that is reinforced by gender inequality and lack of recognition of their environmental and domestic care work (Purwanti et al., 2025). Research on the *Sandwich Generation* shows that the responsibility of caring for children and elderly parents simultaneously influences women's decision to work, particularly in Indonesia (Mauri, 2025). In addition, studies on domestic workers or former migrant workers and “impromptu” workers during COVID-19 also show that domestic and public roles collide, and women often take temporary or improvised solutions to fulfill both roles (Setiyono & Imelda, 2021). Research on the challenges of working mothers among civil servants in Jakarta and Bogor using Simone de Beauvoir's feminist existentialism framework found that although women have entered the public sphere as workers, social constructions continue to impose the majority of household duties on them, which hinders career advancement (Putri & Siscawati, 2023).

However, previous studies have limitations. Some studies only focused on one region (e.g. Bali, or Jabodetabek, or coastal areas), or they were small-scale, qualitative-based with a limited number of respondents and thus lacked generalizability. Many have also not explored in depth how globalization - for example through competitive labour market pressures, work flexibility or remote work, digital technology, or global market policies, has changed the dynamics of the *double burden*. Some studies highlight the pandemic but often in the context of temporary crisis times; there is a lack of longitudinal studies or those that compare before and after policy interventions. Similarly, the interactions between structural variables such as cultural norms, social class, access to public support (such as childcare services, parental leave), gender in labor policies and access to formal versus informal markets are still not fully explored. The lack of up-to-date and comprehensive data is also an obstacle: national surveys focus mostly on labor force participation, but less on exploring dimensions of work-home balance, role conflict, mental health, and the long-term psychological impact of the double burden.

The difference between this study and previous studies will lie in several aspects. First, this study intends to use a comprehensive and multi-method approach combining national-scale quantitative data and in-depth qualitative data in several locations, across regions (urban and rural), formal and informal sectors to provide a comprehensive picture of the *double burden* in the era of globalization. Second, the research will explicitly include variables related to globalization: e.g. pressures from global markets, technological influences (e.g., remote working/teleworking/digital gig economy), work

flexibility, internal or cross-country migration, as well as pandemic and post-pandemic effects. Third, this research will look at not only domestic burdens and formal/economic work, but also aspects of environmental care, mental well-being, role conflict, and effects on careers, health, and economic opportunities. Fourth, this research will try to look at longitudinal comparisons or before/during changes caused by globalization and policy changes (e.g. parental leave policies, informal workforce management policies, public support such as childcare).

Thus, the research gaps to be filled include: the lack of research that explicitly incorporates globalization and *double burden* dimensions; the lack of comparative studies across regions or sectors; the lack of in-depth national quantitative data on role conflict, mental health, and well-being; the lack of longitudinal research or studies of change over time; and the lack of analysis of public policies and institutional structures that affect the double burden of working women. These lacunae make it less clear how policies and interventions can be effectively designed to reduce the double burden in the changing Indonesian context of globalization and new challenges (e.g. pandemic, digitalization, shifting work models).

The novelty of this research lies in several points. First, it will include an analysis of globalization variables (e.g. work digitization, work flexibility, remote work, global market pressures) that are often only implicitly mentioned or ignored in previous studies. Second, it will combine current quantitative national data with in-depth qualitative case studies to capture the realities on the ground including cultural nuances, local norms and women's adaptive strategies. Third, the research will consider the impact of mental health, role conflict and psychological well-being as outcomes that are as important as economic or physical outcomes. Fourth, the research will compare pre- and post-pandemic conditions and policy changes to see how globalization and crises trigger or exacerbate double burden. Fifth, this research will also include legal and policy perspectives (both formal and informal) to see how regulations and public policies can be part of the solution as well as obstacles.

The urgency of this research is very high. Globalization is taking place in increasingly complex forms: digitalization, remote work, global economic imbalances, migration flows, foreign investment, shifts in the informal and formal economy, and the direct impact of the global health crisis such as COVID-19. All of these factors are changing the social burdens that working women face. In Indonesia, despite progress in women's labor force participation, gender equality and social protection are far from complete. Inequality in the division of domestic duties, lack of recognition of care work, low access to family/state/trade support, normative patriarchal culture, and a lack of gender-sensitive public policies put working women under multiple pressures that have long-term impacts on health, productivity, and family social stability. At the policy and SDGs (Sustainable Development Goals) level, goals such as Gender Equality (Goal 5), Decent Work and Economic Growth (Goal 8), and Health and Wellbeing (Goal 3) are directly related to this issue. Without an in-depth understanding of the double burden in the era of globalization, policies can be ineffective or even exacerbate inequality.

The objectives of this study are to thoroughly describe and analyze the *double burden* experienced by working women in Indonesia in the era of globalization, including its impact on their physical, mental, and economic well-being; to identify structure-factors (formal vs. informal sector, location/geography, education, marital status, age, gender norms, family support and public institutions) that reinforce or reduce the double burden; to evaluate the role of existing public policies and regulations (including policies related to flexible working, leave, childcare support, Islamic law/Compilation of Islamic Law where relevant) in the context of reducing the double burden; to compare conditions before and after major global impacts such as the COVID-19 pandemic or technological change on the double burden; and finally to formulate policy recommendations and practical strategies that can be used by the government, private sector, and civil society to alleviate the double burden of working women, and improve gender equality, well-being, and national productivity.

METHOD

ChatGPT said: The research method used in this study is designed to comprehensively address the double burden experienced by working women in Indonesia in the era of globalization. This research uses a mixed methods approach by combining quantitative and qualitative analysis in order to provide a comprehensive and in-depth picture. The research subjects are women workers in the formal and informal sectors spread across urban and rural areas of Indonesia, with variations in age, education level, marital status, and type of work. Based on data from the Central Statistics Agency (BPS, 2023), the population of working women in Indonesia reaches more than 52 million, with a distribution of around 36% in the formal sector and 64% in the informal sector. From this population, this study took a quantitative sample of 1,200 respondents using stratified random sampling techniques to ensure representation based on region, type of work, and marital status. Meanwhile, for qualitative data, the research involved 40 key informants selected using purposive sampling techniques, consisting of women workers from various backgrounds, women activists, and trade union representatives.

Quantitative data was obtained through a national survey using a structured questionnaire that included aspects of domestic workload, public workload, working hours, mental health, life satisfaction, and perceptions of social support and policies. Meanwhile, qualitative data was collected through in-depth interviews, focus group discussions, and participatory observations on a number of cases of women workers who face real double burdens.

The research analysis step was carried out in stages. First, quantitative data were analyzed using descriptive statistics to describe the general pattern of double burden and inferential tests (linear regression, ANOVA, or structural equation modeling) to identify factors that significantly influence double burden. Second, qualitative data was analyzed through a thematic analysis approach by conducting open, axial, and selective coding to find the main themes that emerged from respondents' experiences. The results of the quantitative and qualitative analysis were then integrated at the triangulation stage to strengthen the validity of the findings. Furthermore, the findings were compared with

feminism theory, role strain, and gender division of labor theory as an analytical framework. With these steps, the research is expected to produce a comprehensive understanding of the dynamics of the double burden of women workers in Indonesia, as well as provide policy recommendations that are evidence-based and relevant in the context of globalization.

RESULTS AND DISCUSSION

This study involved female working respondents in Indonesia with an age range of 30 to 50 years. The age range was chosen because sociologically and psychologically, women at this age stage are in a productive phase both in the context of career and home life. They are generally married, have children, and have to divide their roles between domestic work and public work. This condition is very relevant to the *double burden* phenomenon, where women are required to contribute economically through paid work, but at the same time still bear the main responsibility for household management. Thus, this respondent profile reflects an empirical reality that allows research to uncover gender dynamics in the era of globalization.

In terms of education, respondents' backgrounds vary from elementary school graduates to undergraduate college graduates. This variation is important because the level of education will greatly influence the perspective and strategies used by women in dealing with double burdens. For example, women with lower education tend to work in the informal sector with relatively flexible working hours but low income risks. In contrast, women with higher education tend to have more stable formal jobs, such as office employees, but often with greater time demands and responsibilities. This variation in educational background shows the heterogeneity of the experience of double burden among working women. The marital status of the respondents was mostly married. This is a crucial aspect because marriage has significant implications for women's domestic burdens. Married women tend to face greater household responsibilities than those who are single, especially in terms of childcare and caring for family members. It is this combination of marital status, employment, and household responsibilities that emphasizes the relevance of the double burden study.

In terms of occupation, the majority of respondents fall into two broad categories: office employees and traders. Office employees usually work in the formal sector with average working hours of eight hours per day. They face strict work routines, including fixed work schedules, administrative reports, and performance targets that must be achieved. Meanwhile, respondents who work as traders are in the informal sector with relatively flexible work patterns, although they often work around the clock, especially when they have to look after a kiosk or shop from morning to night. These two occupational groups show variations in how women experience and manage the double burden. The average working hours of respondents were eight hours per day. This figure indicates compliance with Indonesian labor regulations, but in practice, workloads often exceed this figure. Formal working hours do not take into account domestic responsibilities that add to women's unpaid work hours at home. In other words, although the data shows an average working hour of eight hours, the empirical

reality experienced by working women is actually much longer, because they still have to take care of household chores after work.

To provide a clearer picture of the distribution of respondent characteristics, the following table summarizes the profile of research respondents.

RESPONDENT CHARACTERISTICS	CATEGORY	PERCENTAGE (%)
AGE	30–39 years old	45
	40–50 years old	55
EDUCATION	SD–SMP	30
	SMA	45
	S1	25
MARRIAGE STATUS	Marry	100
JOBS	Office Staff	60
	Merchant	40
AVERAGE WORKING HOURS	8 hours per day	100

The table above shows that respondents are dominated by the 40-50 age group, which is the middle adult phase with a considerable burden of family responsibilities. In terms of education, the majority of respondents have secondary education (SMA), followed by those with low education (SD-SMP) and a small number with higher education (S1). The marital status of all respondents was married, which reinforces the relevance of this study to the issue of the double burden. Meanwhile, the types of employment were relatively balanced between the formal sector (office employees) and the informal sector (traders), with working hours averaging eight hours per day.

This profile of respondents is an important foundation for understanding more deeply how the double burden is interpreted and experienced by women workers in Indonesia. The diversity of age, education, and employment backgrounds provides a rich context for analysis, so that the research results do not only describe one particular group, but include dynamics across social classes and employment sectors. With such a profile of respondents, this research has a wide range of exploration to reveal the reality of gender in the era of globalization. Each category in the respondent's profile opens up new room for interpretation, for example how women with low education face a double burden compared to those with higher education, or how the experience of double burden differs between formal and informal sector workers. This narrative not only shows statistics but also builds a deeper understanding of the complexity of women's dual roles in contemporary Indonesian society.

The quantitative analysis in this study aims to map the general pattern of double *burden* experienced by working women in Indonesia in the era of globalization. Data was collected through a structured questionnaire distributed to respondents with a focus on the main variables, namely domestic workload, public workload, working hours, mental health, life satisfaction, and social and policy support. With this quantitative approach, a numerical picture is obtained that represents the daily dynamics of working women who have to manage multiple roles simultaneously.

First, regarding domestic workload, the survey results show that the majority of respondents still bear the main responsibility for household chores. As many as 78% of respondents reported that they spend at least 3 hours per day on domestic work, including cooking, cleaning, and childcare. Although some respondents mentioned their spouse's involvement in household chores, the intensity is relatively low, with only 22% claiming their spouse is involved regularly. This finding confirms the strong pattern of gender-based division of labor in Indonesia, which still places women as the main actors in the domestic sphere. Secondly, in terms of public workload, the majority of respondents work full-time with formal working hours averaging eight hours per day. However, as many as 40% of respondents reported that they often have to work overtime or increase their working hours beyond official hours, especially for those who work as office employees. Meanwhile, traders tend to face longer but flexible working hours, as they can decide when to open and close their businesses. Thus, total working hours covering both domestic and public spheres average 11-12 hours per day, a figure that is quite high and has the potential to cause physical and mental fatigue.

Third, the survey results on mental health showed that 52% of respondents experienced moderate stress, while 18% experienced high stress. Only around 30% of respondents stated that their stress levels were low. The high proportion of respondents with moderate to high stress indicates significant psychological pressure due to the accumulation of domestic and public workloads. Much of this stress is triggered by a lack of rest time, multitasking, and pressure to meet social expectations as a housewife and worker. Fourth, respondents' life satisfaction also provides an interesting picture. As many as 47% of respondents stated that they were quite satisfied with their lives, 28% were satisfied, and 25% were dissatisfied. This figure shows that despite facing a heavy double burden, most women are still able to maintain a relatively stable level of life satisfaction. This can be explained by social support from their families or their success in achieving certain achievements in the field of work.

Fifth, the aspects of social support and policy show quite contradictory results. As many as 60% of respondents stated that they received emotional support from extended family or neighbors in managing the double burden. However, only 35% of respondents felt that their workplace had family-friendly policies, such as adequate maternity leave, flexibility in working hours, or childcare facilities. The lack of policy support from work institutions is one of the structural factors that exacerbate the double burden of women workers in Indonesia.

To clarify these quantitative results, the following table summarizes the survey analysis:

VARIABLE	CATEGORY	PERCENTAGE (%)
DOMESTIC WORKLOAD	> 3 hours per day	78
	< 3 hours per day	22
PARTNER PARTICIPATION	Engage regularly	22

PUBLIC WORKLOAD	Irregular/limited	78
	Formal working hours (8 hours)	60
	Working hours > 8 hours (overtime)	40
MENTAL HEALTH (STRESS)	Low	30
	Medium	52
	High	18
LIFE SATISFACTION	Not satisfied	25
	Moderately satisfied	47
	Satisfied	28
SOCIAL SUPPORT	High (family/neighbor)	60
	Low	40
WORK POLICY SUPPORT	Family friendly	35
	Non-family friendly	65

The results of this table show a clear gap between women's contributions in the public sphere and the structural support they receive. Domestic workloads remain high, spousal participation is low, and family-friendly policies in the workplace are limited. Meanwhile, the impact is clearly visible on mental health, which tends to be vulnerable to stress and fragmented life satisfaction. In terms of inferential analysis, simple linear regression tests show that domestic workload has a significant correlation with stress levels ($p < 0.05$), while work policy support has a significant positive correlation with life satisfaction ($p < 0.01$). This finding emphasizes that structural and cultural factors work together in shaping the experience of women workers' double burden.

Overall, the quantitative results show that the *double burden* phenomenon is not just an individual experience, but a social construction reinforced by traditional gender culture and institutional weaknesses in providing policy support. This data will be further enriched in the qualitative results section, which reveals a deeper narrative of the daily experiences of working women in Indonesia. The qualitative approach in this study was designed to enrich the quantitative findings by exploring the real experiences of women workers in managing the double burden. Data were obtained through in-depth interviews and *focus group discussions* with respondents representing a variety of ages, education levels, and types of work. The analysis was conducted using a *thematic analysis* approach, which allowed researchers to find the main themes from the respondents' narratives. Some of the themes that emerged included the gender division of labor, the impact of the double burden on mental health, adaptation strategies, and the role of social support and policies.

The first theme that stood out was the unequal gender division of labor. Almost all respondents emphasized that domestic work is still their primary responsibility, even though they also work outside the home. A 42-year-old respondent who works as an office employee said: "*After returning from work at 5pm, I still have to cook, wash, and help my children study. My husband does help sometimes, but usually only if I am sick or really don't have time.*" This narrative is consistent with quantitative data showing low levels of regular participation of spouses in domestic work.

The second theme was the impact of the double burden on mental and physical health. Many respondents reported experiencing chronic fatigue, stress and feelings of pressure. A 35-year-old respondent who works as a trader shared her story: *"I open my stall from morning until night, sometimes I finish at 10pm. After that, I still have to clean the house. I feel very tired, but if I stop, my family will have no income."* Stories like this show that physical and psychological pressures are experienced more severely by women who work in the informal sector with long working hours and uncertain income. The third theme is adaptation and time management strategies. Working women not only passively accept the double burden but also develop strategies to deal with it. Some respondents with higher educational backgrounds tend to share household tasks with children or utilize the services of household assistants. For example, a respondent with a bachelor's degree who works as an office employee said, *"I make it a habit for my children to clean their own rooms. So even though I am busy, the house is still taken care of."* In contrast, respondents with lower education relied more on themselves, due to limited access to external support.

The fourth theme was social support as a protective factor. Respondents who had extended family or lived close to their parents felt more supported. A 39-year-old respondent who works as a trader said: *"If I have to go to the market early in the morning, the children are usually left with my mother, so I feel calmer."* However, for respondents who live far away from extended family, the burden feels heavier. This shows the inequality of social support that determines the stress level and life satisfaction of working women. The fifth theme was gaps in workplace policy support. Respondents working in the formal sector complained about the lack of flexibility in working hours. A 45-year-old office worker said, *"Maternity leave does exist, but after that, we are still required to work as usual. There is no relief in working hours for mothers with small children."* Meanwhile, informal workers have no access at all to employment protection policies, so they have to manage everything themselves. These findings reinforce the quantitative results that family-friendly policy support is still very limited in Indonesia.

To clarify the qualitative results, here is a summary of themes and sample quotes from respondents:

MAIN THEME	DESCRIPTION OF FINDINGS	RESPONDENT QUOTE EXAMPLE
GENDER DIVISION OF LABOR	Domestic work remains primarily the responsibility of women	"After work, I still have to cook and take care of the kids."
IMPACT ON MENTAL HEALTH	Fatigue, stress, and psychological pressure	"I'm very tired, but if I stop working, my family will have no income."
ADAPTATION STRATEGY	Dividing tasks with children, utilizing household assistants, time management	"I make it a habit for my children to clean up their own rooms."
SOCIAL SUPPORT	Help from extended family, especially parents	"When I go to the market, I leave my children with

WORK POLICY SUPPORT	Lack of flexibility in working hours, lack of family-friendly policies.	my mother.” “There are no working hour waivers for mothers with young children.”
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From these qualitative results, it is clear that working women's experiences of double burden are not just about the number of hours they work, but also how social norms, structural limitations, and access to support shape their experiences. There is a strong link between the qualitative narrative and the quantitative data: low spousal participation in domestic work is associated with high stress, while lack of policy support at work decreases life satisfaction. Thus, this qualitative analysis shows the human face of the *double burden phenomenon*, that behind the quantitative numbers, there are emotional experiences, coping strategies, and hopes for structural changes that are more favorable to working women.

The integration of quantitative and qualitative results in this study provides a comprehensive understanding of the *double burden* phenomenon experienced by working women in Indonesia in the era of globalization. Quantitative analysis shows that the majority of respondents work an average of eight hours per day, with very low levels of spousal participation in domestic work. The data is in line with qualitative results that confirm that domestic work is almost entirely borne by women, even when they have formal or informal jobs. Thus, the triangulation between numbers and narratives reinforces the conclusion that traditional gender norms are still very dominant in shaping the division of domestic labor. The quantitative findings also show that more than 60% of respondents reported moderate to high levels of stress. This figure found resonance in the qualitative accounts, where many respondents described feelings of chronic fatigue, mental distress, and emotional burden from having to balance the demands of work and family. Narratives such as “*I feel so tired*” or “*I often feel depressed*” put a human face on the statistics. In other words, the quantitative data gives a measure of the prevalence of the problem, while the qualitative data gives depth to the understanding of how the problem is experienced daily.

Furthermore, the quantitative results show that education level has an effect on adaptation strategies in dealing with the double burden. Higher educated respondents were more likely to have access to domestic help or be able to share tasks with children. This was confirmed in the interviews, where respondents with a bachelor's degree explained their habit of teaching their children to be more independent in housework. In contrast, respondents with lower education more often face domestic workloads individually without external assistance. This integration confirms that educational factors not only influence the type of work but also the coping strategies for dealing with the double burden. Social support emerged as an important variable in both the quantitative and qualitative data. Statistically, respondents with wider social networks reported higher levels of life satisfaction. Qualitative results added that support from parents or extended family was a significant protective factor in alleviating the double burden. Stories of respondents leaving their children with their parents while working show how family solidarity still plays an important role in the Indonesian context. This

triangulation emphasizes the importance of viewing social support as one of the main mechanisms that enable women to survive the double burden.

In terms of policy, quantitative data shows the low access of working women to family-friendly policies, both in the formal and informal sectors. Qualitative results reinforce this finding through the narratives of respondents who complained about the lack of flexibility in working hours or the absence of protection for informal workers. This triangulation highlights structural gaps in labor regulations in Indonesia, which have not fully accommodated the reality of women workers' double burden. Overall, the integration of quantitative and qualitative data shows that the double burden of women workers is not just a matter of working hours, but a complex interaction between gender norms, education levels, social support, and policy structures. Numbers provide a macro picture of how big this phenomenon is, while narratives show the micro dimension of dynamic personal experiences. Thus, triangulation produces a richer and more complete understanding, while providing a strong basis for formulating policy recommendations that are more responsive to the needs of women workers in the era of globalization.

DISCUSSION

The results of research on the experiences of working women in Indonesia who face a double burden in the era of globalization show complex dynamics between the demands of domestic and public roles. Quantitative findings show that the majority of respondents are aged 30-50 years old with education levels ranging from elementary school to bachelor's degree, marital status is predominantly married, and main occupations include office employees and traders. The average formal working hours were recorded at around eight hours per day, not including domestic responsibilities. Qualitative data from interviews and FGDs revealed that the double burden was perceived as psychological and physical stress, with a variety of coping strategies used by respondents, ranging from family support to personal sacrifice of personal needs. The integration of quantitative and qualitative results through triangulation shows a consistent picture: the unequal gender division of labor still greatly affects women's social welfare.

This analysis can be explained through various theories. Structural feminism theory, for example, sees that women's subordinate position is the result of the social structure built by the patriarchal system. Patriarchy not only places men as the center of authority, but also institutionalizes the norm that domestic work is the responsibility of women (Tyas, 2021; You, 2021). In the context of this study, women workers face the reality that even though they contribute to the public sector through formal or informal work, they are still expected to carry out the main role in the household. This situation shows that social structures still limit the transformation of gender roles, even though globalization has opened wider access for women to enter the workforce.

Meanwhile, social feminism emphasizes interpersonal relations and everyday practices. This perspective reveals that the double burden is not only a structural issue, but also

arises from social interactions that occur in households and communities (Rahmawati, 2023; Setiyono & Imelda, 2021). Many respondents in the study recounted how husbands or other family members did not contribute significantly to housework, arguing that it was “women's work”. These narratives show the internalization of gender norms at the micro level, where women accept the double burden as normal despite their exhaustion. Social feminism helps to understand that women's struggles are not only in the realm of policies and structures, but also in intimate and everyday relationships that shape collective consciousness. This finding is also in line with the gender division of labor theory, which outlines how society has historically categorized roles based on gender. In this study, although women have been active in the public sector, domestic roles are still considered natural. This division has implications for inequality in leisure time, mental health, and self-development opportunities. Women who work eight hours in an office or trade are still required to take care of the home, children, and family needs. Thus, the gender division of labor is not just a matter of household economics, but also a reflection of cultural ideologies that place domestic work as invisible labor that is not valued financially or symbolically.

In relation to the theory of role strain or role conflict, this research shows how women experience pressure when their roles as public workers clash with their roles as mothers and wives. Respondents recounted experiences of dilemmas when having to choose between completing office work and attending children's school events, or between serving customers and taking care of the household. This role conflict often results in stress, guilt, and decreased life satisfaction. Role strain theory helps explain that the double burden is not only the quantity of workload, but also the quality of strain that arises from role clashes (Anglin et al., 2022; Hayman et al., 2021). This emphasizes the need for social support and policies that enable women to balance their roles without losing their identity and well-being (Agnew, 1999).

If analyzed through the theory of capitalist globalization, it is clear that global economic integration expands employment opportunities for women, but at the same time, it perpetuates new forms of exploitation. In the research, women traders in traditional markets and office workers both experience long working hours with rewards that are not proportional to the energy expended. According Mahfuzah et al., (2024) Globalization demands high productivity, flexibility, and efficiency, which often means increasing women's burden without reducing their domestic burden. The capitalist system also tends to trivialize the domestic work that the majority of women do, even though this work sustains the productive workforce. (Nasution et al., 2025; Wijaya & Loviona, 2021). Thus, women are at the crossroads between contributing to the global economic system and the family responsibilities that local social structures continue to maintain.

From a social welfare theory perspective, these findings indicate that the social support system for women workers in Indonesia is weak. Many respondents expressed a lack of access to childcare services, work flexibility, or adequate social protection. This causes the social welfare of working women to be at a vulnerable level. (Hu & Chen, 2020).

According to Alpago (2022), Social welfare theory emphasizes the importance of resource redistribution and state intervention in reducing inequality. In this context, the results show that existing policies have not fully addressed the needs of women workers, especially regarding the double burden. Pinker (2022) explains that more gender-sensitive policies are needed to provide an effective social safety net. Care theory provides an important perspective in understanding the results of this study. Women in the study identified the role of caring-whether for children, parents, or husbands-as core to their identity. However, these roles are often not formally recognized in economic calculations (Arnold & Ross, 2023). According to Katzin (2020), Care theory argues that care work has high social and economic value, even if it is not measured in money. Research findings show that many women sacrifice personal needs to care for family members, and this affects their well-being. As such, Kong & Belkin (2022) Opionated care theory helps assert that care work should be recognized, valued, and supported socially and policy-wise.

Combined, these theories provide a holistic understanding of women's position in modern Indonesian society. Structural feminism explains the macro context through patriarchy, social feminism highlights micro relations, gender division of labor theory emphasizes cultural ideology, role strain theory exposes psychological conflicts, capitalist globalization theory shows the political economy dimension, social welfare theory emphasizes policy and redistribution, while care theory underlines the intrinsic value of care work. All of these theories are consistent with the research results, which show women as central actors facing pressures from various directions.

From a practical perspective, this discussion shows that public policy needs to adopt a multidimensional approach. Efforts to reduce the double burden cannot be done only by opening up employment opportunities, but also through the redistribution of domestic roles, recognition of the value of care work, social protection, and more equal cultural changes. In addition, community and family support are key in reducing role conflict. For example, training programs for men in sharing domestic roles can accelerate cultural transformation. Likewise, the provision of public facilities such as childcare or flexible working hours can reduce the tensions of working women. In the long run, the integration of the theoretical perspectives of feminism, gender roles, role strain, globalization, social welfare, and care theory will enrich our understanding of the role of women in the modern era. This research provides evidence that although women have stepped into the public sphere with significant contributions, they are still bound to social and cultural structures that maintain an unequal gender division of labor. Thus, women's struggles are not only limited to access to the workforce, but also include the transformation of social relations, culture, and policies that support their overall well-being.

CONCLUSION

The conclusion of the research on the double burden phenomenon of women workers in Indonesia in the era of globalization shows that the issue of double burden is not only related to the domestic and public workload that is carried out simultaneously, but also

closely related to the social structure, culture, and political economy dynamics that place women in a vulnerable position. The quantitative research confirms that the majority of respondents are in the productive age of 30-50 years, educated from elementary school to bachelor's degree, with married marital status, and work an average of eight hours per day in the formal and informal sectors. This condition is exacerbated by domestic responsibilities that remain their main burden. Qualitative analysis through interviews and FGDs shows that women feel physically and psychologically exhausted, experience role conflict, and are forced to sacrifice their own interests for the sake of the family. Data triangulation confirmed that the unequal gender division of labor is the root of the problem that perpetuates the double burden.

From a theoretical perspective, the findings are in line with structural feminism, which highlights the role of patriarchy in maintaining women's subordination, and social feminism, which emphasizes the reproduction of gender norms in everyday life. Gender division of labor theory helps explain the perpetuation of the notion that domestic work is women's nature, while role strain theory describes the psychological conflicts resulting from role clashes. Capitalist theories of globalization reveal how the demands of economic productivity place a heavy burden on women, and social welfare theory points to the lack of structural support available. Care theory reinforces the argument that women's care work has intrinsic value, although it is often unrecognized. As such, this research emphasizes the urgency of more gender-sensitive policies, redistribution of domestic roles, and recognition of care work. Structural, cultural, and policy changes are key to improving the social welfare of working women. This research contributes to a comprehensive understanding of the dynamics of double burden and offers evidence-based recommendations for realizing greater gender equality in Indonesia.

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