



Discourse Analysis of The Phenomenon of Career Women in The Context of Family Resilience Through a Socio-Juridical Perspective

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Abstract

This study examines the phenomenon of career women in the context of family resilience through a socio-juridical perspective. The purpose of this study is to analyse the relationship between the dual roles of career women and family stability and welfare, and to identify the accompanying legal and social implications. Using the critical discourse analysis method, this study explores various aspects that influence the dynamics of career women's lives in maintaining a balance between professional and domestic responsibilities. The results of the study indicate that the role of career women has a significant impact on family resilience, both in terms of economics, social, and psychology. Economically, career women's financial contributions strengthen the family's economic resilience. However, challenges arise in terms of time division, childcare, and fulfilment of other family functions. This study also reveals the importance of legal and policy support that facilitates the balance of career women's roles, including regulations on women's workers' rights and family protection. The conclusion of the study emphasizes the need for a holistic approach in understanding and supporting the role of career women in family resilience, by considering the intertwined social, legal, and cultural aspects. Recommendations proposed include strengthening policies that support work-family balance, improving social support systems, and developing empowerment programs that pay attention to the specific needs of career women in the context of family life.

Keywords: Career Women, Family Resilience, Socio-legal Analysis, Role Balance, Family Policy

Introduction

The social transformation that has occurred in modern society has brought significant changes to the role of women in social and economic life. The increasing

phenomenon of career women in Indonesia reflects a paradigm shift from the traditional role of women as housewives to dual roles that include professional and domestic responsibilities. This change has given rise to various discourses in the social and legal context regarding its impact on family resilience.

Family resilience as the foundation of society is a crucial issue that needs to be studied comprehensively, especially in the context of the role of career women. Law No. 16 of 2019 concerning Marriage and Law No. 52 of 2009 concerning Population Development and Family Development have provided a legal basis for building family resilience. However, its implementation in the context of career women still requires in-depth study, given the complexity of the challenges faced in balancing dual roles.

Discourse analysis of this phenomenon is important to understand the social and legal constructions that shape public perceptions of the role of career women in the context of family resilience. Various discourses that have developed, both those that support and those that are concerned about the impact of career women on family resilience, need to be studied scientifically to provide a more comprehensive understanding. This study becomes increasingly relevant considering BPS data in 2023 which shows an increase in female workforce participation reaching 53.76%. This phenomenon raises various social and legal implications that need to be further studied, especially in the context of family resilience as the smallest unit forming society.

Literature Review

Discourse analysis is an interdisciplinary approach that examines how language is used in social and legal contexts. According to van Dijk (2008), discourse analysis does not only focus on linguistic aspects, but also on the social context that underlies the emergence of a discourse. In the context of the role of career women and family resilience, discourse analysis helps reveal how social and legal constructions shape society's understanding of women's dual roles.

Career women are defined as women who are involved in professional activities such as business, offices, and so on based on certain education and expertise (Munandar, 2010). From a legal perspective, women's rights to have a career are guaranteed in various laws and regulations:

1. UUD 1945 Article 27 paragraph (2) which guarantees the rights of every citizen to decent work and a living
2. Law No. 13 of 2003 concerning Manpower which regulates gender equality in the world of work
3. Law No. 39 of 1999 concerning Human Rights which guarantees women's rights in the field of work

Family resilience according to Law No. 10 of 1992 is a dynamic condition of a family that has tenacity and toughness and contains physical, material and

mental, spiritual abilities to live independently and develop themselves and their families to live harmoniously in improving physical and spiritual well-being.

Sunarti (2013) identified several indicators of family resilience: (a) Physical resilience (b) Social resilience (c) Psychological resilience (d) Interaction between the Role of Career Women and Family Resilience

The dual role of career women in the context of family resilience has been the focus of various studies. According to Widiastuti (2015), career women face challenges in balancing the demands of work and family. However, Rahmawati's (2017) research shows that women's involvement in the workforce can contribute positively to family resilience through: (a) Improving family economic welfare (b) Developing personal capacity that supports childcare (c) Strengthening social networks that support family resilience. The legal framework that supports the role of career women in Indonesia includes: (a) Regulations on maternity leave (b) Policies on breastfeeding facilities in the workplace (c) Protection against gender discrimination (d) Provisions on equal pay.

Several previous studies relevant to the socio-legal review of the role of career women in family resilience have been conducted by various researchers. The following is an analysis of these studies: Research conducted by Rahmawati (2020) examines the impact of the dual role of career women on family resilience from the perspective of Islamic law and Indonesian positive law. The results of the study show that career women face challenges in balancing domestic and public roles, but with family support and a good understanding of the law, family resilience can be maintained.

This study contributes to the understanding of the formal legal aspects of women's roles in the family. Kusumawati and Pramono (2021) conducted a qualitative study of 50 career women in Jakarta. This study found that factors that influence family resilience in career women include: Time management between work and family, Support from husband and extended family, Availability of support systems (babysitters, household assistants), Level of education and understanding of women's rights.

In his study, Widodo (2022) analyzed policies and regulations that protect the rights of career women in Indonesia. This study shows the importance of a balance between legal protection and flexibility in implementing policies to support the role of career women in strengthening family resilience. Research conducted by Nurhayati (2021) examines the transformation of women's roles in the context of modernization and its impact on family resilience. This study found that adaptation to social and technological changes is key to maintaining family harmony in career women.

Rahman and Sutrisno (2023) conducted a quantitative study of 200 families where the wife works as a career woman. The results of the study show a positive correlation between the economic contribution of career women and increased family welfare and resilience.

Based on the previous studies, Research Gaps Found that There has been no comprehensive research that integrates: Social aspects of family resilience, Legal aspects of protecting career women, Impact of policies on harmonization role

Method

This study uses a qualitative research method with a critical discourse analysis (CDA) approach. Critical discourse analysis was chosen because it is able to reveal the relationship between discourse, power, domination, and social inequality that occurs in the social and political context (Fairclough, 2013). This approach is appropriate for analyzing discourse related to the role of career women in the context of family resilience from a socio-juridical perspective.

Data Sources of Primary Data are: (1) Legal documents and regulations related to employment and family, (2) In-depth interviews with the Career women who are married, Family law practitioners, Family sociology experts, Policy makers related to women's empowerment. The Secondary Data: Scientific journal articles, Government publications, Related research reports, Mass media and news articles, Academic literature on career women and family resilience

Data Collection Techniques are: (1) Documentation Study namely: Collecting and analyzing legal documents, reviewing academic literature and related publications, collecting mass media coverage (2) In-depth Interviews namely Semi-structured interviews with key informants, Interview duration: 60-90 minutes per informant, Audio recording with informant consent (3) Observation namely Observing the dynamics of career women's families, Recording interaction patterns and role divisions.

Data analysis using Norman Fairclough's critical discourse analysis model consisting of three dimensions:

(1) Text Analysis (Micro) namely (a) Linguistic analysis of the text (b) Language use and (c) word choice Argumentation structure

(2) Discursive Practice Analysis (Meso) namely (a) Text production and interpretation (b) Intertextuality (c) Socio-cultural context

3. Social Practice Analysis (Macro) namely (a) Power relations (b) Developing ideology (c) Social implications

Findings and Discussion

A. Social Aspects of the Role of Career Women

1. Economic Contribution

Economic contributions can affect family welfare in three main aspects:

(a). Increased Family Income: Family income can be increased through various sources of income, such as permanent employment, entrepreneurship, or investment. When both parents work (dual income), this can significantly increase the total family income. Additional income from side businesses or home businesses can also help meet family needs.

Improving the skills and education of family members can open up opportunities to earn higher incomes.

(b). Stronger Financial Security: Stable income allows families to build emergency funds to deal with unexpected situations. The ability to pay for health and life insurance provides long-term financial protection. Good financial management helps families avoid debt and create economic stability. Diversification of income sources can reduce financial risk if one source of income is disrupted.

(c). Investment Ability for the Future; Adequate income allows families to save and invest for their goals long term. Investing in children's education can provide a strong foundation for their future. The ability to invest in assets such as property or stocks can create a source of passive income. Careful retirement planning through various investment instruments can ensure well-being in old age.

All of these aspects are interrelated and support each other. For example, increased income allows for stronger financial security, which in turn allows for more opportunities to invest. Successful investments can then generate additional income, creating a positive cycle of family financial well-being.

2. Impact on Childcare

Some impact on childcare is: (a) Development of children's independence (b) The role of co-parenting with a partner. (c) Quality time with family

1. Impact of Parenting on Children's Independence

Parenting plays a fundamental role in shaping children's independence. The right parenting pattern will help children develop self-confidence and the ability to complete various tasks independently. Parents who provide opportunities for children to try new things with appropriate supervision will help children develop initiative and problem-solving skills. On the other hand, overprotective or restrictive parenting can hinder the development of a child's independence.

Some parenting methods that support a child's independence: (a) Giving age-appropriate responsibilities, such as tidying up toys or making the bed. (b) Encouraging children to make simple decisions. (c) Praising children for their efforts, not just the results. (d) Allowing children to learn from mistakes in a safe environment

2. The Role of Co-Parenting with a Partner

Co-parenting is a collaboration between both parents in raising a child. When both parents are actively involved in parenting, the child benefits from the different perspectives and skills of each parent. Effective co-parenting creates a stable and consistent environment for the child. Important aspects of co-parenting

include: (a) Open and regular communication between partners about the child's development (b) Equal division of roles and responsibilities (c) Consistency in implementing rules and values (d) Supporting each other's decisions in front of the child (e) Resolving differences of opinion without involving the child.

3. Quality of Family Time

Quality of family time is not only about the quantity of time spent together, but more about how that time is used to build meaningful relationships. Quality interactions help build strong emotional bonds between family members and support the child's social-emotional development.

Ways to improve the quality of family time: (a) Create family routines such as eating dinner together or reading a book before bedtime. (b) Do activities that involve the whole family, such as playing or exercising together. (c) Listen actively when children talk about their day (d) Turn off gadgets and give your full attention when together (e) Plan vacations or special activities with the family.

These three aspects are interrelated and influence each other. Effective parenting requires a balance between providing support for independence, good partnerships between partners, and quality time with the family. The dynamics of a husband-wife relationship refer to the interactions and relationships that occur in the daily lives of a husband and wife. This relationship involves various aspects, including role division, communication, decision-making, and conflict management. Here is a further explanation of each of these aspects:

1. Division of Roles in the Household

The division of roles in the household refers to the responsibilities and tasks taken on by each partner in daily life. This division of roles can vary between couples, depending on culture, values held, and personal agreements. Some examples of common divisions of roles in the household include: (a) Roles in taking care of the house: One partner may be more responsible for housework such as cooking, cleaning, or caring for children, while the other may focus more on earning the family income. (b) Roles in childcare: The division of roles in caring for and educating children often occurs together, although some couples may prefer to prioritize the role of the mother or father in certain aspects, such as learning activities or daily care. (c) Household finances: Division of tasks in managing family finances, such as recording expenses and income, determining budgets, and making investment or savings decisions. It is important to remember that this division of roles must be flexible and adjusted to the abilities and desires of each partner.

2. Communication and Decision Making

Communication is the main foundation in a husband-wife relationship. Effective and open communication will create better understanding, strengthen emotional bonds, and facilitate joint decision-making.

- (a) **Healthy communication:** Husbands and wives need to communicate openly about each other's feelings, hopes, and needs. This includes talking about problems faced, sharing achievements, and expressing feelings honestly without fear of being misunderstood.
- (b) **Decision making:** In a husband-wife relationship, good decision-making should be done together, taking into account the opinions and desires of both parties. This includes important decisions such as finances, children's education, or decisions about where to live. Sometimes, big decisions need to be made by consensus, while small decisions can involve a short discussion.
- (c) **Emotional involvement:** In communication and decision-making, it is important for each partner to be emotionally involved and support each other, both in happiness and in difficulty.

3. Conflict Management

Conflict in a husband-wife relationship is normal, because each individual has a different background, desires, and views. What is important is how the couple manages the conflict so as not to damage the relationship are as follows:

- (a) **Constructive approach:** When conflict arises, couples need to find a solution that benefits both parties. Instead of blaming or attacking each other, it is important to focus more on the problem at hand and find a way to solve it together.
- (b) **Openness and empathy:** In dealing with conflict, the ability to listen attentively and empathize with the partner's feelings is very important. Each partner must be able to respect each other's feelings and avoid actions that can increase tension.
- (c) **Problem solving:** One effective way to manage conflict is to talk rationally to find a solution that is fair to both parties. If necessary, they can consider seeking help from a third party, such as a counselor, to help solve the problem.
- (d) **Forgiveness and acceptance:** Conflicts that are resolved well lead to the process of healing and strengthening the relationship. It is important for couples to be able to forgive each other and move on with more wisdom. Overall, the dynamics of a husband-and-wife relationship are about how partners work together, respect each other, and manage the differences and challenges they face together in their married life. Open

communication, fair division of roles, and the ability to manage conflict will strengthen their bond and help build a more harmonious relationship.

3. Cultural Aspects

Cultural aspects influence how families adapt to changing values and lifestyles. This aspect relates to how traditions and social norms influence patterns of behavior and relationships within the family.

- Shifts in Traditional Values

Shifts in traditional values can influence the perspectives and actions of family members. In a society that is constantly evolving, new values often conflict with traditional values. Family resilience will be tested by the family's ability to adapt to these changes without losing important cultural identities.

- Gender Role Adaptation

Changes in understanding gender roles within the family, such as the increasing role of women in the workforce or sharing household tasks, can strengthen family resilience. This adaptation requires good communication and understanding between family members, so that roles and responsibilities can be shared fairly and equally.

- Parenting Transformation

Changes in child-rearing patterns also play a major role in family resilience. Parents who are able to adapt to a more democratic parenting approach and support their children's psychological development will create more harmonious relationships and support the growth of children who are physically, mentally, and socially healthy.

Discussion

This study reveals that the role of career women has a significant impact on family resilience from various aspects, including economic, social, and psychological. This role is increasingly relevant with the growing role of women in the world of work, which also brings changes in family structure and dynamics.

1. **Economic Impact:** One of the main impacts of career women is the financial contribution that strengthens the family's economic resilience. Career women not only help meet family needs but also enrich financial resources that can be used to support children's education, health care, and daily needs. Research by Jalil et al. (2021) shows that families with two sources of income have better economic resilience, especially in the face of financial crises. However, although career women's financial contributions are very large, they often face challenges in dividing their time between work and family. An unbalanced division of time can have an impact on the quality of family life and affect relationships between family members. Research by Sari and Maulana (2020) shows that although career women have higher

incomes, the imbalance of time between work and family can reduce satisfaction in family relationships.

2. **Social Impact:** Career women often face gender stereotypes that influence society's view of their role in the family. However, career women can set a positive example for their children, especially in terms of gender equality and hard work. Research by Nugroho and Widodo (2022) states that children who grow up in families with working mothers tend to have more open views on gender roles and self-efficacy. However, social pressure can also arise, especially for women who feel burdened with expectations to succeed in both areas—as professional workers and as housewives. This has the potential to cause stress that disrupts the family's social well-being, which must be managed well to maintain balance.
3. **Psychological Impact:** From a psychological perspective, the role of career women can contribute positively to increasing women's self-confidence and empowerment. By being financially independent and having a career, many women feel more valued and satisfied with their roles. However, the double burden they carry between work and childcare can cause stress and anxiety. Research by Putra and Fitriani (2023) shows that career women who do not have adequate support often experience mental exhaustion, which can affect their psychological health.
4. **Legal System and Policy Support:** In facing these challenges, it is important for the government to provide support in the form of legal systems and policies that facilitate the balance of career women's roles. This includes protection of women's workers' rights, such as maternity leave, protection from gender discrimination, and flexible working hours. A study by Kusnadi (2021) suggests that more inclusive policies, such as providing paternity leave and easy access to childcare facilities, can support career women in carrying out their roles in a more balanced way.

The role of career women does have a major impact on family resilience, both in terms of economics, social, and psychology. The financial contributions they make increase the family's economic resilience, but challenges in dividing time and caring for children remain. To support this balance of roles, policies are needed that better support women's workers' rights and more comprehensive family protection. The government and companies must play an active role in creating a family-friendly work environment to support better family resilience.

Conclusion

The conclusion of the study emphasizes the need for a holistic approach in understanding and supporting the role of career women in family resilience, by considering the intertwined social, legal, and cultural aspects. In addition, the role of career women has a positive impact on family resilience, especially in terms of economic aspects and human resource development. However, comprehensive

legal system support is needed to ensure a balance between career and family. Family resilience is greatly influenced by various interrelated aspects, namely economic, socio-psychological, and cultural. Families that are able to manage these three aspects well will have stronger resilience in facing various life challenges. This includes fulfilling material needs, developing healthy social relationships, and the ability to adapt to cultural changes that occur in society. Recommendations proposed include strengthening policies that support work-family balance, improving social support systems, and developing empowerment programs that pay attention to the specific needs of career women in the context of family life.

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