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Dual Roles of Women Working at Warehouse in Increasing Family Economy

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Abstract. The role of women in various aspects of life not only demands equal rights between women and men, but also states that their function has meaning in community development. The economic condition of the family is the main reason for women to work. Family income that does not increase causes women who were originally in the domestic sector to participate in the public sector to help the family economy. The purpose of this study is to describe how the dual role of women and the impact of the dual role of women working in the warehouse in improving the family economy. This study uses a qualitative method with a descriptive analysis approach. The data sources used were primary data and secondary data. Data collection techniques were carried out by observation, interviews and documentation. data analysis techniques through data reduction, data presentation, and drawing conclusions in research. The results of the study state that women's dual roles include traditional roles and transitional roles, when carrying out their public roles women must divide their time in carrying out both roles. women who are married and work are the demands of the family's economic needs. Because most of their husbands only work in the private sector, the amount of income is not sufficient to meet the needs of family life. The positive impact is that it can increase family income, build a sense of mutual understanding between family members, and increase family status. While the negative impact is felt by children, attention and affection are reduced, and attention in terms of education is also reduced because both father and mother work outside the home. They delegate childcare to other family members.

Keywords: The role of women, the family economy and the warehouse

1 Introduction

Labor can be interpreted as a population who can work productively. The large increase in women from year to year has the potential to be one of the supporting elements of development whose existence does not need to be doubted, either playing a direct or indirect role (Mayaswari & Murjanayasa, 2015). Continued economic growth in a country with the expansion of various tertiary sectors of the industrial economy has led to an increase in jobs requiring female workers (Haghighat, 2002).

Women have traditional roles and transitional roles in their households. The traditional or domestic role of women as wives, mothers and household managers, while the transitional or public role of women as workers, community members and development aim to achieve a

decent life and improve welfare (Rahmaharyati, et al. 2017). With the existence of working women will be able to raise the welfare of the family (Tumbage, 2017).

The participation of women in various aspects of life at this time not only demands equal rights between women and men but also states that their function has meaning in community development. The economic condition of the family is the main reason for women to work. The increasingly uncertain economic situation, increasing basic prices and non-increasing family income have caused women who were originally in the domestic sector (taking care of the household) to participate in the public sector to help support the family economy (Handayani and Artini, 2009). And once society accepts the integration of women in the labor market, this will affect their decisions about the type of work that women choose (Nazier and Racha, 2018).

The involvement of women in earning a living reduces the time devoted to household activities and requires a division of labor among all family members. The time that a woman devotes to earning a living gets a reward in the form of income so that a woman can contribute to family income (Eliana and Rita, 2007). Women are required to share their roles in order to run well and balanced in meeting the needs of their families in order to prosper (Kim and Lydia, 2004), therefore according to Setyonaluri (2014), women in developing countries such as Indonesia generally withdraw from the workforce when getting married or being a mother

Labor force's ever-increasing participation level affects not only male labor force but also female one. Moreover, modernization advance and globalization change the demand for women's role. This changing demand eventually makes gender equality more visible. Women begin to enter into public space for some reasons: their own desire or a must making them leaving domestic space, in turn called women advance.

As working women, their participation in the public is not easy. In addition to building on some reasons, it is also affected by decision making and deliberation processes to enter into work realm. Daulay (2015: 280) suggests that women should get their husband's permission and *ridha* to leave their domestic chores to go to public domain. Women should also reconsider their children nurture when they have status of mother and women working out of home all at once. It is that generate a phenomenon of dilemma among the women to keep working for any reasons underlying or to stay at home playing their role as housewives with daily task of dealing with domestic chores or even eventually to play both roles as dual roles.

Some factors underlying women advance have been mentioned by Abdullah (2001:104): the shift inside women themselves and the shift of value, norms pertaining to the change of institutional role. The division of role sexually between male and female as the oldest and strongest society institution has been constructed since a long time ago. The division of role puts women around household, with the main duties of giving birth and raising children, catering on husband and children in order to make the house tranquil. However, since the transformation of women, particularly in attending high education, women are eventually required to learn and to have independence to develop themselves as human beings corresponding to the talent they have.

The number of male populations in Indonesia based on SP 2020 is 136.66 million people or 50.58% of Indonesian populations, while that of female ones is 133.54 million people or 49.42% of Indonesian populations. In other words, women also have equal right to men to contribute to promoting the national development. Just like men. Women also can use their rights in various aspects of life. It has been mentioned in Articles 27, 28, 28A-J, 30 clause (1), 31, 32 clauses (1), 33, and 34 of 1945 Constitution (UUD 1945) about human rights stating that every citizen deserves equally reasonable occupation and livelihood, state defense effort,

living, education, self-promotion, legal guarantee, freedom to choose creed, freedom to unite, and etc.

The increased participation of women in economic activity is characterized with the increase in the number of women seen in the occupation out of household (outdoor activities). It can be seen from the increase in women's participation over times. An increase also occurs in the number of occupational fields into which women enter and dominate gradually, in which the fields are still dominated by men before. Women's participation in various job fields was a prominent phenomenon occurring in 1980s (Abdulah in Wahidah, 2008).

Being women with many roles is not easy to imagine. Additional skill and knowledge are required to support the roles undertaken by the women. If women want to work to help their husband, she should have an ability of working in the job field they work on. Women playing dual roles will have different time management compared with those playing single role. The working women not only spend leisure time, but they want to improve their own and their family's standard of life.

The role of women in job realm has contributed considerably to family welfare, particularly in economy. The number of working women will keep increasing for some reasons: increased learning opportunity, successful family planning program, many daycare facilities available, and technology advance enabling the women to handle family and job problems all at once. The improvement of work participation affects not only marketplace constellation but also women's and their family's welfare.

The working women will increase family's income and can automatically improve nutrition and health qualities of all family members. Such condition makes women play two roles all at once: domestic and public. Considering the elaboration above, this research aims to describe the women's dual roles, the effect of dual roles of women working in warehouse in improving the family economy.

The urgency of the research is that there is a decision for women to work. Based on the number of dependents in the family, the greater the number of dependents will provide opportunities to participate in work, even though the number is small. This is in line with Dewi (2012), where the more women who have children and dependents in their families, the more effective the time used for work. That's what makes this research carried out considering the total number of employees is 5870 people consisting of 4320 male employees consisting of and 1080 female employees, 570 people as drivers, all of whom are male. While the type of company as in the table.

Table 1. Types and number of companies

Type of Company	Number of Companies	Percentage
EMKL (ekspedisi Muatan Kapal Laut)	200	56
Forwader	100	28
Trucking	90	11
Warehouse	20	5
Jumlah	360	100

Source: data in the field processed, DPW ALFI Central Java and DIY, 2020

Women's Dual Roles

Tumbage (2017: 7) states that dual roles are two or more roles played at the same time; in this case the role intended is the role of a woman as a wife for her husband, a mother for her children, and a woman with outdoor career. Double role is called cultural dualism concept,

involving the presence of domestic and public environment concepts. Double role is mentioned with cultural dualism concept, the presence of domestic sphere and public sphere concepts. The paradigm of family's job division within society is that husband is in public sphere as the main breadwinner within family, while wife is in domestic sphere managing household and take care of children at home. It is confirmed by Dowling as cited in Ihromi (2004: 30).

Naomi Wolf, a feministic figure, in Dwi (2011: 362) states that an attempt of improving women's life needs bravery to socialize feminism idea rationally and sympathetically to change feminism into human as feminism is a concept of personal self-esteem and self-esteem of all women. In the presence of women emancipation, the role of women in the past was different from that in the present. Women were only allowed to be at home in the past and many women do many outdoor activities in the present, one of which is working (Ninin Ramadhani, 2016).

Haryati (2012) states that when women is in public world (working) where the professionalism is require, they cannot leave their domestic (household) world and remain to be responsible for their household continuity, so that some new problems often arise in women's life. Of course, men do not encounter this position. It is unlike men who can work discretionarily out of home without being responsible for house cleanliness and children nurture. An individual with dual roles means the one playing more than one role at the same time. The role an individual plays, according to Newman and Newman (2005), is a behavioral pattern constituting the community's expectation.

Thus, it can be concluded that dual roles are more than one behavioral pattern an individual has, as expected by the society or community. Women's dual roles, according to Gunarsa and Gunarsa (2000), consist of: 1) women as family members who inspire about the representation of life meaning and their role as a woman and a member of family, 2) women as wives who help husband determine values to be the goal of life, who color daily life and family: (a) being husband's dear, (b) being servant in helping relieve husband's burden, (c) being husband's companion who builds relations in the implementation of social responsibility, dealing with and solving problem herself or jointly, if necessary, and (d) being a financial manager delegated by husband.

Double Burden

The stereotype of society that women are diligent, thorough, tenacious, patient is very suitable to take care of all household needs. As a result, all domestic work is the responsibility of housewives. For mothers who work will have an additional role in addition to taking care of the household also have to take care of work outside the home. The existence of this dual role that is carried out at the same time finally gives a double burden for working mothers. Double burden is a condition where one party (male or female) receives more workload than the other party (Hidayati, 2016: 109).

The role of mothers who work outside the home is not necessarily followed by a reduction in the workload of mothers in the household. This is due to the view that women's work in the household is permanent. In a poor family, a mother has no other choice but to work inside and outside the home, so she has to bear this double burden alone. While in a rich family, a working mother has the possibility not to experience a double burden because domestic affairs are partly assisted by household assistants. It is these household assistants who are victims of the existence of gender bias in the community. Household work that should be done alone but is eventually substituted for household assistants is essentially only reducing the role of housewives, not eliminating that role directly.

Household work done by women is considered inferior to men's work, so it is assumed that these activities are not productive. The impact is that all household work done by mothers is not taken into account in the country's economic statistics so that the income of women with the same type of work as men is very low (Mosse, 2002: 58). Due to gender bias, from an early age women and men have been internalized to pursue their gender roles. Culturally, men are not required to do various domestic jobs. This is the reason that culturally and structurally perpetuate the workload of women (Fakih, 2006: 21-22).

An unequal division of labor will place a workload on one party who is dominated. In this context, it is women who are disadvantaged because men do not help with housework which should be shared together. The existence of a division of labor in the household and the husband's awareness of the double workload is a solution that is expected to relieve the double burden of working mothers. Mothers who work outside the home do so to help their husbands in getting additional income, so there must also be awareness from the husband to help with household chores, the wife who has helped support the family.

The double burden of women becomes a problem when it requires women to be in a choice that is not an option. Women have to choose whether it is better not to marry in order to be successful at work or to marry and be housewives. Actually, the problem of women's double burden lies not in the existing burden but rather on the impact of the double burden itself on family ties.

Consequence and Conflict of Dual Roles

Dimensions of dual roles conflict, according to Greenhouse and Beutell (in David, 2003), are bidirectional and multidimensional. Bidirectional dimension consists of 1) Work-family conflict, the conflict arising due to job responsibility disturbing the responsibility to family. Netemeyer et al. (in Hennessy, 2005) describes work-family conflict as a form of conflict between roles in which generally work-related demand, time, and tension disturb the responsibility to family.

So, it can be concluded that work-family conflict is the one arising because work responsibility disturbs family responsibility in which generally work-related demand, time, and tension intrude on the family responsibility. 2) Family-work conflict, the one arising because the family responsibility disturbs job responsibility. Netemeyer et al. (in Hennessy, 2005) describes family-work conflict as a form of conflict between roles in which family-related demand, time, and tension disturbs work responsibility.

Furthermore, Greenhouse and Beutell (in David, 2003), multidimensional characteristic of dual roles conflict results from each of directions in which both work-family conflict and family-work conflict have 3 dimensions respectively: time-based conflict, strain-based conflict, behavior-based conflict.

Greenhaus and Beutell (in Hennessy, 2005) defines three dimensions of dual roles concept: 1) Time-based conflict, the one occurring because time used to fulfill one role cannot be used to fulfill other roles, meaning that at the same time an individual encounters dual roles conflict or cannot do two or more roles all at once; 2) Strain-based conflict, in which the tension or strain resulting from one of role makes an individual fulfills other roles' demand difficultly. For example, a mother who has worked along day will feel tired and it will be difficult for her to sit down and to accompany her children doing their homework comfortably.

This role strain may include stress, increased blood pressure, anxiety, bad temper, and dizziness; 3) Behavior-based conflict, the one arising when an expectation of an behavior is different from the expectation of other behaviors. For example, a woman constituting an executive manager of a company is expected to do her job aggressively and objectively, but

her family has different expectation from her. She should behave as expected in the office and so should she when interacting with her family at home.

Factors affecting dual role conflict, according to Stoner et al. (1990), are: 1) Time pressure, the longer the time used to work, the shorter is the time for family; 2) Family size and support, the more the number of members, the higher is the number of conflict, and the more the family support, the less is the conflict; 3) job satisfaction, the higher the job satisfaction, the lower is the conflict; 4) marital and life satisfaction, there is an assumption that women working has negative consequence to her marriage; and 5) Size of firm, the number of workers in a company likely contributes to the conflict of dual roles within an individual.

Women in Work Realm

In industrialization 4.0 era, industrial sector is the activator of development; the sector basically highly needs workers constituting one of components in production process. The contribution of women to economic development can be seen from the increased participation in labor force. As an indicator, women's participation in economic development is reflected on the participation of women in labor force growing faster than that of men in 1975-2017.

Additionally, the gap of career achievement often occurs in the women. The problem arises because some parties, particularly community and company, still implement bias gender against women. Some constraints still appear as well in doing job, related to its reproductive function, particularly when fulfilling their obligation of breastfeeding exclusively.

Women's participation in occupation field is not taken into account, so that the size of wage received by women is lower than that received by men. With the same education level, female workers receive only 50 – 80% of wage received by male workers. In addition, many women work in marginal occupations like casual worker or family worker without wage or with lower wage. They do not get law protection and welfare benefit (Hastuti, 2005). It is because there has never been a recognition of their job's concrete contribution, so that their job is considered as side job or a part of family worker that has never been waged, or worker without wage.

Basically, the increased participation of women in industry is predictable, because women have contributed considerably to rural community's job market in farming and social sectors. Two factors underlying the increase in the women's job participation are increased supply and increased demand (Tjiptoherijanto, 1997). Firstly, in supply aspect, the increase can be seen from the increased education level of a woman and the decreased birth rate. It is in line with the public's recognition of women who work out of home. Secondly, viewed from demand aspect, industries grow rapidly in this era and therefore more workers are required, particularly female workers, for example in textile and garment industries.

Another phenomenon appearing and encouraging the women to enter into job opportunity is the higher life cost that cannot be supported by a single breadwinner only. This phenomenon surfaces and can be seen obviously particularly in urban families. A woman's tendency to work in public sphere will surely have implication and social consequence, such as: parents' reduced attention to children leading to juvenile delinquency and the loose family relation and even broken household.

Industrialization can accelerate women emancipation as it enables women to get job beyond household. Industrialization, of course, will affect family. Because women's energy is exploited in factories, some changes occur in the functions of family members. Economic changes are highly affected by some inventions substituting engine power for human power.

Thus, it leads to the higher number of women working in factories and offices. This change has destroyed an old assumption that men should be in the field and women should be

in the kitchen. It also makes wives and women have equal degree of freedom to their husband or men (Khoirudin, 2002: 94). Working in factories becomes an ideal for many more young women as it gives them opportunity of expanding interaction and trying self-actualization. Mass-product factories can employ from hundreds to thousands of workers. Factory prefers employing female workers particularly because they are qualified in the strategy of suppressing production cost.

Such preference results from the image of women as the consequence of socialization of gender ideology. Capitalism has reduced women's role to the holder and the executor only, by emphasizing on their reproductive function, and therefore they lose a variety of opportunities to access to own production equipment's. Additionally, the economic values of their activities are also denied.

Even, when they worked, they did side job only. Women have worked since a long time ago, but it was not until modern industry era that they were entitled to enter into job market, to be self-worker, to get job and promotion without men's help or permission. Despite in very little number, women have been given high position in any types of job. In this early century, only very few women did work, merely those who were encouraged to do so due to poverty. Now many women work to increase their family's standard of life or because they want to.

Thus, women's opportunity of entering job realm and their existence in work realm are opened more widely. It is in line with the intense global development and industrialization occurring (Goode. 2004: 153)

Research Problems

The research problems are as follows:

- a. what is the dual role of women working in the warehouse?
- b. What is the impact of the dual role of women working in the warehouse in improving the family economy?

Research Objectives

While the objectives of this study are:

- a. to describe the dual role of women working in warehouses, and
- b. to describe the impact of the dual roles of women working in warehouses in improving the family economy.

2 Methods

In this study, the author employed a qualitative method with descriptive analysis approach. The author is aware of the easy access to the research with qualitative method because she can interact directly with the object of research, so that she will more easily search for information needed in the research, share perspective, identify character of individuals or groups studied, and obtain description based on accurate data factually.

There are two types of data source used in this research: a) primary data obtained from the result of observation and direct interview with the subjects of research selected based on the criteria of participating directly in the next research, and b) secondary data, the one obtained to support the analysis of research problem. It includes document, legislation, literature, report, and archive issued by government relevant to the problem studied. Techniques of collecting

data used were interview, documentation or picture taking for research purpose. Then, techniques of analyzing data used were data reduction, data display and conclusion drawing.

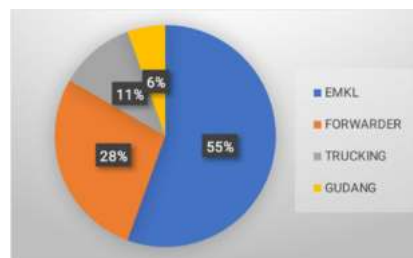
3 Finding

The phenomenon of working mothers is an interesting study to study today, especially working mothers who are in the lower middle class. This is because the reason and motivation for them to work is to meet the needs of the family and help improve the family's economy. that the economic condition of the lower middle-class family forces the wife to help her husband earn additional income in order to support the family's survival. In addition to helping household income directly through cash wages earned, housewives also often contribute indirectly to household income. This can be seen from the various activities that housewives do directly to support and facilitate the activities of their husbands in the household directly.

The existence of multiple roles carried out by women, including social roles, often causes conflict because often expectations and reality do not match or even between one role and another cannot work harmoniously. In general, this conflict occurs due to pressure because they feel they do not have good capabilities to carry out these dual roles which result in both roles being unable to be carried out optimally. The pressure that causes this conflict is triggered because the dual role also places a double burden on working mothers. This condition does not apply to all housewives.

For middle to upper class housewives who have sufficient income to pay for household assistants to carry out domestic roles at home. In contrast to upper-middle class housewives, lower-class housewives with low incomes due to poverty require housewives to also work outside the home. One of the causes of poverty is the high unemployment rate.

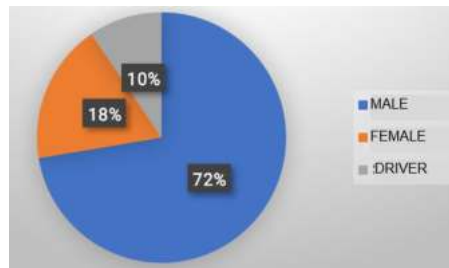
The result of research data processing shows information coming from Central Java and DIY Regional Representative Board of ALFI/ILFA (Indonesian Forwarder Logistic Association) indicating that by type of business there are 200 companies operating in EMKL (Ship Cargo Expedition), 100 forwarder companies, 90 trucking companies, 20 warehouse companies, with total of 360 companies as presented in the figure below.



Source : Field data, processed in 2021

Fig 1. Types of Business affiliated with Central Java and DIY ALFI

Meanwhile, there are 4300 male employees and 1080 female employees, 570 drivers, with total of 5970 employees. By types of business and number of employees working, there are 480 employees consisting of 365 males and 115 females, working in warehouse. The detail is presented in the figure below.



Source: Field Data, processed in 2021

Fig 2. Number of employees working in the companies affiliated with ALFI

Women's participation in warehouse industrial sector is still low. Although actually the women's opportunity of working in Warehouse is very good, but there is a strong reason related to the existence of women, utilizing the occupation in the Warehouse dominated by male workers. Considering this, the author wants to describe further the problem related to dual roles of women working in warehouse in improving the family economy.

3.1 The Dual Roles of Women Working in Warehouse

The motivation of women who play dual roles in Central Java and DIY to prefer working in warehouse in improving the family's economy is not only to help suffice the economic need but also to develop their personality aspect through their job and career by applying skill, knowledge obtained from formal and informal education. Career women should be a super successful woman within family and out of home. Family support and motivation contribute very considerably to the women who perform dual roles, particularly in minimizing stress related to their double roles as career woman and housewife.

In general, women have two roles, namely, firstly, as wives and housewives and secondly, as partners to earn a living for their household life. occurs because of family support. Wives tend to choose to collect income together with their husbands to meet household needs together rather than relying solely on their husbands' income. The obligation of women in the household is to regulate and pay attention to household activities. Meanwhile, their rights are to determine and manage the budget, arrange food menus, and others related to household. Women's participation not only demands equal rights, but also states that its function has meaning for development in Indonesian society. Women's participation involves traditional and transitional roles, traditional or domestic roles include women's roles as wives, mothers and household managers.

Woman is a creature created with various strengths contained in the role she does in daily life, so that some problems will arise due to the woman's role. Woman works not merely to spend leisure time or to develop career, but also to earn living because her husband's income cannot suffice their family's need. If husband's income cannot suffice daily needs, in addition to doing domestic chores woman should do other jobs out of home even despite low wage. Most importantly, what they do can help improve their family's economy.

Education is one of the variables that have a relationship with the level of income. Thus, higher education has a positive effect on gender dynamics and in providing opportunities to speak out and contribute to decision making processes in their families. The higher the level. The results of research in the field show that the higher the level of education, the higher the outpouring of women's working hours. There is a positive influence on the level of women's education on the outpouring of women's working hours in the public sector. The level of

education has a positive and significant effect on the outpouring of women's working hours in the public sector.

Basically, human works for certain purpose, to fulfill his/her needs. The need is inseparable from daily life. During his/her life, human needs many things, like food, clothing, house, education, and health. In this more advanced globalization era, not only primary need but also secondary and tertiary needs should be fulfilled. The price of life needs is getting more expensive over times, so that human, particularly the married one, should work more vigorously to earn money in order to fulfill the life need and to suffice the family's economy. A family's economy is highly affected by family income originating from household head or husband's income. However, not all needs can be fulfilled, or husband's income cannot suffice all the needs. Therefore, woman should work out of home, in this case in warehouse industrial region to earn additional income to suffice their family's life needs.

Woman's participation outdoor activities implies that she has attempted to reconstruct her life history, by constructing a new identity for herself, not only as mother or wife, but also as worker or career woman. In public role, woman as worker participate actively in economic activity (earning living) in various activities corresponding to skill and education she has or job opportunity available.

Woman's participation in working results in dual roles, in which she is required to participate in development and to help fulfill the family's economy, on the other hand she is also required to undertake her main duty in the household as well as possible. The reason why the married women work is that the demand of family's economic need. Because most husbands work in private sector, their income cannot suffice their family's life need. Thus, through working the married women can help their husband suffice their family's economic need.

In the process at the research location, there are 2 main obstacles faced by women in carrying out dual roles, as follows:

- a. Barriers are external, among others, the problem of the order of socio-cultural values that do not yet have gender awareness. For example, the wages of female workers are lower than male workers even though female workers carry out the same type of economic business as men. This is because the order of socio-cultural values in the world of work still divides work sexually which is unfair.
- b. Barriers are internal that come from within oneself where there is no readiness, willingness, and consistency in the struggle so that they can be recognized and appreciated by other parties. Providing opportunities with concessions cannot be maintained in the long term in the future. Women must prepare themselves according to their potential whether they will have a career in professional or political.
- c. Barriers to the government system include the laws and regulations.

3.2. Effect of Dual Roles Played by Women who Work in Warehouse

The effect of dual roles played by women who work in warehouse in increasing the family's economy in Central Java and DIY in this study is that women as worker, in fact, obtain more limited job opportunities than the men, even in developed countries. The women's type of job is highly determined by sex; it is in contrast to the type of job for men. Women's job is always connected to domestic sector.

Generally, women who work in non-domestic jobs like teacher, nurse, shopkeeper, and secretary needs more manual skills. To poor women, working is not an offering but a strategy to support the economic need. Women are concentrated on low-waged job for two reasons: firstly, patriarchic approach explaining that woman is subordinate to man: this asymmetric

relation may occur due to cultural effect. Secondly, group power relation system approach. Minority (women) group is considered as encountering subordination both politically and economically. Women's limitation as an individual (human capital) in the terms of education, experience, and working skill, job opportunity, and ideological factor requires them to enter into job opportunity with low status and wage, so that most women are exploited.

Those factors are interconnected like an endless circle. Individual's limitation in job opportunities (if any, it belongs to marginal one) are the disadvantages to women. In addition, women's connection to domestic activities makes their moving space limited, so that they choose the low-waged jobs close to their house with lower competition with men. This condition is a phenomenon of discrimination and segmented women in informal sector, as characterized with low wage, limited opportunity, limited promotion opportunity, and unavailable social security. In addition, it can be said that the scope of men and women is divided into two castes: other things are equated but men remain to have better position and higher wage.

Working women or mothers exert both positive and negative effect on the family life that can be felt by other family members. The positive effect includes the increased family income, the built sense of understanding between family members, and the improved status of family. The negative effect includes social impact felt strongly by children, their mother's reduced and affection and attention to their education because their parents have worked out of home. They delegate their child nurture to other members of family or others.

Opportunities for women to work require women to have skills as well as education so that it will increase the opportunities for women to enter the world of work productively and efficiently. Better education of women can also encourage economic growth, the supply of women's labor depends on educational attainment. Education can expand women's skills so as to increase women's employability. So that at this time the achievements of women in urban Semarang where the research location can be seen from their success in education and also careers in their work.

Education has an important role in women's labor force participation. The longer a woman is in school, the tendency of women to participate in the labor market will also increase. An increase in the length of schooling for women by one year will increase the tendency of women to participate in the labor market; In other words, the higher the education level of a woman, the greater the labor participation of the woman. where the level of education affects women in working to earn a living. Thus, more time can be used productively outside the household.

Another factor that influences women's decisions to work is the number of dependents in the family, the more the number of dependents will provide the opportunity to participate in work even though the number is small. where the more women who have children and dependents in their families, the more effective the time used for work. Related to the dependency ratio, where the number of elderly people has a positive vulnerability to increase the involvement of family members in the household, it encourages women's economic activities, meaning that the large number of dependents in the family greatly affects women's participation in work.

4 Conclusion

From the result of research, the author can conclude as follows. Women undertake dual roles because it has been a consequence they should assume, and it has been their responsibility. They cannot choose one of them, because being career women and being housewives are two roles they should play at the same time. Being career woman is an achievement wanted and has big responsibility to parents who have sent them to school. Achieving these is not easy; therefore, most women cannot leave their job. Similarly, being housewives is a need because as a human being, the need for having family is important. Taking care of husband, child, and house is the women's duty as housewives to serve their family in order to create the family wanted.

The effect of women who play dual roles as housewives and workers can be explained as follows. Women or mothers who work can bring positive and negative impact on their family life that can be felt by other family members. The positive impact includes the increased family income, the built sense of understanding between family members, and the improved status of family. The negative impact includes social impact felt strongly by children, their mother's reduced affection and attention to their education because their parents have worked out of home and delegate their child nurture to other members of family or others.

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