

Persepsi gender pada perubahan pembagian tugas dalam ranah publik dan privat di Jepang studi kasus Perusahaan Kurabo = Gender perception in the changes of division of labor in public and private domain in Japan Kurabo group case study

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Abstrak

[Tesis ini membahas pengaruh kebijakan pemerintah terhadap kebijakan perusahaan Kurabo Group di Jepang, khususnya kebijakan-kebijakan yang berkaitan dengan ketenaga kerjaan dan kesetaraan gender dalam perusahaan dan perubahan pandangan karyawan dan karyawan perempuan perusahaan Kurabo Group terhadap perubahan pembagian tugas secara gender di Jepang. Dengan metodologi wawancara, angket dan kajian pustaka, penelitian ini menemukan bahwa kebijakan pemerintah yang berkaitan dengan perusahaan di Jepang tidak memiliki pengaruh yang signifikan terhadap pengambilan keputusan kebijakan dalam perusahaan. Karena itu, perusahaan masih memiliki pengaruh yang kuat dalam mengubah masyarakat. Para pekerja pun beradaptasi sedemikian rupa dengan perubahan yang ada sehingga pandangan mereka terhadap pembagian tugas berdasarkan gender yang lebih egaliter pun terlihat positif meskipun sebagian besar masih tidak bisa lepas dari konsep-konsep pembagian tugas berdasarkan gender yang mengikat.]; This study examine the influence government's laws and regulations to Kurabo Group's labor force and gender equality related policy, as well as the change of worker's attitude toward the changes of gender division of labor in Japan. This study found that government's laws and regulations do not have a significant impact to a company's policy makers' decision. Hence, companies in Japan still have stronger influence to change the society. In the other hand, workers have adapted to the existing socio-demographic changes and showed a positive attitude toward the change of gender labor division to the more egalitarian one. Although most of them still cannot be free from traditional concept of gender labor division., This study examine the influence government's laws and regulations to Kurabo Group's labor force and gender equality related policy, as well as the change of worker's attitude toward the changes of gender division of labor in Japan. This study found that government's laws and regulations do not have a significant impact to a company's policy makers' decision. Hence, companies in Japan still have stronger influence to change the society. In the other hand, workers have adapted to the existing socio-demographic changes and showed a positive attitude toward the change of gender labor division to the more egalitarian one. Although most of them still cannot be free from traditional concept of gender labor division.]