

Research article

Work Sustainability: Challenges of Employment Environments for Factory Workers

Anggaunitakiranantika Anggaunitakiranantika*, Nur Aini Lailiyah Hanum

Department of Sociology, Faculty of Social Science, State University of Malang, Malang East Java, Indonesia

Abstract.


When factory industrial development occurs in a region, people's livelihoods shift from the agrarian to the industrial sectors. The factory industry makes job opportunities available to people from all walks of life. The purpose of this research was to identify the strategies employed by factory workers to ensure their own survival. The study used qualitative descriptive methods. Research was conducted in Mojokerto Regency, Indonesia. The research used observations, interviews, and documentation. The findings were as follows: (1) survival mechanisms used by factory workers to meet their own needs are very diverse. They include doing side work, bringing family members to work, borrowing money from friends and cooperatives, and saving money for family expenses. They are all done to meet their own needs. (2) Workers' attempts to keep working are carried out by operating various machines, demonstrating the best work abilities possible, following factory rules, and attempting to win the approval of superiors so that their employment contracts might be extended. They act in order to be able to survive in competition with other factory workers.

Keywords: factory workers, job opportunities, Mojokerto Regency, needs fulfilment

Corresponding Author:
Anggaunitakiranantika
Anggaunitakiranantika; email:
anggaunita.fis@um.ac.id

Published: 12 October 2022

Publishing services provided by
Knowledge E

 Anggaunitakiranantika,
Hanum. This article is distributed
under the terms of the [Creative
Commons Attribution License](#),
which permits unrestricted use
and redistribution provided that
the original author and source
are credited.

Selection and Peer-review under
the responsibility of the ICGE
2021 Conference Committee.

1. Introduction

Jobs are created as a result of manufacturing industries establishment in a region. In which, it attractively turns into various job seekers. One of the development problems in developing countries, urging the government to find a bright spot on creating jobs for its people, especially those living in the area around the industrial area, today and being provided with job opportunities is one of the most pressing issues today. In order for the economy to be stable and beneficial to the community, the development must improve the quality of the economy [3].

The emergence of factory industrial development, which occurred in some areas, resulted in people experiencing changes in their way of life. One instance is the case of two identical villagers who used to work in the agricultural sector but later switched to work in the industrial sector as their circumstances changed [2, 16, 18, 21]. According to

OPEN ACCESS

the same source, this is also true in Mojokerto Regency, East Java Province, Indonesia; some people are now choosing to work in the manufacturing industry sector. This phenomenon occurs due to the development of industry in the area, and people prefer to be at their places of employment. People who choose to work in factories become extremely enthusiastic about their jobs because they have no other options. The manufacturing industry requires a large number of factory workers. A large number of people flocked to the factory industry [9, 20]. Increasing the number of factory workers allows production to increase as well, and it may even exceed the target production level.

As an industrial area, the Mojokerto regency is one of the regencies that have bonded zones. It occurs because of its geographic location, close to Surabaya, the capital of East Java Province, Indonesia. Also, it has the potential for factory and industrial development because Mojokerto receives support from the international community. The Sumo Toll Road (Surabaya-Mojokerto) has proven to be significant support for the logistic-area for an industrial factory in Mojokerto Regency, located in the NIP (Ngoro Industrial Park) area. The ease with which various infrastructures and facilities of land, sea, and air transportation can be accessed further contributes to the comparative and competitive advantages that Mojokerto Regency enjoys among players in the industry. As a result, jobs are surrounding the community as their primary source of income.

The industrial sector has played a significant role in developing Mojokerto Regency's economy, and it continues to do so. As reported by the Investment Coordinating Board (*BKPM*), the total investment value of Mojokerto Regency is expected to increase by approximately 4.1% during the period 2018 (Investment Coordinating Board (*BKPM*) Mojokerto Regency, 2018). The data indicate that the establishment of the industry will achieve its goal by increasing the number of job opportunities and the level of community participation in obtaining a decent life to achieve the welfare of life [2]. The establishment of an industrial factory in Mojokerto Regency, Indonesia, is sure to create employment opportunities for the surrounding community.

This can be seen in the data from the monograph, which shows that some people have changed their occupations in the industrial sector. Taking into consideration the quality of employment opportunities, there will be an increase in the issue of employment creation. As the industry has grown, more job opportunities have opened up, but at the same time, technology has been developed that is capable of replacing human labor [11, 19]. According to previous studies, as the manufacturing industry shifts its focus away from manufacturing and toward trade and services, employment opportunities for young men are stagnating, while new employment opportunities are becoming

available for young women. Young women's participation in education and employment provides them with a new level of autonomy as well as the opportunity to participate in modern and urban lifestyles while working as factory workers in developing countries [10]. Meanwhile, seasonal workers' survival mechanisms during the low season include finding another job, using the income to meet the basic needs of the family, seeking assistance from existing social networks if they encounter difficulties, and, in the event of unforeseen circumstances, pawning valuables owned by the family [13].

This investigation was carried out in order to investigate a social fact that occurs in the community. There are some differences and some similarities between this study and previous research. The similarities between this research and previous research can be found in research studies that discuss survival mechanisms or survival strategies discussed in this research. The difference between this research and previous research is that this research is focused on factory workers in the Mojokerto Regency rather than on other subjects. The social conditions of people working in the factory industry sector are described, and strategies are put into action, such as learning how to do a variety of jobs, utilizing patron-client relationships, and soliciting assistance from relatives and neighbors in order to meet the needs of his or her life are suggested.

In order to understand how the existence of factory workers and the survival mechanism of factory workers contribute to meeting the basic needs of life, it is necessary to conduct this research. The significance of this research is that it will allow us to understand better the efforts made by factory workers to ensure their continued existence. A secondary goal of this research is to analyze and describe the survival mechanisms of factory workers in Pungging subdistrict mojokerto, which will be accomplished through the course of this investigation. Another objective is to describe the efforts made by the factory workers in Pungging Subdistrict Mojokerto to ensure the survival of the company; this will, in turn, help to increase knowledge among the community about how to implement strategies that will allow them to meet their basic needs while also maintaining their survival amid increasing competition.

2. Method

A qualitative descriptive approach was used in this study. According to Bogdan and Taylor [8], the qualitative descriptive approach is a research procedure that produces descriptive data in written and spoken words from people and observable actions. The purpose of this research was to collect in-depth information that contains meaning about one's existence as a factory worker and the survival mechanisms that one employs.

Since 2017, factories with local or foreign investors have been established in Pungging Subdistrict of Mojokerto Regency in East Java Province, which is the subject of this research.

To conduct observations and collect data on research informants who work in factories in the Pungging Sub-district, Mojokerto district, researchers must go directly to the field or location where they conducted observations and collect data on the research informants. The research took place in one location, which was designated as the research location. This study focused on factory workers at PT Aiwo and PT Multi Makmur Indah Industri (PT. MMI), both located on Jl. Aiwo and Jl. MMI, respectively. Trawas-Mojosari is located in the Mojokerto Regency of Indonesia. The subject from which the data was obtained to the source of data research.

The data collection for this study was accomplished by collecting both primary and secondary source data from various sources. The data retrieval techniques used in this study were based on purposive sampling, which meant that data were retrieved, or sources were selected based on specific criteria. Designed with certain considerations in mind, such as the informant being considered to know the most about what the researcher asked about, or the informant serving as the ruler to make it easier for researchers to explore objects or social situations under investigation [16]. Observations, interviews, and documentation are some of the data collection techniques that were used.

As suggested by Miles and Huberman, qualitative data analysis is carried out interactively and continues to be carried out until the data has been thoroughly analyzed [16]. When performing data analysis, there were several steps to consider. These included data reduction, data display, and conclusion/verification. It was necessary to carry out this research in stages, which were as follows: pre-fieldwork, fieldwork; data analysis; and reporting.

3. Result and Discussion

3.1. Essence of Sustainability: Survival Mechanism of Factory Workers

A person's ability to apply a set of methods to overcome various problems that arise throughout their lives is referred to as their survival mechanism or survival strategy [5, 17]. The concept of survival mechanism emerges as a result of community concerns about

food shortages, and it gives rise to what can be referred to as “ethics of subsistence”, which is the ethics of surviving in the most basic of circumstances.

Factory workers in Mojokerto Regency, East Java Province, employ various survival strategies to maintain their middle-class socioeconomic status. These strategies include working in a factory or a local company that is still in its infancy, having only been established in 2017, and working in a factory or a local company that is still in its early stages of development. According to the survival mechanism theory proposed by James C Scott [4], there are three ways in which farmers can make it through the winter. It is still very relevant in this case to do so by people whose livelihoods are dependent on industry, such as factory workers, namely:

3.1.1. Be thoughtful

As proposed by James Scott, one strategy for reducing the cost of living is to change the composition of the household. According to this theory, changing the composition of the household can lower the cost of living. Reduce the need to do so by eating only once a day and eating low nutritional value and quality. It is nearly identical to the work performed by factory workers in Mojokerto Regency. Ms. Wiwik is one of these individuals. In order to meet his basic needs, Wiwik works as a factory worker at PT Aiwo, where he has made numerous efforts to live on the minimum wage. Because he relies on a motorcycle installment loan to meet his daily needs, he must set aside enough money for his family’s expenses to be self-sufficient. His family’s expenses are being reduced due to prioritizing shopping for necessities over purchasing unnecessary items or other items. Moreover, to the greatest extent possible, she prohibited her husband from purchasing cigarettes because she believed they were not a basic necessity that her family should purchase.

3.1.2. Alternative sources of subsistence

The *Swadaya* covering activities such as selling small items, working as a freelance daily laborer, or migrating to another country to find work is based on the findings of the study strategies that can be implemented using various commercial resources. In order to supplement their income, factory workers must devise survival strategies, which may include working part-time or doing side jobs. This becomes rational since the income generated from working in the factory industry is only received once a month, whereas expenses occur daily or occasionally in an emergency.

As a result, factory workers are encouraged to diversify their employment or to take on side jobs. Apart from being a factory worker, I also work in other fields. Every day, various jobs are carried out, one of which is Ms. Min, who is a factory worker for PT Aiwo. Also, she has a side job as a gasoline supplier with a salary of IDR 50.000. Her upbringing was influenced by economic factors, which led her to work various jobs to support herself and her family. As a single mother and the breadwinner of the family, she had to think outside the box to provide for her children's and grandchildren's needs. Ms. Hermin, in addition to working as a gasoline supplier, rotates the factory's salary, which is used as capital to credit electronic goods and household furniture to customers. The salary of lakan gasoline or a gasoline supplier would be used, she explained, to meet the community's daily needs. While earning money by encoding electronic goods and other items, she saves them money in tubes whenever he needs it.

Based on the research findings, there are also factory workers who have a side job, such as Ms. Yayuk, who has a side job of selling clothes online to meet the needs of her life. Selling clothes is a process that she uses as a side job when buyers place orders or use the pre-order system. Then, she typically purchases them through *shopee* (online buying and selling applications) for clothes that are sold. Her intended consumer is a co-worker at a particular factory, and the clothes she sells can usually be paid for in small amounts of money or cash, depending on the buyer. The amount of money that will be earned from selling clothes each month is uncertain. This is because she typically makes only IDR 10.000 to IDR 20.000 per shirt. According to Clark [18], the third strategy can be implemented in time constraints, capital skills, and information obtained from other sources.

Not only do factory workers diversify their jobs, but they also provide alternative subsistence. They make the most of the resources available to them and their family members for self-help and employment. As a result of her divorce from her husband, Ms. Hermin was able to establish herself as the family's pillar of strength. Not only does Ms. Hermin work, but her son, who has been out of school since high school, has also taken a job as an employee in a shop in Bali. In a similar vein, Mr. Ruhadi's wife also worked as a factory worker at PT MMI, where she was employed in quality control. All family members contribute to each other's financial needs in order for them to be met with the income they receive.

3.1.3. Make use of existing relationships or social networks

According to the observation findings, PT Aiwo, which recruited factory workers, did not consider the background of the age and education of the last factory workers, but rather the performance of the factory workers in question. As a result, the factory requires factory workers who are punctual and dedicated to their jobs. Hiring factory workers is typically carried out through the village chief or through the factory's coordinator, who has the necessary authority. Factory workers at the PT Aiwo factory typically apply for jobs through Ms. Diana, the human resources manager (Foreman and concurrently as HRD). The most common requirements are a copy of one's identification card and one's most recent educational diploma.

This can be accomplished by enlisting the assistance of social networks such as relatives, friends, neighbors, and so on; or by leveraging existing relationships with customers, which are regarded as a form of insurance among agricultural producers. The strategy that can be implemented is based on reciprocal exchange in money, goods, and services to meet daily needs, which can be accomplished through trade. In this particular instance, the relationship between the factory industry and factory workers is one of reciprocity, with the factory workers providing energy to the factory industry in exchange for services. On the other hand, the factory pays a salary in exchange for the work done and provides health insurance. The patrons in a farmer's life are those who own capital and can lend a hand when the farmer is experiencing financial difficulties [4, 14].

Meanwhile, according to the description of factory workers at PT MMI, she has earned approximately IDR 3.000.000 per month since the beginning of her employment in the factory and during the training period, which was approximately six months. Then, following the completion of the training period, she was granted an extension to her employment contract, with her monthly salary increasing to IDR 3.500.000. Furthermore, since February of this year, every contract factory worker at PT MMI has been covered by occupational health insurance or an employment guarantee. Another example involves factory workers who have progressed to the status of permanent factory workers, who have earned salaries following the Mojokerto Regency Medium and Small Enterprises (MSE's) and from the beginning, been provided with employment protections and employment guarantees.

This relationship is between two parties with a higher socioeconomic status, namely the factory (patron), and individuals with a lower socioeconomic status, namely factory workers (clients), to provide protection or benefits for patrons. Following Scott [4], this is

the terminology that describes the patron-client relationship that is established between anointing farmers and landowners. Landowners who wish to become patrons must first use their resources to assist their clients. In his capacity as owner of the capital, the patron party provides work to clients in land development work. Additionally, patrons are not afraid to protect their customers by providing guarantees when the paceklik (famine) arrives or protects their land tenants.

3.2. Working Environment and Employment Subsistences of factory Workers

A factory industry is a business that engages in specific activities in the management of mechanically or chemically organic materials in order for them to be transformed into a finished product. According to Dumairy [6] and Pollert [11], the economic sector of the industry consists of productive activities that transform raw materials into semi-finished or finished goods. Hundreds of factory workers are employed by the manufacturing industry. Jobs in the area are made available to the general public by factories in the area. The type of work provided by the factory is determined by the ability and education of the employees. On the other hand, the average factory worker is a junior high or high school graduate who works as a contract employee or is outsourced with a salary under the UMR and does not receive health insurance from the company. Contract factory workers typically earn IDR 2.350.000 per month in salary, whereas outsourced factory workers typically earn IDR 50.000 per day in salary, depending on the company.

It is common for them to rotate the brain based on the salary they earn in order to meet their needs. Further, it is similar to [1] who reported that Indonesian migrant workers are migrating because there are not enough jobs in their home country, which is supported by research. The problem arises from the conversion of agricultural land in the area into industrial land for industrial purposes. Along with having low human resources (human resources) in the local population of women in Tulungagung Regency, it is difficult for them to obtain high pay in the region. In light of the preceding statement, it can be concluded that the industry is a business or activity that involves the transformation of raw materials and semi-finished products into finished goods that are valuable in order to generate greater profits.

A factory industry must have factory workers in order to be able to produce its goods and services. The importance of factory workers outweighs the importance of other production means such as raw materials, soil, water, etc., because it is a man responsible for mobilizing all of these resources to produce goods [7, 21]. For factory workers who

work in the District Pungging, Mojokerto Regency to ensure the district's continued existence. They must be able to perform a job to produce goods and services that will meet the needs of their own lives and the needs of the surrounding community and society. While James Scott's theory of subsistence is based on ethical considerations, the existence of factory workers in Mojokerto Regency, Timmur Java Province is more about the study of the overall relationship between humans, social systems, and livelihood systems (such as livelihood, social system, and source of living) [5].

This goes beyond the fear that food shortages have resulted in developing an "Ethics of Subsistence", which is the ethics of survival in times of famine or famine-like circumstances. Factory workers in Mojokerto District go through a process of socioeconomic manipulation of various livelihood sources and the preparation of survival mechanisms that can be applied by a single person or group of people (households) or by the entire community [5, 17].

Additionally, factory workers in Mojokerto Regency, East Java, are affected by this condition. As part of the company's effort to maintain its existence, factory workers must be able to perform various tasks so that they can survive in a competitive environment with other factory workers. Because employment opportunities in the industry are still challenging to come by for community members, prospective factory workers are extremely concerned about every detail from the beginning of the process of entry and recruitment into the industry at that time.

If there is a need for factory workers, according to Mr. Alfian, a security guard at PT MMI who also serves as chairman of the taruna coral Wonokerto Hamlet, the factory (a joint venture between PT Aiwo and PT Multi Makmur Indah or MMI) will coordinate with the village. The factory will then prioritize recruiting factory workers from Pungging District, Mojokerto Regency, located in the vicinity of the factory. Individuals from Pungging District, Mojokerto regency, Indonesia who register at PT MMI will have their CVs or factory worker dealer information entered for them automatically by the village head of Sekargadung in Pungging District of Mojokerto Regency, Indonesia.

Farming families will prioritize what they consider safe and dependable over the profits they expect to reap in the long run [12, 14]. This is consistent with the working conditions of factory workers who continue to work in the manufacturing industry. Even if they are paid a minimum wage, factory workers prefer to work in the manufacturing industry. Instead of finding work or starting their own business, they will be exposed to a wide range of risks that will harm them in the long run. This strategy excludes options that may in the future offer the prospect of high incomes, but it does so at the risk of jeopardizing the strategy's ability to provide for its subsistence. Farmers no longer think

about large profits because they do not want to take risks resulting in their financial ruin. Farmers are only concerned with ensuring their survival.

When it comes to using relationships or social networks, James C. Scott believes that asking for help from social networks such as relatives, friends, neighbors, and so on is a form of insurance for farmers. He also believes that utilizing relationships with customers, where patron-customer ties are a form of insurance for farmers, is another form of insurance. PT MMI factory workers, for example, Mr. Dani, who works as a factory worker at PT MMI, explained that he applied for jobs through Mr. Alfian, the chairman of the taruna coral in his village and that the process worked well for him. PT MMI then provided the village head with a job application to be hired as a factory worker at the company's facility. In the factory PT MMI, and in other factories whose factory workers apply through several parties or the father of the local village head, depending on where the factory was established. This was also accomplished by Ms. Suntini, who took advantage of family ties with Ms. Wiwik, who had previously worked as section head at PT Aiwo, to accomplish her goal.

According to Scott, the statement implies that farmers use relationships to obtain what they want. This is under "The Asset Vulnerability Framework", which defines a relationship asset as one that can be used to benefit from the resources of a family or household. Furthermore, the context is essential in the understanding of Indonesian sociology of living, which is done as an approach to understanding the ways or mechanisms built by individuals, households, or communities in order to maintain the existence of their lives by the social, economic, ecological, cultural, and political constellations typical of a region, such as the Indonesian context [5].

It is also possible for factory workers to make various efforts to ensure that one of the informants, who works in the PT Aiwo production section, continues to exist. The statement from Ms. Suntini stated that she was attempting to find ways to survive in the face of numerous competitors who were much younger in their approach. He stated that because maintaining his existence is difficult, he must be able to demonstrate his abilities and socialize with other factory workers, as well as win the approval of his foreman, in order for his employment contract to be extended. Establishing a positive working relationship with the foreman increases the likelihood that the factory worker's employment contract will be extended. As a result, it can be concluded that social network assets are significant in the lives of factory employees.

Furthermore, contract factory workers must contend with the competition from younger factory workers who possess more extraordinary abilities. As one factory worker, PT MMI, Mr. Dani, explained to me that the most effort he can put forth

is learning how to operate new machines effectively. According to the explanation, he was able to master new machines because every factory worker who worked in the machine or production was transferred to other machines daily, according to the explanation. As a result, it is unavoidable for every factory worker to master a new machine.

The case is when a farmer and a landowner are at odds with one another. The village policy, according to Rudi Hartono, who also serves as its secretary, is to improve the welfare of the villagers who work in both factories (PT Aiwo and PT MMI) by directing the productive community to work in the industrial sector, a goal that has been achieved so far. As far as the elderly community is concerned, programs that require much labor are usually included. According to the statement from Mr. Rudi, the factory received attention in the form of cooperation with the taruna coral and the village to participate in the development of villages in the factory's vicinity, which was given by both PT Aiwo and PT MMI, respectively.

According to the statement of Scott [14], if the patron chooses to depart from this protection, the patron will expect a gift from his client, depending on what the patron requires soon, as is when a farmer and a landowner are at odds with one another. Landowners who wish to become patrons must first use their resources to assist their clients. Clients benefit from patrons' land use services, which creates jobs for them. Additionally, patrons are not afraid to protect their customers by providing guarantees when the paceklik (famine) arrives or protects their land tenants.

Furthermore, according to Dharmawan [5] and Suharto [17], the choice of a living strategy becomes highly dynamic due to the dynamics of socio-ecological transformation. When socio-ecological changes take place in a region, it is possible to establish a sustainable livelihood and livelihood system that does not cause shock and stress in the system of overspending. To put it another way, it is also found in the employment opportunities available as factory workers in Mojokerto Regency, East Java Province.

Factory workers prefer to continue working with a minimum monthly wage to provide for their families, even if their employment status is uncertain. A factory worker's background is characterized by the limited number of jobs that can be chosen and their ability to work (skills), which makes it challenging to obtain a position with a competitive salary. As reported by Azizah et al. [3], Mills [9], and Silvey & Elmhirst [15], research has found that Indonesian migrant workers migrate due to a scarcity of employment opportunities in their home country's rural areas. Women in rural area face several challenges due to the shift of agricultural land in the area into the industrial sector, including a lack of human resources (human resources) among the local population of women. As a result,

they have difficulty finding work that pays well. The statement follows the situation of factory workers in the Mojokerto district, where agricultural land is being converted to industrial use, and their low human resources, who have received average education until junior high and high school and are unable to find alternative employment.

4. Conclusion

In Mojokerto Regency, East Java Province, Indonesia, factory workers' efforts to survive and keep a job compete with other factory workers' efforts. The working sustainability is equipped with the ability to master various machines or operate new machines. Other things, the factory workers also not abandon the work and comply with the rules that exist in the factory are additional ways to defend the factory worker. This is done so that the factory's employees can work and that the company can extend employment contracts.

In order to supplement their factory wages, factory workers also engage in a variety of extracurricular activities. Whenever their wages from factories and side jobs are insufficient, they usually resort to saving for family expenses, borrowing from friends and relatives, and borrowing money from cooperatives located within the plant. Besides utilizing the social networks in their immediate vicinity, factory workers in Mojokerto Regency also engage in alternative subsistence activities, such as self-help, to maintain their jobs, actualize themselves as factory workers, and meet their basic needs.

References

- [1] Anggaunitakiranantika A. Interaksi buruh migran perempuan sebagai kekuatan modal sosial. *Jurnal Sosiologi Pendidikan Humanis*. 2017;2(1):33-40. <https://doi.org/10.17977/um021v2i12017p033>
- [2] Anggaunitakiranantika A. Eksistensi home industry berbasis gender di Kota Malang. *Jurnal Teori Dan Praksis Pembelajaran IPS*. 2019;4(1):38-48. <https://doi.org/10.17977/um022v4i12019p038>
- [3] Azizah RN, Zauhar S, Soeaidy MS. Pemberdayaan masyarakat dalam mengurangi angka pengangguran di kabupaten sampang. *Wacana, Jurnal Sosial Dan Humaniora*. 2015;18(3) 15-25. <https://doi.org/10.21776/ub.wacana.2017.018.03.7>
- [4] Carrier JG. Moral economy: What's in a name. *Anthropological Theory*. 18.1 (2018): 18-35. <https://doi.org/10.1177/1463499617735259>

- [5] Dharmawan AH. Sistem penghidupan dan nafkah pedesaan: Pandangan sosiologi nafkah (livelihood sociology) mazhab barat dan mazhab bogor. *Sodality: Jurnal Sosiologi Pedesaan*. 2007;1(2):169-192. <https://doi.org/10.22500/sodality.v1i2.5932>
- [6] Dumairy D. *Perekonomian Indonesia*. Jakarta: Erlangga; 1997.
- [7] Indroyono P, Suyatna H, Santosa A, Wibowo IA, Firdaus RSM. Democratic model for village economic resource management in Nglanggeran, Gunungkidul. *Jurnal Ilmu Sosial Dan Ilmu Politik*. 2018;21(3) 215-230. <https://doi.org/10.22146/jsp.28738>
- [8] Lexy J, Moleong DMA. *Metodologi penelitian kualitatif edisi revisi*. Bandung: Remaja Rosdakarya PT. Remaja Rosda Karya; 2019.
- [9] Mills MB. From nimble fingers to raised fists: Women and labor activism in globalizing Thailand. *Signs*. 2005;3(1); 117-44. <https://doi.org/10.1086/431370>
- [10] Naafs S. Meniti transisi dari sekolah menuju dunia kerja di kota industri Indonesia: Perempuan muda di cilegon. *Jurnal Studi Pemuda*. 2012;1(2):138–152.
- [11] Pollert A. Women, work and equal opportunities in post-communist transition. *Work, Employment and Society*. 2003; 17(2):331-57. <https://doi.org/10.1177/0950017003017002006>
- [12] Putnam R. Social capital: Measurement and consequences. *Canadian Journal of Policy Research* 2001 Mar;2(1):41-51.
- [13] Rachmawatik EA. *Mekanisme survival pekerja musiman (Studi deskriptif mengenai mekanisme pekerja musiman di pabrik gula gempolkrep, kecamatan gedeg, kabupaten mojokerto, Jawa Timur)*. Airlangga University, Surabaya; 2010
- [14] Scott JC. Afterword to: Moral economies, state spaces, and categorical violence. *American Anthropologist*. 2005 Sep;107(3):395-402. <https://doi.org/10.1525/aa.2005.107.3.395>
- [15] Silvey R, Elmhirst R. Engendering social capital: Women workers and rural-urban networks in Indonesia's crisis. *World Development*. 2003 May 1;31(5):865-79 . [https://doi.org/10.1016/S0305-750X\(03\)00013-5](https://doi.org/10.1016/S0305-750X(03)00013-5)
- [16] Sugiyono S. *Metode penelitian pendidikan pendekatan kuantitatif, kualitatif, dan R&D*. Penerbit Bandung : Alfabeta, 2008.
- [17] Saputra A, Djohan S, Roy J. Pengaruh pertumbuhan ekonomi dan tingkat pengangguran terhadap tingkat kemiskinan. *Jurnal Ilmu Ekonomi Mulawarman (JIEM)*. 2022 Jul 20;7(2).
- [18] Suyanto B. Kemiskinan dan pemberdayaan masyarakat miskin. *Masyarakat, Kebudayaan dan Politik*. 2001 Oct 4;14(4):25-42..

- [19] Review of: Economic development in the Third World, fourth edition, by Michael P. Todaro. *Population and Development Review*. 1990;16(1):182-193. <https://doi.org/10.2307/1972548>
- [20] Widodo B. Kebijakan kesempatan kerja. *Jurnal Ilmu Administrasi Negara*. 2011;11(1):40–49.
- [21] Zainab B, Manning C. *Angkatan kerja di Indonesia, partisipasi, kesempatan, dan pengangguran*. Jakarta: Rajawali Press; 1984.