

Model of Family Conflict Management from the Dual Roles of Papuan Women

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ABSTRACT

This research aims to determine the conflict and dual roles of Papuan women, the sources of conflict, as well as the conflict management models used by Papuan women in carrying out their roles. This research was conducted using descriptive qualitative methods and a case study approach. This data source consists of primary data, namely data obtained from informants directly and secondary data, namely data obtained from recorded reference sources. Analysis of data obtained from the field is then presented descriptively including data reduction, data organization and interpretation. The research results show that the dual role conflict experienced by women who play multiple roles can cause obstacles in work, making it difficult to achieve success in the fields of work, family and interpersonal relationships with their husbands. Then, family support for working women is predominantly emotional (familiarity and acceptance) and informational (partner sharing) in the implementation of household affairs and child care, while instrumental support (providing assistance) is still less dominantly provided by the family so that women are the ones who work does not feel satisfaction at work and causes feelings of guilt towards his family. The model for managing family conflict among Papuan women who work in Jayapura City is used by elaborating three models, namely the coping model, strategies for combining work and family and strategies for managing dual work/family identities

INTRODUCTION

Global agreement in responding to gender disparities is proven through the CEDAW agreement (Convention on the Elimination of Discrimination against Women), namely an international human rights agreement specifically designed to protect women's rights and promote gender equality and justice (Cusack & Pusey, 2013; Merry, 2011; Keller, 2004). The concept of gender is important to understand to discuss women's problems, including distinguishing between the concept of sex and gender. Understanding the differences in the concepts of sex and gender is necessary to understand and analyze the problem of social injustice that befalls women. This is because there is a close relationship between gender differences and gender inequality. The broader structure of societal injustice which differentiates between the concepts of sex and gender has given rise to gender analysis (Fajar & Prasetyo, 2022; Ihromi, 2014; Idrus, 2006).

Gender inequality and discrimination against women in eastern Indonesia that is widely discussed by the public is the issue of prioritizing men over women in all fields, which is motivated by the cultural influence that men are the successors of the lineage, clan, and family, resulting in stereotypes against women. Especially in decision-making, very weak (Wardhani & Maulina, 2022).

Papuan customs are men's customs whereas in matters of custom, women are still secondary. Women are only implementers of customary decisions so women's interests are not accommodated much (Flassy, et al, 2022; Kadir, et al, 2021). In the name of glorifying women, they try to limit women's steps into decision-making positions (Sulastri, et al, 2020; Sarova, et al, 2020). One of them is the threat posed by custom that women who find out about customary secrets will get sick or die (Mabel, et al, 2020; You, et al, 2019). But as time goes by, the facts show from several research results on Papuan women that women already have and have a real share (work) in status and roles in household decision-making (Muttaqin, et al, 2022; Ilham, et al, 2020; Idris, et al, 2021; Frank, 2023). However, the lives of ethnic Papuan women farmers in social life still do not take part or involve themselves in traditional activities (Lobo, et al, 2023; Sanggenafa & Hidayana, 2020; Palit, 2017; Kreuw & Ohiwutun, 2021; Hijjang, et al, 2018).

Currently, there are various changes taking place. This means that more and more women have ample opportunities to carry out their roles both in the domestic and public spheres. Data on the female labor force in 2019 in Papua Province recorded that the female labor force reached 66.70%, while Jayapura City in particular reached 51.03% (Papua in Figures, BPS, 2019). Also taking into account the Minimum Wage (UMP) for Papua Province: IDR 3,561,932/ 19 November 2021. In Jayapura City, one of these can be proven by the number of Civil Servants (PNS) of 4,116, with the number of women being 2,456 Female Employees, not to mention in the workforce. Women work to improve family welfare, on the other hand, as a form of self-actualization.

However, it is not easy for women to carry out their dual roles. In carrying out her role as a housewife and worker, a woman is faced with various demands. These demands have the potential to become a source of conflict that can cause tension for married working women. As working women, they do not just work but have the ability to occupy certain positions in the workplace, excel, and dare

to accept challenges at work. They are not only satisfied with being housewives but also want to show their abilities as fully as possible outside the home. On the other hand, in dual role conflicts requiring conflict management, it is hoped that women can carry out their roles in the balance between the domestic and public domains. Multiple role conflicts can be managed well. In conflict management, multiple roles are reviewed from coping strategies (Lazarus and Folkman, 1984).

Several studies have been conducted on the topic of women's dual roles. Each research has a special emphasis and is different from one another, and also different from the research topics currently being carried out by researchers. Hijriyati Cucuani's research, (2013) navigates the importance of various solutions for women in carrying out dual roles. One of them is through emotionally focused coping (escape from problems, lightening the burden of problems, blaming oneself and searching for meaning) which emphasizes women's internal selves to reduce the burden they face in carrying out their dual roles as housewives and workers. The research conducted by Rahmayati, and T. Elvira, (2020) confirmed that the conflicts that occur in women with dual roles are conflicts related to time management. These findings are confirmed by research by Arie Gunawan, HZ Musawwir, and Rahmawati (2021) which explains that this conflict in women's dual roles has an impact on psychological impacts such as stress.

However, previous studies have not specifically examined the issue of dual roles, which is complex, so solutions to managing conflicts in women's dual roles require different approaches. To study the interesting phenomenon in the description above, this research will focus on the aim of understanding conflict and the dual roles of Papuan women, sources of conflict, as well as models of conflict management used by Papuan women in carrying out their roles.

LITERATURE REVIEW

Dual Roles

According to role theory, this demand can come from the husband's role partner or the woman herself as the role holder. The demands from husbands are traditionally related to the behavior that women must display about their role as housewives. Meanwhile, the demands of the role holder are the woman's perception of her work demands as a career woman and housewife, which are still traditional. Increasing the role of women as equal partners to men in development means increasing women's responsibilities as independent individuals in the family environment.

According to Subadio & Ihromi (1986; 4), thinkers and experts in the field of humanity state that two types of theoretical basis show these differences. Firstly, starting from biological theory and secondly starting from the environment. Furthermore, Subadio & Ihromi stated that if we look at the roles of both men and women, basically they are not only influenced from a biological and environmental perspective but are also influenced by socio-cultural conditions.

According to Mosse (1996), gender is different from biological sex. Biological sex is a given. We are born as a woman and a man. Women are

pregnant, give birth and breastfeed, men work using their muscles, a division of roles determined based on a person's biological condition. There are several reasons why women need to work and develop their careers in the world of work. First, because of the need to maintain life (fulfillment of physiological needs). Work is also intended to establish relationships with other people, besides that work also aims to gain a sense of self-esteem and status in society (fulfillment of psychosocial needs). Lastly, people work because there is an urge to fulfill self-actualization needs such as independence, achievement and competition (fulfillment of psychological needs).

Conflict Management

There are several approaches used to manage conflict, which in the context of this research is the dual role of women. First, Coping strategies are efforts to overcome problems carried out by individuals, groups or communities through certain mechanisms to achieve a pleasant or better situation. The concept of coping is also widely used by families in urban areas who have complex problems (Idris et al., 2021; Puspitawati et al., 2019; Rohim et al., 2022). Furthermore, Lazarus (1976) argued that coping is a person's ability to perceive situations that cause stress by providing reactions or actions. Meanwhile, Levine defines coping as an active process that occurs due to efforts to adapt to environmental conditions that contain a lot of stress. Second, Problem Focused Coping (PFC) is aimed at solving problems or determining the source of stress. This method tends to be more prominent when people feel that something should be built. Third, Emotional Focused Coping (EFC); This model is used to regulate emotional responses to stress through individual behavior such as alcohol use, and how to eliminate unpleasant facts through cognitive strategies. If an individual is unable to change stressful conditions, he will tend to regulate his emotions.

METHODOLOGY

This research was conducted using descriptive qualitative methods and a case study approach. The research location is Jayapura City, Papua Province. It was chosen as a research target because of the consideration that this location is the center of business, educational and office activities which is the place of activity for the research subject. Informants were chosen deliberately (purposive sampling) according to the research objectives. Qualitative research samples are small and selected according to the research objectives (Nasution, 1998:11). The subjects studied were Papuan women who were married and worked with 3 informants as key informants and 9 additional informants, namely family and co-workers.

This data source consists of primary data, namely data obtained from informants directly and secondary data, namely data obtained from recorded reference sources. Secondary data from literature studies: from books, papers, previous research, and archives about the dual role of women. Primary data obtained from field studies include direct and indirect observation methods, in-depth (unstructured) and structured interviews. Data obtained from the field is then presented descriptively including data reduction, data organization and interpretation.

RESULTS AND DISCUSSIONS

The ethnic groups that are native to Jayapura City consist of the Tobati, Enggros, Kayu Pulau, Kayu Batu, Nafri, Skouw and Sentani tribes. There are also several large native Papuan tribes such as Maybrat, Dani/Lani, Yali, Mee, Asmat, Marind, Biak, Moi, Baham, Arfak, Amungme, Kamoro, Yapen Waropen which are often found in Jayapura City (Frank, et al, 2020; Idris, et al, 2020; Poli, et al, 2018). They migrate (both permanently and circularly) to Jayapura City the capital of Papua Province for various reasons, such as: continuing their existence - earning a living in both the modern and traditional sectors, continuing their education or joining their relatives.

Clans/clans from each indigenous ethnic group in Jayapura City have rights and obligations according to their customs which are based on the kinship system they adhere to. These original clans have a historical background of their respective origins and kinship relationships, clans/clans that influence the traditional political leadership system and customary land ownership in the Jayapura City area (Aronggear, et al, 2020). The community recognizes two types of government systems, namely formal government and customary government.

Conflict Analysis and Dual Roles of Indigenous Papuan Women in Jayapura City

Dual role position, namely her role as a working woman and as a wife and housewife. These roles can cause difficulties. The dual role of women has the concept of cultural dualism, namely the concept of the domestic sphere (domestic environment) and the public sphere (public/general environment) (Lestari, 1990). According to Rowatt & Rowatt (1996), the dual role of women can be interpreted as a woman managing her household work (domestic), she also does subsistence work (public). In other words, women have the opportunity to work outside the home while still prioritizing their main duties in the family.

Several research informants thought that they still carried out domestic tasks themselves, but quite a few of the informants asked for help from other parties in certain matters. Research informants who work in private companies explained that domestic tasks cannot be carried out completely because they spend more time at work, so they rely on the role of third parties to support some domestic tasks such as caring for children or husbands. This means that even though you work outside the home as a woman who has a dual role, you still pay attention to your duties as a housewife. This was done by the informant because her duties as a housewife were the responsibility and obligation of the informant as a wife to her husband and mother to the informant's children.

Family Support for Women's Dual Roles

In this section, the research analysis units are aspects of child care, help with housework or domestic work, communication and interaction with children and husband, time for family, determining priorities, career and family pressures, and husband's views on dual roles. In this section, conflicts between women's dual roles will be identified which are related to matters inherent to their personality. This role conflict can occur at the intrapersonal and interpersonal levels. Intrapersonal conflict includes feelings of guilt, anxiety, frustration, and other emotions originating from the woman's personality.

Meanwhile, interpersonal conflict refers to external influences which include various forms of violence such as physical violence, sexual violence, verbal, psychological, emotional, economic, intimidation and harassment.

Family is the first environment known to individuals in their socialization process. The family environment has an important role in the formation of an individual's personality during childhood. Fuhrman (1992) said that the family is the most influential institution in individual development because the family is the main source of protection, care and support. The family is the first social group in human life, where individuals learn to express themselves as social beings.

Meanwhile, Horton & Hunt (1987) stated that the functions of the family are sexual regulation function, reproductive function, affection function, status determination function, protection function and economic function. So the family is a place for the maintenance and development of functions for family members, most of which are still provided within the family, although friendly relations outside the family environment also help emotional development.

Family social support is assistance provided by the family, especially the husband, in the form of support, protection, attention, trust and so on. Family social support is social support obtained from the family, especially the husband and children (Adams et al., 1996; Sayuti et al., 2023). Ganster et al. (1986) added that family social support can influence health conditions more than others and the two show a strong correlation.

Sarafino (1990) said that needs, abilities and sources of social support change throughout a person's life. According to Pearson (1990), individuals' levels of social support are not the same as each other. This situation is caused by differences in perception in receiving or feeling it. This is also influenced by individual characteristics. Young adults want close, caring relationships to share feelings with others. Familiarity and caring are characteristics of relationships based on love, for example, marriage, which enable a person to receive continuous social support. Support will feel meaningful if it is obtained from people who are very important in an individual's life and people they trust. Conditions will create a feeling that the individual is accepted and cared for, thereby increasing self-esteem and self-confidence.

Dual Role Conflict Management Model for Working Women

a) Time management

The informants described various time strategies that allowed them to avoid choosing between family and work. Thus, high dual centrality is considered a question of finding time for both, or everything, and many describe a constant struggle with time.

b) Communication strategy

The informants described the importance of clear and open communication and understanding. Again, this primarily concerned partners and/or parents, and his or her understanding of the informant's workplace was cited as an important aspect, regardless of whether he or she was a parent or not. Several research informants have talked about the benefits of having a partner who both works, so they can understand and see things from the same point of

view. Discussing issues in a dual role, before and after the issue arises, is also highlighted as an important part of communicating with your partner. Communication was reciprocal, and one informant explained that he was told by his partner that he was working too much and that he needed to cut back on his work hours for their relationship to work.

Some informants talked about finding new ways of socializing so that there is no need to prioritize. For informants who do not have children, this includes work strategies that do not interfere with their relationship with their partner. For example, one informant explained that they have close and frequent contact with their partner via text messages and phone calls during the day, so they share their daily lives even though they are not physically in the same place. Therefore, working long hours is not considered a barrier to close relationships. For informants who have children, the theme raised was finding ways to have adult relationships outside of work, such as spending time with friends who have children the same age or socializing with the parents of their children's friends.

c) Cognitive strategy

Some informants talked about accepting that the situation will never be perfect and accepting that one cannot do everything, and that one does not have to be the best all the time. These stories were mostly told by informants who had children. Other strategies related to good self-esteem as a mother, include knowing that she is good enough and does not need to have a bad conscience. One mother described it as adopting a pragmatic and partner-supportive approach to parenting, which helped her not feel guilty when working, and maintain a strict division of responsibilities with her husband.

Informants described trying to convince themselves that other people could also do their jobs well and that they were working enough hours, not more or less. One mother talked about reminding and reassuring herself that her children were her most important concern when she wanted to work longer hours. Another form of cognitive solution described by informants is various types of justification, in which informants justify their two priorities, to themselves and the interviewer. Most of them provided justifications for why the informants valued work more than family and often included their reasons.

Bidle & Thomas (1966) explained that conflict is associated with a certain personal position in adjusting attitudes. This means that conflict occurs because of the role or behavior of individuals who have detailed positions in an environmental group. In connection with the conflict over women's roles, women in certain environments take two forms, namely matters related to the household and matters related to careers outside the home. According to Goldman & Milman (1969), women's dual role conflict occurs because of tension between the individual's environment, both from pressures that occur inside the home and outside the home or are related to work. So in this tension, time is reduced, or used up for certain priorities.

Therefore, according to Greenhaus & Beutell (1985), identification of the factors that cause conflict is urgent. This can be identified through the time demand between domestic roles and mixed career roles for women to take part in them. Furthermore, according to Greenhaus & Beutell (1985), at a certain level,

stress will form because individuals fall into each role they choose and reduce their personal quality of life. Third, anxiety factors will arise that occur due to the inaccuracy of one role being transferred to another role.

Based on the results of interviews with informants, most informants said that women's dual roles sometimes trigger conflict in their households. So, to overcome or minimize the negative impact of women's dual roles in this research, a model or coping approach was formulated as a way to overcome, or provide strategies for managing conflict in dual roles.

Baron & Byrne (2006) further explain that coping is a personal response to mitigate problems according to feelings and thoughts to control or tolerate the negative impact of the situation being faced. Kiecolt-Glasser (1992) further said that coping includes various conscious efforts by a person to deal with the pressure they are facing. Thus, it can be said that coping is a variety of individual actions or efforts in managing demands and conflicts that are occurring and directed at them, as well as minimizing things that they think are wrong.

Work-family conflict, for example, occurs when the demands or expectations associated with one area do not match the demands or expectations associated with another area (Greenhaus & Beutell, 1985). The more time and energy a person spends on one role, the less time is left for other roles, so one of the main factors causing work-family conflict is the lack of time available to fulfill the demands of work and family roles (Marks, 1977).

The consequences of combining work and family may depend on the strategies used to deal with them. The results of this study are in line with the findings of Frisén et al. (2014) who explored anticipated work/family conflict among a Swedish sample (24–26 years old) and found that 63% had strategies. There were two themes found in this strategy, where the informants anticipated having to resolve possible work/family conflicts by taking action (practical solutions such as asking for help, changing the situation at work) or by communicating (with a partner or employer). Looking at strategies for successfully dealing with a dual-centric work/family identity, Kossek et al., (2012) explored a dual-centric identity profile combined with feelings of control and behaviors that interfere with work or family life. Of the six clusters, four clusters are dual-centric, one cluster has low control and three clusters have high control. By comparing these profiles, the results showed that low control profiles generally had more negative work/family outcomes, in terms of family/work conflict, work/family conflict, and psychological distress, compared with high control profiles. These results then suggest that control over the boundaries between work and family appears to be a successful strategy to avoid the negative impact of a dual-centric identity (Kossek et al., 2012). When women work outside the home, they still have to do household work when they are at home (Ademiluka, 2018; Hadi, 2017). For some women, there is a feeling that always staying at home makes them bored and lose their potential.

CONCLUSION

Based on all the previous descriptions, conclusions can be drawn from the results of the research that has been carried out. First, the dual role conflict experienced by women who play multiple roles can cause obstacles in work, making it difficult to achieve success in the fields of work, family and interpersonal relationships with their husbands. Second, the support provided by the family to working women is predominantly emotional (familiarity and acceptance) and informational (partner sharing) in managing household affairs and child care, while instrumental support (providing assistance) is still less dominantly provided by family so women who work do not feel satisfaction at work and cause feelings of guilt towards their families. Third, the model for managing family conflict among Papuan women who work in Jayapura City is used by elaborating three models, namely the coping model, strategies for combining work and family and strategies for managing dual work/family identities.

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