

PALACKÝ UNIVERSITY OLOMOUC

Faculty of Arts

Department of Asian studies

BACHELOR THESIS

**The role of gender relations in coffee
plantations on Java**

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Declaration

I declare that I elaborated this bachelor thesis independently and listed all sources and literature used.

In Olomouc 7th of May 2024

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Annotation

Author: Eliška Gawlíková

Title of bachelor thesis: The role of gender in coffee plantation in Java

Thesis supervisor: doc. Monika Arnez Ph.D., MA

Number of characters: 73 608

Number of titles of literature used: 21

Keywords: gender role, gender relations, Indonesia, coffee plantations, Java, women

This study analyzes gender relations and women's work on coffee plantations in Java. According to various data, women work more as farm laborers than those who earn more sales and money. The theoretical part focuses on gender relations in Java. It will also describe gender roles in agriculture and coffee industry in Java. This qualitative research is based on the object of research obtained from interviews, namely interactions with coffee plantation women. The main research methods for this study are interviews and literature review. The data obtained from the interviews will be described and analyzed. This research method consists of questions and answers obtained during interviews.

ACKNOWLEDGMENT

I would like to thank my supervisor doc. Monika Arnez Ph.D., MA for her professional help, patience and valuable input.

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Introduction

This study analyzes gender relations and women's work on coffee plantations in Java. According to various data, women work more as farm laborers than those who earn more sales and money. This research will provide a comprehensive picture of women's roles on coffee plantations in Java. It will also suggest the role of women in the future if they have more decision-making rights. More and more women are starting to work in the industry, but little is known about what exactly their roles are. This issue should not be ignored, as it is important for women coffee farmers to have decision-making power and have control over sales and access to various services. Indonesia is one of the world's largest producers of coffee and the coffee sector is important to the country's economy. Millions of Indonesians can find work in coffee production and processing, especially in rural areas where the business is centered. Women play a crucial role in various aspects of the coffee industry in Indonesia, from cultivation to processing and marketing. Gender equality and women's empowerment initiatives in the coffee industry are becoming more and more popular. These initiatives seek to increase women's access to markets, training, and resources. In Indonesia, the coffee industry plays a pivotal role in driving economic growth and rural development, with women being integral to its sustainability and success.

The practical section will cover gender role, the difficulties faced by women in the coffee farming industry, and their experiences working in agriculture and on coffee plantations. The gender roles in Java, coffee farm production in Indonesia, and the Indonesian coffee business will be the study's next areas of focus. Then, with an emphasis on Java, a deeper examination of gender relations and coffee plantations. The aim of the bachelor thesis is to bring into consciousness Java's gender norms and the employment opportunities available to women who work on coffee plantations.

This qualitative research is based on the object of research obtained from interviews, namely interactions with coffee plantation women. The main research methods for this study are interviews and literature review. This thesis draws on sources such as professional articles and books that deal with a similar topic. The data obtained from the interviews will be described and analyzed. This research

method consists of questions and answers obtained during interviews. In the interviews, the questions mainly focused on women who work on coffee plantations. What are tasks of women on coffee plantation, the average age of the women who work here and how women influence harvesting coffee. The aim of the analytical section is to evaluate the data collected and provide answers to the key questions of this thesis, namely gender roles, the difficulties faced by women in the coffee sector, and their experiences of working in agriculture and on coffee plantations. This thesis analyzes how the work environment and gender dynamics on coffee plantations in Java create and perpetuate inequalities for women in the coffee industry. The bachelor's thesis consists of an introduction, and a literature review, followed by a practical part and the data from the interview will be described in the practical part, and the thesis is finished with a conclusion.

Traditional gender roles result in women being exposed to distinct information about prices compared to men. This divergent exposure skews women's perceptions of inflation and affects the gender expectations gap. However, narrowing this gap in economic expectations, and consequently enhancing women's economic and financial decision-making compared to men's, would require promoting women's exposure to a broader spectrum of economic cues and settings (D'Acunto, F., Malmendier, U., & Weber, M. 2020).

Literature review

This study analyzes the role of gender relations and women's work on coffee plantations in Java. Despite the fact that women are crucial to the production, processing, and marketing of coffee in coffee plantations in Java, they frequently miss out on opportunities for training and other forms of professional growth. Gender inequalities persist and are reflected in unequal pay, poorer working conditions, less decision-making power, and often less recognition compared to men. This is also the case in the coffee plantation sector. As it is, for instance, on an Indonesian coffee plantation. Successful, working women in Indonesia face multiple challenges due to the persistence of traditional gender norms. In Indonesia, there are fairly conventional gender roles where women

often work to support their partners and families and where financial considerations are paramount. It is widely accepted that a woman should stay at home and take care of her family (Rita, Arbi Siti Rabi, Mochammad Fahlevi, 2019).

Learning more about the work of women on coffee farms can help us understand what daily work on farms is like and how gender roles are distributed in terms of work processes. Farm jobs are linked to certain educational requirements or training. Better training gives women the chance to work in the distribution and sale of coffee, where they can earn more money.

This literature review will discuss the role of gender relations, women who work in agriculture and on coffee plantations, and their challenges in the coffee farming sector. The next area of focus for this study will be on gender roles in Java and Indonesian households, farm production of coffee in Indonesia, and the coffee industry in Indonesia. Then a closer look at coffee plantations and gender relations with a focus on Java. They do work that is important and careful, but they no longer have another chance to participate in the next production of coffee. Then, only men execute this labor, and they are compensated well. This research on gender roles in Java coffee plantations will deal with this topic. There are many articles that describe gender roles or work on coffee plantations, but there are few articles that focus on both at the same time. It is certainly interesting to look at these two things in more detail and how they relate to each other. This will provide a better understanding of gender norms in Java, and women working on coffee plantations and their employment opportunities.

Gender relations and agriculture

Agriculture and gender relations are intertwined, as this work explores gender roles on coffee plantations in Java. A pertinent study of gender roles is Blackstone's study *Gender Roles and Society* (2003). She has insightfully revealed that the foundation of gender roles is comprised of the many expectations that individuals, organizations, and civilizations have of people based on their sex as well as each society's beliefs and ideals about gender. According to Blackstone, gender roles are the outcome of interactions between people and their environments, and they give cues about the kinds of behavior that are regarded to

be appropriate for each sex. The duties that men and women are expected to fill based on their sex are known as gender roles. Blackstone also writes about the fact that in order to provide for her family, a woman could play the conventional feminine role by choosing to work full-time inside the home rather than finding a job outside of it. On the other hand, men are typically viewed as leaders in traditional gender roles. Therefore, the traditional interpretation of the masculine gender role proposes that males should be the heads of their houses by supporting the family financially and making crucial family decisions (Blackstone A., 2003).

Women in rural Indonesia perform a variety of agricultural tasks, including planting, harvesting, and post-harvest duties (Qanti, S.R., Peralta, A. & Zeng, D. 2021). According to gender stereotypes, which hold that males are powerful and detail-oriented and that women are cautious, there was a clear division of labor by gender, with men handling land preparation and applying various chemical inputs while women focused on pruning and weeding (Qanti, S.R., Peralta, A. & Zeng, D. 2021). In addition, women are seen as being more adept at handling finances, with women having a say in significant purchases for the home and land. Due to social norms that restrict women's ability to participate in decision-making at both the household and community levels, even though women play a significant role in agricultural activities, their involvement is frequently seen as simply aiding their husbands (Qanti, S.R., Peralta, A. & Zeng, D. 2021).

Gender relations in Java

According to Uyun (2002), women still occupy a position of subordination in Javanese society, despite the fact that gender roles for men and women are now more equal. People's attitudes toward gender roles in Java are hard to change because of well-ingrained social and cultural standards. Diverse gender roles exist in every society, although the degree to which these disparities are present varies (Uyun, 2002). This is also true of the culture of Java, which is the focus of this study. The results of this survey demonstrate that there has already been a change in how gender roles are perceived, particularly in highly educated and rural populations (Uyun, 2002).

Gender relations in Indonesian farm households

It is common knowledge that women's roles within families and societies are essential for guaranteeing nutrition and food security (Chrisendo, Krishna, Siregar & Qaim, 2020). When women's roles and gender parity are strengthened, the family as a whole, and kids in particular, frequently experience better nutritional outcomes. Gender roles can be highly diverse, nevertheless, as a result of their dependence on a wide range of socioeconomic circumstances. Women have always contributed significantly to farm management and agricultural work in rural Indonesia (Chrisendo, Krishna, Siregar & Qaim, 2020).

In their research, they address that different women might be more or less involved, though, depending on the size of the farm and the crops harvested. The fact that women are sometimes not seen as the head of the home hinders their ability to negotiate business deals. Rural women work on the family farm in addition to engaging in non-farm-related economic activities (Chrisendo, Krishna, Siregar & Qaim, 2020).

Challenges for women in the coffee farming sector and inequalities

Estimates for earnings, employment, and hours worked in the coffee industry across five nations are provided in this study. Female employees made less money (per hour) than male employees. Nevertheless, gender pay discrepancies vary greatly from nation to nation. The traditional contrast between own-account working ranks and unpaid family labor has an impact on gender roles as well (Caro, 2020).

Women in Indonesia working in the coffee sector face several challenges, one of which is unequal pay. Women in Indonesia are primarily unpaid family workers rather than actual employees in the coffee sector, according to this article and data by Caro (2020). Additionally, smallholder farmers in Indonesia supply the majority of the country's coffee production. Wages are infrequently given to workers anywhere from Costa Rica and India, where the bulk of them are employed in relatively big plantations, to Indonesia, Vietnam, and Ethiopia, where employment is uncommon and the usage of unpaid labor is common (Caro, 2020).

According to data from Sompa, Rizky, and Syahrin (2022) which was gathered in Sumatra, women are overrepresented in the early stages of the value chain, such as field labor, harvesting, and processing. Women continue to have important roles in society, the home, and as mothers. Men, on the other hand, are more likely to move the goods and promote them (Sompa, A., Rizky, L., Syahrin, 2022). The reality of women in the Indonesian coffee industry is demonstrated in this study. Women who operate as smallholders in the coffee industry don't seem to have much influence in this regard. In modern society, men and women still have different roles, and women and men are still far from being equal labor partners (Sompa, A., Rizky, L., Syahrin, 2022).

Due to the emphasis placed on physical prowess in coffee plantation jobs, male coffee farmers tend to dominate in these roles. These include using a hoe to establish coffee trees, replacing them, using a machine to pull weeds, fertilizing, watering, trimming, selecting coffee fruits, moving harvested coffee, grinding coffee fruits, drying coffee beans, and selling to middlemen (Wahyudi D.F., Ibrahim T.J., Soedarwo D.S.V., Sukmana O., 2023). Based on this research study activities such as planting coffee seedlings, hand weeding with a sickle, pruning, harvesting coffee fruits, and drying coffee beans are performed by female coffee farmers and do not place a high value on physical strength (Wahyudi D.F., Ibrahim T.J., Soedarwo D.S.V., Sukmana O., 2023). While physical aptitude is a major requirement for most professions on coffee plantations, there are other occupations that make use of talents and intelligence in an agricultural setting. For female coffee producers, the only plantation task that requires substantial physical strength is plucking coffee fruits, which is a skill-based operation (Wahyudi D.F., Ibrahim T.J., Soedarwo D.S.V., Sukmana O., 2023).

Coffee industry in Indonesia

One of Indonesia's most significant agro-industries is coffee. The Indonesian economy has relied heavily on the coffee business to increase rural income, foreign exchange, and jobs, and this trend is expected to continue. The research in this study reveals that rather than productivity gains, the growth of the coffee business has been achieved by increasing land and labor inputs in stable proportions while using traditional cultivation methods (McStocker R, 1987).

In Indonesia, there are two types of coffee plantations: Large Estate and Smallholders Estate. Smallholder farmers commonly deal with certain problems, such as uncertain markets, climate change, a lack of interest from the government, or low productivity (Aprianingsih, Sarirahayu, 2018). The majority of Indonesia's coffee farmers are smallholders with limited resources, education, and expertise. They are less focused on effective and productive farming practices. These farmers are surrounded by other low-income farmers who oversee their plantations in a passive manner. This article also offers suggestions on how to boost coffee production based on a number of scholarly studies. By allowing them to realize their full potential and including them in training, it is vital to empower women (Aprianingsih, Sarirahayu, 2018).

Conclusion

Based on the literature review, gender roles are impacted by the historical contrast between own-account working ranks and unpaid family labor. Since it is common, women typically receive the former status in agricultural work, which deepens the gender pay gap. Women have always contributed significantly to farm management and agricultural work in rural Indonesia. Different women might be more or less involved, though, depending on the size of the farm and the crops harvested. Women are typically not regarded as the leaders of the household, which limits their ability to negotiate business deals.

Uneven remuneration is one of the difficulties faced by Indonesian women who work in the coffee industry. Instead of being actual workers in the coffee industry, women in Indonesia are generally employed as unpaid family workers. However given the high proportion of women employed in the coffee sector, particularly on plantations, incorporating women more closely may raise their financial independence and enhance the standard of living for their families.

Theoretical part

1 Gender relations

Gender relations refer to the expectations and conventions set by society about the kinds of actions, mindsets, and duties that are seen as suitable for

someone according to their assigned or perceived gender. These roles frequently specify expectations for behavior, attire, and social interactions within a given culture or community. Gender is formulated through personal, interactive, and systemic means, shaping environmental limitations and advantages that typically favor men over women. On the other hand, families that live in seclusion are unaffected by gender (Blackstone, 2003). Gender roles stem from varying expectations placed on individuals by society, groups, and cultures, which are influenced by one's biological sex and the prevailing values and beliefs about gender within that society (Blackstone, 2003).

Gender roles arise from the interplay between individuals and their surroundings, providing guidance on what behaviors are deemed suitable for each gender. These roles are shaped by society's perceptions of differences between sexes, defining what is considered appropriate behavior for each gender (Blackstone, 2003). Comprehending the concept of "gender roles" necessitates grasping the concept of "gender" itself. "Gender" is a societal construct often mistaken for "sex." Unlike sex, which is a biological classification determined by an individual's primary sexual characteristics, gender encompasses the meanings, values, and attributes assigned to different sexes by society (Blackstone, 2003).

Gender roles have historically been founded on the binary conception of gender, wherein particular actions and positions are linked to masculinity and others to femininity. Put differently, gender is a socially constructed concept shaped by human interactions and environments, while also drawing upon the biological distinctions between males and females (Blackstone, 2003). Since humans collectively construct the idea of gender through social processes, it is termed a social construction. However, as communities come to acknowledge the diversity of gender identities and manifestations, these roles are being redefined and challenged more frequently. Cultural differences can result in major variations in gender roles, which can also evolve in reaction to social, political, and economic forces (Blackstone, 2003).

Mills states that patriarchal ideas and the ensuing gender inequality are important, if not constitutive, aspects of the global economy given the variety of contexts and labor practices they contribute to. Gendered hierarchies contribute in many intricate and varied ways to the creation of a divided and adaptable global

workforce. Nonetheless, there are significant differences in how the lived experiences of real women and men are shaped by hegemonic gender meanings. In actuality, gendered ideologies and hierarchical structures collide with people's actual interests and identities when it comes to the kinds of gendered inequality that they experience in their daily lives, which frequently leads to conflict and contradiction. The article may explore various factors contributing to gender inequality in employment, such as cultural norms, institutional barriers, and economic structures. Additionally, it might discuss the implications of gender disparities in labor force participation for individuals, families, economies, and societies at large (Mills, M. B. 2003).

Studies regarding gender roles often concentrate on a simplistic binary understanding of gender, overlooking the rich diversity of gender identities. This limited perspective neglects the concept of a gender spectrum, which encompasses a broader range of identities beyond the traditional male and female categories (Eisend, 2019). Women are exposed to different pricing information than males due to traditional gender norms. Women's inflation expectations are distorted by this differential exposure, which also helps to explain the gender expectancies gap (D'Acunto, Malmendier, Weber, 2020).

1.1 Gender relations in Java

In Javanese society, women continue to hold a subordinate status, despite the increasing equality of gender roles for men and women. It is difficult to alter people's views about gender roles in Java due to deeply rooted social and cultural norms (Uyun, Qurotul, 2002). Every community has a variety of gender roles, yet the extent to which these differences exist varies. This also applies to Java culture, which is the subject of this investigation. The survey's findings show that attitudes around gender roles have already begun to shift, especially among highly educated and rural communities (Uyun, Qurotul, 2002). The prevalent conception of femininity in Indonesia is still deeply anchored in the position of women as mothers or wives, even though contemporary behaviors have been integrated into local customs and traditional law. Consequently, women are not accorded the same treatment as men in numerous aspects, especially concerning rights and opportunities (Pangaribowo, E.H., Tsegai, D. & Sukamdi, 2019). Traditional

gender roles in Javanese society have historically been shaped by economic, cultural, and religious views. It has long been expected of men to provide the majority of their families' income. They frequently have to support the family financially and make crucial choices that affect the community and family. Cooking, cleaning, and raising children have historically been the responsibilities of women in the home. They are crucial to preserving family unity because they are frequently viewed as the main caregivers in the home (Pangaribowo, E.H., Tsegai, D. & Sukamdi, 2019).

Gender concerns in Indonesia are linked to several cultural facets and institutional frameworks. A person's culture dictates what constitutes appropriate behavior in social situations. Thus, living arrangements and intra-household decision-making processes are influenced by customary law and local practices (Pangaribowo, E.H., Tsegai, D. & Sukamdi, 2019). The cultures of several Indonesian ethnic groups—the Javanese in Java, the Batak in North Sumatra, and the Bugis in South Sulawesi—are patriarchal, whereas those of the Minangkabau in West Sumatra are matriarchal. Despite the patriarchal nature of Javanese culture, women are integral to the household economy, as seen by the widely held belief that "women are the ministers of home affairs and finance" (Pangaribowo, E.H., Tsegai, D. & Sukamdi, 2019).

Certain legal systems tackle gender equality; for example, Indonesian marriage laws state that although men and women have equal rights inside the family, husbands and wives have different duties (Pangaribowo, E.H., Tsegai, D. & Sukamdi, 2019). But in contrast to women in earlier eras, a disproportionate number of modern women work outside the home, put off marriage to further their education, and have smaller families with only two or three kids. Javanese women are still expected to get married and start a family, even in the face of increased options for women to pursue higher education and gain employment (Smith-Hefner, Nancy J., 2009). Romantic unions founded on the voluntary consent of the bride and groom characterize modern weddings. Women assert, among other things, that finding a mate will get harder the older and more educated a woman gets. They reiterate the widespread notion that Javanese males favor marrying younger, less educated women than themselves (Smith-Hefner, Nancy J., 2009).

As Uyun (2002) states in his study, most parents mark their newborns with a pink blanket for girls and a blue blanket for males as soon as they are born. Gender norms persist in the way that games are assigned to boys and girls, for instance. Compared to boys, who typically have greater freedom in their relationships, adolescent girls are expected to uphold honor more. Based on a child's gender, adults frequently treat them differently. Parents are not the only ones who socialize gender roles in their children; as they get older, society also sends messages to them. Gender roles differ significantly. When considering gender roles in Javanese society historically, it is evident that while there has been a change throughout time, education has been more prevalent and Western culture has become more influential (Uyun, Qurotul, 2002). In the past, boys have had greater access to outside-the-home schooling and career prospects than girls. This is beginning to change, though, as more women pursue higher education and join the workforce and as fair access to education increases. Islam is the predominant religion in Java, and it has a big influence on gender norms. Expectations of gender roles, family dynamics, and modesty may be influenced by religious teachings (Uyun, Qurotul, 2002).

It is believed that Javanese women's domestic responsibilities extend well into the emotive domain, encompassing care for the emotional health of all members of the home, including maids, husbands, and kids. The majority of the status-deferential Javanese culture comes from women and children and is directed at the male head of the family in his roles as a husband and father (Smith-Hefner, Nancy J., 2009). Due to increased access to technology and education, globalization, urbanization, and globalization, gender roles are shifting significantly in Java. Younger generations are breaking with tradition and looking for more diverse options when it comes to social responsibilities, employment, and education.

1.2 Gender relations and agriculture

Even though it is becoming less significant, agriculture is still the most significant industry in the majority of Asian nations. In Asia, highland agriculture

accounts for 65% of all arable land used for food crops (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996). In all emerging nations, women play a critical role in the rural and agricultural economies. Their responsibilities are evolving quickly in many parts of the world, where economic and social pressures are reshaping the agricultural sector, and they vary greatly between and within regions (Raney Terii et al. 2011). Rural women frequently oversee multifaceted households and pursue several sources of income. In general, they work for pay in agricultural or other rural businesses, grow crops, tend to animals, process and prepare food, gather fuel and water, engage in trade and marketing, take care of their families, and maintain their dwellings. Though to varied degrees, women make up a sizable portion of the agricultural labor force and agricultural activities. As a result, their contribution to agricultural output is unquestionably quite significant, if difficult to accurately measure. Nonetheless, it is difficult to allocate gender-based contributions to agricultural outputs because most agricultural households involve both men and women in crop production. (Raney Terii et al. 2011).

The main industry that employs Indonesia's youth in rural areas is agriculture. Manufacturing and trade are the next two biggest industries where young people are employed in rural areas. Agriculture employed 38% of the young labor force in rural areas in 2019; the percentage rose to 40% in the subsequent year. In 2020, a greater percentage of rural teenagers were employed in agriculture than in trade or manufacturing (Srinivasan, S. 2024). The perception of farming as a profession and of rural living, in general, contributes to young people's seeming distaste for the idea of agricultural careers, although structural and economic problems are undoubtedly also significant contributors. According to Srinivasan (2024), there are numerous reasons why young people may find farming careers unappealing and leave the community appealing. Mass media frequently presents farmers and rural areas as impoverished and backward. However, a lot of aspects of rural living are rapidly evolving.

Gondowarsito, R., Santen, C.V., & Bottema, T. (1996) estimate that between 10 and 30 percent of agricultural households are led by women. In addition to taking care of the children and doing everyday housework, female farmers tend to the health, cleanliness, and nourishment of their families by

working in agriculture. Men farmers engage in more physically demanding tasks such as hauling big goods and draught animals while plows, harrows, and levels. However, hard and time-consuming jobs like planting, weeding, harvesting, and processing are typically performed by women farmers. As a result, the setting of fees is done through local negotiations that are impacted by the state of the labor market, the number of hours per day that each job requires, and the type of equipment that is being utilized (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996).

According to Qanti, S.R., Peralta, A. & Zeng, D. (2021) approximately one-third of Indonesia's workforce is involved in agriculture, with a smaller percentage of women working in this sector. In rural communities, agriculture is the foundation of livelihood activities and is usually performed at the household level. Rural Indonesian women play multiple roles in agriculture, from planting and harvesting to post-harvest activities. A clear division of labor by gender was observed with women occupied with weeding and pruning and men with land preparation and various chemical input applications, consistent with gender stereotypes of women being detail-oriented and careful and of men being strong.

Women are also perceived as better at managing financial resources, with women influencing decisions on major household and land investments (Qanti, S.R., Peralta, A. & Zeng, D. 2021). Gender stereotypes dictate that men are strong and meticulous while women are hesitant. Based on these assumptions, there was a distinct division of labor, with men taking care of the preparation of the land and applying different chemical inputs, while women concentrated on weeding and pruning. Women are heavily involved in agricultural activities, but because of social conventions that limit their ability to engage in household and community decision-making, their involvement is often viewed as only supporting their husbands (Qanti, S.R., Peralta, A. & Zeng, D. 2021).

The primary crop to be planted in the fields is chosen by male farmers. Nonetheless, the majority of female farmers choose what crops to plant in their home gardens and hills, and they collaborate to decide on animal husbandry and the sale of the produce from their livestock and agriculture. Women farmers typically choose the seeds, but males typically choose the crop varieties to sow and how much herbicides and fertilizers to apply. It seems that men are more self-

assured than their spouses in some areas, which partially accounts for the results of attending agricultural extension meetings (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996).

All women farmers, with the exception of single women and childless widows, are also wives, mothers, and homemakers, according to national research. Every day, women farmers must balance caring for and raising their children with productive work in addition to farming. It's evident that women farmers have a full schedule every day (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996). When it comes to making and keeping informal connections with family members, neighbors, and other community members like traders, moneylenders, paramedics, and midwives, women farmers predominate. These individuals could serve as informal, flexible conduits for women farmers seeking knowledge and credit. The primary reason why women farmers have limited access to government loan facilities is the absence of collateral. Even though girls are permitted to inherit land, many of them marry outside of the community and are then denied their right to inherit after marriage. All research areas do, however, have private financing, which appears to operate in accordance with the requirements of female farmers (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996).

1.3 Gender relations and inequalities in Indonesian farm households

Women have always played a significant role in agricultural labor and farm management in Indonesia's countryside. However, depending on the size of the farm and the kinds of crops planted, women's involvement may vary. Women tend to be less involved in farming when households begin growing oil palm (Chrisendo, Krishna, Siregar & Qaim, 2020). Harvesting is the most labor-intensive task in oil palm farming, and males perform it more often than women since it demands a great deal of physical strength. However, there are structural elements as well that lead to a decline in women's participation. Women in rural Indonesia typically have lower levels of education and fewer opportunities to work in higher-paying jobs (Chrisendo, Krishna, Siregar & Qaim, 2020).

In these circumstances, women in low-income homes frequently pursue off-farm work solely out of necessity for their financial well-being and choose not

to return when household income rises. Another significant factor that may have an impact on nutrition is the amount of time that women spend at work. High levels of female off-farm labor supply may have detrimental effects on family nutrition because, due to time restrictions, working women may be less involved in preparing meals at home (Chrisendo, Krishna, Siregar & Qaim, 2020).

According to Herawati (2019) male and female farmers share a commitment to farming in impoverished households. Because they lack sufficient capital resources aside from labor, women's involvement in farming plays a significant role in supporting the income of impoverished households. Men have a more prominent role in agricultural operations than they do in households with greater wealth. Women in wealthier households now manage the family finances more actively, including hiring paid men to perform manual labor instead of dedicating their physical labor to farming operations (Herawati, T. et al. 2019).

First, women play more important roles in home activities, whereas men predominate in economic or producing activities. Choosing cultivated species like trees, preparing the area for farming, planting seedlings, caring for the crops or trees, fertilizing, harvesting, and selling agricultural products, as well as negotiating with traders, are all examples of productive tasks (Herawati, T. et al. 2019). The home business includes tasks like cleaning, cooking, watching the kids, and meeting the demands for water and energy. The only home-based business activity where males predominate is house repair. Second, when it comes to owning property, vehicles, houses, and farm equipment, men predominate by a large margin. On the other hand, research indicates that women play a larger role in handling revenue from both non-agricultural and agricultural sources (Herawati, T. et al. 2019). The role of women as mothers is prioritized by Indonesian government policy. As a result, domestic concerns receive the majority of government attention when it comes to women's development. Despite the fact that women are recognized as critical players and decision-makers in upland agriculture, there have never been programs developed to help them develop their managerial abilities. Men continue to dominate the dissemination of information about agricultural technologies today. The majority of the farmers' groups' members are men (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996).

The position and function of women in the home and society are influenced by their cultural background. When teaching women about technology and other subjects, their background should be taken into account. It should not, however, dispel the idea that continuous agricultural activity has molded rural civilizations over hundreds if not thousands of years. Norms typically shift in tandem with changes in agriculture and economic opportunity. The Javanese people hold the belief that it is crucial for family life for the husband, wife, and children to share responsibility. Such reciprocal relationships allow family members to share joy, grief, struggles, and plenty. The wife does not feel overworked because she is working hard for the benefit of the family (Gondowarsito, R., Santen, C. V., & Bottema, T. 1996).

2 Coffee industry in Indonesia and Java

One of the most significant agro-industries in Indonesia is coffee. Approximately eight million people are employed in its production, processing, and marketing, including two million farmers. It has made up about 9% of the nation's non-oil and gas foreign exchange revenues in recent years. Due to a consistent rise in coffee production over the past 20 years, Indonesia is currently the world's third-largest producer, contributing 7% of worldwide production and exports—a figure only exceeded by Brazil and Colombia (McStocker, R. 1987). Mona Siahaan (2024) reports that Indonesia produced 760.2 thousand metric tons of coffee in 2023. As a major producer and exporter of coffee, Indonesia is one of the world's leading producers. Because of its favorable environment, coffee is one of Indonesia's most important agricultural exports.

Two types of coffee are most commonly grown in Indonesia: Arabica and Robusta. Approximately 83% of Indonesia's total coffee production is Robusta, with the remaining 17% being Arabica. Although Arabica came to Indonesia first, Robusta is less expensive than Arabica, resilient, and extremely productive. It also resists disease (Aprianingsih, A., Sarirahayu, K. 2018). In addition to palm oil, rubber, and cocoa, coffee is one of the commodities from the agriculture subsector that contribute significantly to economic activity in Indonesia and generate foreign cash for the nation. Sumatra is Indonesia's top coffee-producing province,

accounting for the majority of the country's estimated 610.42 thousand tons of coffee produced in 2016 (Aprianingsih, A., Sarirahayu, K. 2018).

Indonesian coffee plantations are separated into two categories: large estates and smallholder estates. A corporation organized as a corporate entity or legal body that cultivates plantation crops on regulated property for commercial reasons and has secured a business license from the authorized agency in the issuing of a plantation business permit is known as an estate company or huge estate. Plantations managed by a home, and smallholder estates do not take the shape of a business or legal entity (Aprianingsih, A., Sarirahayu, K. 2018).

Some of the world's oldest plantations and one of the most remarkable turnaround stories in specialty coffee can be found on the island. Aside from these historic estates, smallholders run most of Java's coffee plantations, accounting for about 75% of the island's producing area. Regretfully, they still produce relatively little annually—roughly 700 kg/hectare compared to over 2.5 tons in Vietnam—mostly from Robusta (Haswidi and Winarno. 2017). Additionally, their Arabica is regarded as being of lower quality than that of people from Sumatra or Sulawesi. A revolution in Arabica production is taking place, whereas the issue of poor Robusta output is still there and has to be resolved. The emergence of "third-wave" coffee in major cities like Bandung, Yogyakarta, Surabaya, Jakarta, and so on (Haswidi and Winarno. 2017).

2.1 Women's work on coffee plantations

Coffee plantation jobs, which frequently place a strong emphasis on physical prowess, tend to favor male coffee farmers. These include using a hoe to establish coffee trees, replacing them, using a machine to pull weeds, fertilizing, watering, trimming, selecting coffee fruits, moving harvested coffee, grinding coffee fruits, drying coffee beans, and selling to middlemen. On the other hand, operations that don't substantially rely on physical strength are performed by female coffee farmers, such as planting coffee seedlings, hand-weeding with a sickle, pruning, harvesting coffee fruits, and drying coffee beans (Wahyudi D.F. et al. 2023). Planting coffee trees requires a lot of physical strength. Using a hoe, farmers first dig holes that are one to two meters deep. The coffee seedlings were then dispersed into these holes. While not as physically taxing as their male

colleagues, female coffee farmers nevertheless perform labor-intensive jobs like replanting. When planting coffee, female farmers dig holes that are just half a meter deep, while male farmers dig holes that are one to two meters deep. Women's status in coffee plantations has been marginalized and transformed into the other as a result of the introduction of heavy machinery in agriculture and their incapacity to operate it (Wahyudi D.F. et al. 2023).

Coffee plantations require workers with a combination of talent and intelligence in addition to physical strength. Intellectual aptitude in the context of coffee plantations includes tasks based not only on physical strength but also on logical reasoning and action based on the knowledge of a coffee farmer. Pruning, selecting coffee fruits, and drying coffee beans are a few examples of such jobs. The act of pruning highlights a farmer's ability to identify branches that can impede the growth of coffee plants both in terms of quality and quantity. Not every farmer possesses the expertise needed for pruning (Wahyudi D.F. et al. 2023). In farming, farming requires expertise and intelligence to prune well. But when they live together, even the relatively simple work of trimming, which places little emphasis on physical prowess, is mostly done by their spouses. The husbands perform the majority of the pruning, despite their claims to be competent and interested in the process. Selecting coffee fruits is a cerebral task on coffee plantations (Wahyudi D.F. et al. 2023). Three years after planting, a coffee tree begins to bear coffee fruits, which it then produces every year after that. In order to separate mature coffee fruits that are ready for harvest from those that are not, a selection process is also necessary during the picking process. After collecting the coffee fruits, the men ensure transportation, where further processing awaits (Wahyudi D.F. et al. 2023).

The minimally physically demanding procedure of harvesting coffee fruits is performed by female coffee producers. When women are married to male coffee growers, access to job division on coffee plantations which prioritizes both physical and intellectual abilities remains dominated by the husbands of the women. The tasks that female coffee producers have historically completed and maintained don't require a lot of physical strength. Replanting coffee trees during realignment, pruning, sickle-weeding, gathering coffee beans, and sun-drying coffee beans are a few examples. Capabilities (Wahyudi D.F. et al. 2023).The

female head of the home can now take over tasks on the coffee plantation that were previously performed in tandem with their spouses, where the husband used to be the primary caregiver. They utilize ladders to help collect coffee cherries that are on high branches. This typical social assumption is challenged by the fact that these female head-of-household coffee producers utilize ladders to gather coffee cherries on sloping grounds, demonstrating that women do possess great physical capabilities. Women also took over control of coffee growth during regrouping, fertilizing, watering and selling to middlemen, activities previously carried out by men (Wahyudi D.F. et al. 2023).

Practical part

3 Methodology

The methodology of the bachelor thesis focuses on obtaining data and information regarding the roles of gender on coffee plantations in Java. For the theoretical and practical part of the study, the research aim, ethical considerations, the data collection process, and the methods and procedures are presented. The thesis's theoretical section entails a review of pertinent sources that are readily available and an analysis of the data that is then employed in the practical section, which uses qualitative research as its selected methodology.

3.1 Principles of qualitative research and research approach

This qualitative research is based on research objects obtained from interviews, specifically interactions with coffee plantation women. The main research methods for this research are interviews and literature review. The data obtained from the interviews will be described and analyzed. This research method consists of questions and answers obtained during interviews. To obtain the necessary data, interviews were conducted with women working on a coffee plantation. This analysis refers to the information needed to answer the conceptualization of gender roles in coffee plantations in Java. Interviews were conducted with five women who work on a coffee plantation in Wonosobo which is a town in Central Java.

3.2 Research objective

The primary goal is to describe gender roles on coffee plantations in Java, so the research deals with what role women perform on coffee plantations, what is the difference between women and men and whether it is difficult for women to work there. The secondary goal is to determine the impact that women have on the quality and sales of coffee.

3.3 Selection of participants for the research

The purposive sampling approach was used to choose the participants; criteria are provided ahead of time, and the selection process considers the study problem. Selection is based on preset criteria because participants were sought based on specific attributes: participants live and work in Java, women who work on a coffee plantation, and they are part of the productivity of small coffee farmers.

Participants who agreed to participate in the research were selected with the help of another person through whom they were contacted. Contact with the respondents was established through the WhatsApp social network.

There were various sections to the interview. The participant was first informed about the study and requested permission to take part. After that, questions about their name, birthplace, current residence, and gender were put to them.

The interview's major section, which consisted of questions about the work's subject, came next.

Because of this, an open interview with prepared questions was selected as the technique of data collection, allowing for the preservation of the interview's structure and theme. The five women selected for the interview were coffee plantation workers in Wonosobo.

3.4 Analysis and results of interviews

This chapter addresses the interview results after introducing the five participants and discussing the findings.

Introduction of participants

Ms. Waliyah

Ms. Wilayah is a woman who lives in Wonosobo and works here on a coffee plantation.

Ms. Soimah

Ms. Soimah is a woman who works on a coffee plantation here and resides in Wonosobo.

Ms. Urrp

Ms. Urrp was born and lives in Wonosobo and is a coffee plantation farmer.

Ms. Marinah

Ms. Marinah is a coffee plantation farmer who was born and resides in Wonosobo.

Ms. Muslinatun

Ms. Muslinatun is a native of Wonosobo and works as a coffee plantation farmer.

Description of results

It can be seen from the introduction of all five interviewees that they are similar in many ways. All the women work on a coffee plantation and are from Wonosobo. This section aims to describe how women work on a coffee plantation, what are the differences between women and men, and if women influence the coffee harvest. It will provide particular instances from the participants' responses, which will be shown by using direct quotes from the interviews.

There are many coffee plantations in Java, and in Wonosobo, for example, most women work here, which was confirmed by all the participants.

3,376 employees are working on this plantation, most of whom are women.
(Urrp, row 3)

It was also important for the work to find out where the women came from if they were all from the same village or another region of Indonesia.

Women working on the plantation are from the local village. (Marinah, row 6)

The women who work on this plantation come from the Java region. (Urrp, row 7)

After that, they were asked to describe the duties involved in running a coffee plantation. That is, to outline the necessary tasks on the plantation.

Prepare the seeds, hoe the field, apply fertilizer, then let it sit for a few days after which it is planted, let the coffee seedlings stand for a few months after living, then pick the coffee flowers and after that harvest it. (Soimah, row 8)

Prepare the land, hoe it, prepare coffee seedlings for the garden, and apply manure. After the coffee plants are alive, we give ol-ea fertilizer to each plant. Then after the coffee plants live and grow flowers and bear fruit. We cut the tops of the coffee trees we cut and then we spare. Then after the coffee fruit is red, we start harvesting.(Waliyah, row 8)

Hoeing to make the soil loose, preparation of coffee seedlings, planting, fertilization, maintenance, harvesting. (Muslinatun, row 8)

They were also asked what kind of work only women do and what is the approximate percentage of them involved in coffee cultivation, processing, and marketing.

Women do the planting, maintenance and harvesting, about 50%. (Waliyah, row 16)

Planting, maintenance, and harvesting, 70%. (Muslinatun, row 12)

Working hours were also mentioned and whether there were any differences between women and men, which most participants agreed on.

8 hours of work. Yes, in general, men work in flour fields that require strength/muscularity, while women work in activities that require precision and neatness. (Urrp, row 16)

I work 8 hours. Men work harder and require a lot of energy, while women are more careful. (Marinah, row 15)

The average age of women who work here is the same for all respondents.

25 years old and above. (Muslinatun, row 17)

That's 25 years old and above. (Marinah, row 18)

Understanding how women affect the coffee harvest is equally crucial. How has this coffee plantation changed over time and whether more women are working there now than, ten years ago.

The yield of coffee harvesting is higher because women are more careful. It's getting better and more developed. More women work here than ever before. (Muslinatun, row 22)

They play a key role in planting management and marketing. In its centuries-long journey to become a world commodity and global beverage, coffee was a tool for empire-building and fuelled the industrial revolution. (Urrp, row 25)

It's getting better and more developed. More women work here than ever before. (Marinah, row 24)

As part of the work on the coffee plantation is also sales, the question was asked about the most significant influence of women on the sale of coffee or the coffee harvest.

The concept of coffee sales and harvesting is increasing thanks to women. (Soimah, row 27)

More sales turnover. (Muslinatun, 26)

Women working on a coffee plantation are farmers but also mothers, so they have to manage their professional as well as their personal lives, and if they manage to organize this time. Therefore, it was also discussed whether there are any plantation duties that, in the opinion of women, males are better suited for.

The women continue to work professionally and manage their time between work and family. Yes, men can do better because they are more reliable in their labor. (Marinah, row 31)

They still play their role as housewives and are always professional in their work. Women are actually better than men at performing many tasks. (Urrp, row 33)

They still manage to divide their time between work and family. Women do more tasks than men. (Muslinatun, row 29)

One of the participants also mentioned the challenge that women have to overcome to work on the plantation. They found a mechanism to ensure that women can harvest the tall coffee cherries even if the coffee trees are too tall. Farmers also have to deal with coffee pests. The difficulty is getting rid of bugs and using pesticides to treat them.

Yes. If the coffee trees are too tall, we find a way to make sure that we can pick the tall coffee cherries. (Waliyah, row 39)

The challenge lies in pests and overcoming them with pest spraying treatment. (Marinah, row 38)

Analysis of responses

The participants are all Javanese from the city of Wonosobo and confirmed that they come from their place of residence or nearby villages. They mention that most of the workers on the coffee plantation are women. This confirms that more and more women are working on coffee plantations.

Coffee plantation work includes preparing the land for gardening, hoeing it, preparing coffee seedlings, and applying manure. After that, the coffee plants will flourish, produce blossoms, and bear fruit. It also includes chopping off the tops of the coffee trees and then the coffee fruit is then harvested after it turns crimson. Approximately 50% of women work in the production, processing, and marketing of coffee. Their main work involves planting, maintenance and harvesting.

A woman on a coffee plantation works eight hours a day. Men perform more physically hard work than women on coffee plantations, which is the primary distinction between the genders. Nonetheless, women are more cautious and meticulous in their work. The average age of a woman working on a plantation is 25 and above. There was also an increase in the sale and harvest of coffee due to the more careful work of women. Thanks to the greater interest of women to work on coffee plantations, ensures more work is done and a more careful approach by women. Given that coffee is one of Indonesia's most popular commodities, coffee plantations are more advanced and have more sales turnover.

Even though the farmers are also mothers, they continue to fulfill their domestic duties professionally. In many cases, women are more adept at getting things done than men, however, men are more reliable in work that requires more physical effort. According to respondents, women are doing more and more work than men and are able to overcome various challenges. One of the main challenges is pests and diseases on coffee plants, which pesticide treatment will help to defeat. They also coped with tall trees when they had to collect coffee cherries.

Conclusion

The bachelor's thesis aimed to find out how women work on coffee plantations in Java and if there is a gender difference and to describe the specific difference between women and men on a coffee plantation and if women do more work than men, which was achieved through open interviews with women farmers on coffee plantations in Wonosobo, Java. The theoretical part describes and explains important concepts related to gender relations and the difference between women and men, but gender roles in agriculture are also described. First, women are more involved in domestic tasks than males are, especially when it comes to economic or producing activities. In the next part, gender relations in Java and the Indonesian household were also described.

Qualitative research was chosen for this work, the research of which consists of five participants who live in Java, more precisely in the city of Wonosobo and work here on coffee plantations and are therefore directly at the source of the work on the plantation and are influenced by the daily difference between the work of women and men on coffee plantations plantation. To gather information, open-ended interviews using pre-written questions were done. It has been found that women work more and more on coffee plantations and sometimes work more than men. They are also capable of doing work that was previously done only by men. However, men are still preferred in jobs with more physical effort and work that involves transporting and selling coffee beans. On the other hand, women work considerably more meticulously and with greater care. And even if they work around eight hours a day, they are still able to take care of the household and family.

Thanks to data from interviews, the study provides insight into women's work and gender relations on a coffee plantation in Java. The information gathered can serve as a basis for further research on women who work on plantations and provide a foundation for future study and discussion on gender relations in Java. These findings may also be applied to support and educate the women who work on plantations in Java. People should know at least general information about how it works on a coffee plantation in Indonesia and women's role here.

The goal of the bachelor's thesis was not to cover every facet of gender relations in Java and on coffee farms. Further research is possible, which could deal with why women want to work on coffee plantations and why they don't, for example. Furthermore, it would be possible to investigate the conditions of women working in this industry and whether in the future it may happen that women will be able to take over other tasks that are now performed only by men.

In conclusion, this bachelor thesis found out what kind of work women do in Javanese coffee plantations and the impact of gender relations.

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List of appendices

Appendix 1: Interview with Ms. Waliyah

Appendix 2: Interview with Ms. Soimah

Appendix 3: Interview with Ms. Urrp

Appendix 4: Interview with Ms. Marinah

Appendix 5: Interview with Ms. Muslinatun

Appendix 1

1 *Berapa banyak karyawan yang dimiliki perkebunan kopi ini? Berapa banyak*
2 *dari mereka adalah wanita?*

3 Di perkebunan kopi ini bekerja 5 orang, ya kebanyakan wanita.

4 *Dari daerah mana saja di Indonesia para wanita yang bekerja di perkebunan ini*
5 *berasal?*

6 Dari daerah wonosobo, slukatan Mojotengah.

7 *Tolong jelaskan tugas-tugas yang perlu dilakukan di perkebunan kopi.*

8 Menyiapkan lahan, lalu di cangkul , lalu menyiapkan bibit kopi untuk di taman,
9 kemudian dikasih pupuk kandang. Setelah tanaman kopi hidup kemudian kita
10 kasih pupuk ol-ea, pada masing-masing tanaman. Kemudian setelah tanaman kopi
11 hidup lalu tumbuh lalu berbunga dan berbuah. Kita lakukan pemotongan pucuk
12 pohon kopi kita potong lalu kita luang. Lalu setelah buah kopi merah kita mulai
13 melakukan pemanenan/punen.

14 *Apa saja tugas perempuan di perkebunan kopi ini? Berapa perkiraan persentase*
15 *mereka yang terlibat dalam budidaya, pemrosesan, dan pemasaran kopi?*

16 Mencabut rumput dan memetik buah kopi, 50%

17 *Berapa jam kerja rata-rata? Apakah ada perbedaan antara pekerja wanita dan*
18 *laki-laki?*

19 Saya kerja 6 jam, ada perbedaan.

20 *Berapa usia rata-rata wanita yang bekerja di sini?*

21 Usia rata-rata para wanita adalah 30 tahun.

22 *Bagaimana pengaruh perempuan dalam memanen kopi?*

23 Lebih teliti dan lebih traten.

24 *Bagaimana perkebunan kopi ini berubah dari waktu ke waktu? Apakah ada lebih*
25 *banyak wanita yang bekerja di sini sekarang daripada sepuluh tahun yang lalu?*

26 Ketika hujan buah kopi lebih sedikit dari pada musim kemarau, ya ada.

27 *Apa dampak paling signifikan dari perempuan terhadap penjualan kopi atau*
28 *panen kopi?*

29 Lebih sedikit pengangguran wanita.

30 *Bagaimana para wanita yang bekerja di sini mengelola kehidupan profesional*
31 *dan pribadi mereka? Bagaimana mereka mengatur penitipan anak?*

32 Sebisa kita mengatur waktu kita di dalam bekerja dan pada waktu kita dirumah.

33 *Apakah ada tugas-tugas yang menurut pendapat Anda, seorang pria bisa*
34 *melakukan lebih baik daripada wanita di perkebunan ini atau sebaliknya?*

35 Ya, pria bisa melakukan lebih baik dari wanita. karena pria bisa melakukan
36 pencangkulan.

37 *Menurut Anda, apakah ada tantangan bagi perempuan yang bekerja di*
38 *perkebunan kopi ini? Jika ya, bagaimana cara mengatasinya?*

39 Ada. Apabila pohon kopi yang kita petik terlalu tinggi maka kita cari cara supaya
40 buah kopi yang tinggi bisa kita petik.

41

Appendix 2

1 *Berapa banyak karyawan yang dimiliki perkebunan kopi ini? Berapa banyak*
2 *dari mereka adalah wanita?*

3 Ada 10 -15 orang, iya banyakan wanita.

4 *Dari daerah mana saja di Indonesia para wanita yang bekerja di perkebunan ini*
5 *berasal?*

6 Dari desa setempat.

7 *Tolong jelaskan tugas-tugas yang perlu dilakukan di perkebunan kopi.*

8 Menyiapkan bibit, mencangkul ladang, memberi pupuk, lalu diamkan beberapa
9 hari setelah itu baru ditanami, bibit kopi diamkan beberapa bulan setelah hidup
10 kemudian petik bunga kopi dan setelahnya panen.

11 *Apa saja tugas perempuan di perkebunan kopi ini? Berapa perkiraan persentase*
12 *mereka yang terlibat dalam budidaya, pemrosesan, dan pemasaran kopi?*

13 Penanaman, perawan, pemanenan. 60%.

14 *Berapa jam kerja rata-rata? Apakah ada perbedaan antara pekerja wanita dan*
15 *laki-laki?*

16 Rata - rata 8 jam, ya ada.

17 *Berapa usia rata-rata wanita yang bekerja di sini?*

18 25 tahun keatas.

19 *Bagaimana pengaruh perempuan dalam memanen kopi?*

20 Wanita lebih telaten.

21 *Bagaimana perkebunan kopi ini berubah dari waktu ke waktu? Apakah ada lebih*
22 *banyak wanita yang bekerja di sini sekarang daripada sepuluh tahun yang lalu?*

23 Kopi yang tadinya biasa dan satu rasa dengan seiringnya waktu menjadi berbagai
24 macam rasa, ya.

25 *Apa dampak paling signifikan dari perempuan terhadap penjualan kopi atau*
26 *panen kopi?*

27 Konsep penjualan dan pemanenan kopi semakin meningkat berkat perempuan.

28 *Bagaimana para wanita yang bekerja di sini mengelola kehidupan profesional*
29 *dan pribadi mereka? Bagaimana mereka mengatur penitipan anak?*

30 Tetap membagi waktu dimana mereka harus bekerja dan tetap profesional, 5 bagi
31 seorang buruh dan bisa membagi waktu yang keluarga.

32 *Apakah ada tugas-tugas yang menurut pendapat Anda, seorang pria bisa*
33 *melakukan lebih baik daripada wanita di perkebunan ini atau sebaliknya?*

34 Ya, karena laki laki dari tenaga lebih bisa diandalkan dari wanita.

35 *Menurut Anda, apakah ada tantangan bagi perempuan yang bekerja di*
36 *perkebunan kopi ini? Jika ya, bagaimana cara mengatasinya?*

37 Menghadapi hama pada kopi ketika pohon kopi semakin tinggi saat dipanen.

38

39

Appendix 3

1 *Berapa banyak karyawan yang dimiliki perkebunan kopi ini? Berapa banyak*
2 *dari mereka adalah wanita?*

3 Terdapat 3.376 karyawan yang bekerja di perkebunan ini, sebagian besar adalah
4 perempuan.

5 *Dari daerah mana saja di Indonesia para wanita yang bekerja di perkebunan ini*
6 *berasal?*

7 Wanita yang bekerja di perkebunan ini berasal dari wilayah Jawa.

8 *Tolong jelaskan tugas-tugas yang perlu dilakukan di perkebunan kopi.*

9 Barista, sortir biji kopi manual, grader, sortir biji kopi dengan mesin, pertangraian,
10 roaster, penatausahaan.

11 *Apa saja tugas perempuan di perkebunan kopi ini? Berapa perkiraan persentase*
12 *mereka yang terlibat dalam budidaya, pemrosesan, dan pemasaran kopi?*

13 Perempuan melakukan penanaman, pemeliharaan dan pemanenan, sekitar 50%.

14 *Berapa jam kerja rata-rata? Apakah ada perbedaan antara pekerja wanita dan*
15 *laki-laki?*

16 Itu kira-kira 8 jam kerja. Ya pada umumnya pria bekerja pada bidang tepung
17 membutuhkan kekuatan/otot. Sedangkan perempuan bekerja pada kegiatan yang
18 membutuhkan ketelitian dan kerapian.

19 *Berapa usia rata-rata wanita yang bekerja di sini?*

20 25 tahun keatas.

21 *Bagaimana pengaruh perempuan dalam memanen kopi?*

22 Mereka memegang peran kunci dalam penanaman pengelolaan dan pemasaran.

23 *Bagaimana perkebunan kopi ini berubah dari waktu ke waktu? Apakah ada lebih*
24 *banyak wanita yang bekerja di sini sekarang daripada sepuluh tahun yang lalu?*

25 Dalam perjalannya selama berabad-abad untuk menjadi komoditas dunia dan
26 minuman global kopi adalah alat untuk membangun kerajaan dan mendorong
27 revolusi industri.

28 *Apa dampak paling signifikan dari perempuan terhadap penjualan kopi atau*
29 *panen kopi?*

30 Omset penjualan yang sangat fantastis.

31 *Bagaimana para wanita yang bekerja di sini mengelola kehidupan profesional*
32 *dan pribadi mereka? Bagaimana mereka mengatur penitipan anak?*

33 Mereka tetap berperan sebagai ibu rumah tangga dan dalam pekerjaan selalu
34 profesional.

35 *Apakah ada tugas-tugas yang menurut pendapat Anda, seorang pria bisa*
36 *melakukan lebih baik daripada wanita di perkebunan ini atau sebaliknya?*

37 Wanita sebenarnya lebih baik dibandingkan laki-laki dalam melakukan banyak
38 tugas.

39 *Menurut Anda, apakah ada tantangan bagi perempuan yang bekerja di*
40 *perkebunan kopi ini? Jika ya, bagaimana cara mengatasinya?*

41 Petani kopi terus menghadapi tantangan hama dan penyakit.

42

Appendix 4

1 *Berapa banyak karyawan yang dimiliki perkebunan kopi ini? Berapa banyak*
2 *dari mereka adalah wanita?*

3 10 orang sebagian banyak wanita.

4 *Dari daerah mana saja di Indonesia para wanita yang bekerja di perkebunan ini*
5 *berasal?*

6 Wanita yang bekerja di perkebunan adalah dari desa setempat.

7 *Tolong jelaskan tugas-tugas yang perlu dilakukan di perkebunan kopi.*

8 Mencangkul, menyiapkan biji yang bagus, penanaman, perawatan, pemupukan,
9 pemanenan.

10 *Apa saja tugas perempuan di perkebunan kopi ini? Berapa perkiraan persentase*
11 *mereka yang terlibat dalam budidaya, pemrosesan, dan pemasaran kopi?*

12 Penanaman, perawatan pemupukan, 80%.

13 *Berapa jam kerja rata-rata? Apakah ada perbedaan antara pekerja wanita dan*
14 *laki-laki?*

15 Saya kerja 8 jam. Laki-laki bekerja lebih berat dan membutuhkan tenaga yang
16 besar sedangkan perempuan lebih ketelitian.

17 *Berapa usia rata-rata wanita yang bekerja di sini?*

18 Itu 25 tahun keatas.

19 *Bagaimana pengaruh perempuan dalam memanen kopi?*

20 Hasil panen lebih banyak dan kopi yang dihasilkan lebih bagus karena melalui
21 tahap penelitian.

22 *Bagaimana perkebunan kopi ini berubah dari waktu ke waktu? Apakah ada lebih*
23 *banyak wanita yang bekerja di sini sekarang daripada sepuluh tahun yang lalu?*

24 Semakin maju dan lebih berkembang. Lebih banyak perempuan yang bekerja di
25 sini dibandingkan sebelumnya.

26 *Apa dampak paling signifikan dari perempuan terhadap penjualan kopi atau*
27 *panen kopi?*

28 Omset lebih besar.

29 *Bagaimana para wanita yang bekerja di sini mengelola kehidupan profesional*
30 *dan pribadi mereka? Bagaimana mereka mengatur penitipan anak?*

31 Para perempuan tetap bekerja secara profesional dan bisa membagi waktu antara
32 pekerjaan dan keluarga.

33 *Apakah ada tugas-tugas yang menurut pendapat Anda, seorang pria bisa*
34 *melakukan lebih baik daripada wanita di perkebunan ini atau sebaliknya?*

35 Ya, laki laki bisa lebih baik karena dalam tenaga mereka bisa lebih diandalkan.

36 *Menurut Anda, apakah ada tantangan bagi perempuan yang bekerja di*
37 *perkebunan kopi ini? Jika ya, bagaimana cara mengatasinya?*

38 Tantangan terletak pada hama dan mengatasinya dengan perawatan penyemprotan
39 obat hama.

40

Appendix 5

1 *Berapa banyak karyawan yang dimiliki perkebunan kopi ini? Berapa banyak*
2 *dari mereka adalah wanita?*

3 Di perkebunan kopi bekerja 15 orang, sebagian besar wanita.

4 *Dari daerah mana saja di Indonesia para wanita yang bekerja di perkebunan ini*
5 *berasal?*

6 Wanita yang bekerja di perkebunan adalah dari desa setempat.

7 *Tolong jelaskan tugas-tugas yang perlu dilakukan di perkebunan kopi.*

8 Pencangkulan supaya tanah menjadi gembur, penyiapan bibit kopi, penanaman,
9 pemupukan, perawatan, pemanenan.

10 *Apa saja tugas perempuan di perkebunan kopi ini? Berapa perkiraan persentase*
11 *mereka yang terlibat dalam budidaya, pemrosesan, dan pemasaran kopi?*

12 Penanaman, perawatan dan pemanenan, 70%.

13 *Berapa jam kerja rata-rata? Apakah ada perbedaan antara pekerja wanita dan*
14 *laki-laki?*

15 Itu 8 jam waktu kerja. Wanita lebih teliti sedangkan laki laki lebih kuat.

16 *Berapa usia rata-rata wanita yang bekerja di sini?*

17 25 tahun keatas.

18 *Bagaimana pengaruh perempuan dalam memanen kopi?*

19 Hasil dari pemanenan kopi lebih banyak karena perempuan lebih teliti.

20 *Bagaimana perkebunan kopi ini berubah dari waktu ke waktu? Apakah ada lebih*
21 *banyak wanita yang bekerja di sini sekarang daripada sepuluh tahun yang lalu?*

22 Dari yang biasa menjadi kopi yang lebih mendunia. Ya, wanita lebih banyak
23 bekerja di perkebunan kopi.

24 *Apa dampak paling signifikan dari perempuan terhadap penjualan kopi atau*
25 *panen kopi?*

26 Omset penjualan lebih banyak.

27 *Bagaimana para wanita yang bekerja di sini mengelola kehidupan profesional*
28 *dan pribadi mereka? Bagaimana mereka mengatur penitipan anak?*

29 Mereka tetap bisa membagi waktu antara bekerja dan mengurus keluarga.

30 *Apakah ada tugas-tugas yang menurut pendapat Anda, seorang pria bisa*
31 *melakukan lebih baik daripada wanita di perkebunan ini atau sebaliknya?*

32 Wanita lebih banyak mengerjakan tugas daripada laki laki.

33 *Menurut Anda, apakah ada tantangan bagi perempuan yang bekerja di*
34 *perkebunan kopi ini? Jika ya, bagaimana cara mengatasinya?*

35 Ya, petani harus menghadapi hama pada kopi.