

ABSTRAK

Tulisan ini merupakan bagian dari penelitian tesis Antropologi Sosial Unimed yang berjudul “Relasi Kuasa Majikan dengan “*Bibik Medan*” (*Bidan*) di Desa Bandar Khalipah, Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang yang bertujuan untuk mengetahui profil “*Bibik Medan*” (*Bidan*) di Desa Bandar Khalipah, Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang. Untuk memahami bentuk hubungan kerja antara majikan dengan “*Bibik Medan*” (*Bidan*) di Desa Bandar Khalipah, Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang dan untuk menganalisis relasi kuasa yang tercipta antara majikan dengan “*Bibik Medan*” (*Bidan*) di Desa Bandar Khalipah, Kecamatan Percut Sei Tuan, Kabupaten Deli Serdang. Penelitian ini menggunakan metode kualitatif. Adapun teknik penelitian antara lain melakukan observasi, wawancara mendalam dan dokumentasi. Berdasarkan hasil penelitian lapangan didapatkan bahwa para *bibik Medan* (*Bidan*) tersebar di Desa Bandar Khalipah tepatnya di dusun 1, 7, 8, 9, 10, 11 dan 14 dengan rentang usia 29 sampai dengan 62 tahun. Hubungan kerja yang terjalin antara majikan dengan *bibik Medan* (*Bidan*) yang berasal dari Desa Bandar Khalipah adalah hubungan diperatas. Hubungan diperatas (*dienstverhoeding*) dimana pihak majikan berhak memberikan perintah-perintah yang harus ditaati oleh pihak lainnya. Ciri khas dari hubungan kerja tersebut adalah bekerja di bawah perintah orang lain dengan menerima upah. Relasi kuasa antara majikan terhadap sembilan pekerja rumah tangga “*Bibik Medan*” (*Bidan*) di Desa Bandar Khalipah, Kecamatan Percut Sei Tuan yaitu: Pertama, dari segi perlindungan hukum terhadap pekerja rumah tangga *Bibik Medan* (*Bidan*) yang belum secara yuridis diakui di Indonesia. Kedua, upah/gaji dari 9 *Bibi Medan* (*Bidan*) dibawah Upah Minimum Kabupaten/Kota (UMK). Ketiga, ada majikan yang tidak menambah upah/gaji kalau tidak diminta oleh *Bibi Medan* (*Bidan*). Ke empat, ada juga *Bibi Medan* (*Bidan*) yang jam pulang kerjanya tidak sesuai kesepakatan namun *Bibi Medan* (*Bidan*) tidak berani mengatakan kepada majikan. Kelima, ada juga *Bibi Medan* (*Bidan*) yang mendapatkan cuti Idul Fitri hanya sehari saja. Ke enam, ada juga majikan yang memberikan banyak aturan-aturan yang tidak sesuai kesepakatan dan juga pekerjaan yang tidak sesuai kesepakatan.

Keyword: *Relasi Kuasa, Majikan, Pekerja Rumah Tangga*



ABSTRACT

This article is part of Unimed's Social Anthropology thesis research entitled "Relations between employers and *"Bibik Medan"* (*Bidan*) in Bandar Khalipah Village, Percut Sei Tuan District, Deli Serdang Regency, which aims to find out the profile of *"Bibik Medan"* (*Bidan*) Bandar Khalipah Village, Percut Sei Tuan District, Deli Serdang Regency. To understand the form of the working relationship between the employer and *"Bibik Medan"* (*Bidan*) in Bandar Khalipah Village, Percut Sei Tuan District, Deli Serdang Regency and to analyze the power relations created between the employer and *"Bibik Medan"* (*Bidan*) in Bandar Khalipah Village, Percut Sei Tuan District, Deli Serdang Regency. This study uses a qualitative method. The research techniques include observation, in-depth interviews and documentation. Based on the results of field research, it was found that *"Bibik Medan"* (*Bidan*) were scattered in Bandar Khalipah Village, to be precise, in hamlets 1, 7, 8, 9, 10, 11 and 14 with ages ranging from 29 to 62 years. The working relationship that exists between the employer and *"Bibik Medan"* (*Bidan*) who comes from the village of Bandar Khalipah is an above level relationship. The relationship is leveled (*dienstverhoeding*) in which the employer has the right to give orders that must be obeyed by the other party. The distinctive feature of this work relationship is working under the orders of others by receiving wages. The power relationship between the employer and nine domestic workers *"Bibik Medan"* (*Bidan*) in Bandar Khalipah Village, Percut Sei Tuan District, namely: First, in terms of legal protection for the domestic worker *"Bibik Medan"* (*Bidan*) who has not been legally recognized in Indonesia. Second, the wages/salaries of 9 *"Bibik Medan"* (*Bidan*) are below the Regency/City Minimum Wage (UMK). Third, there are employers who do not increase their wages/salary if *"Bibik Medan"* (*Bidan*) does not ask for it. Fourth, there was also *"Bibik Medan"* (*Bidan*) whose hours were not according to the agreement but *"Bibik Medan"* (*Bidan*) did not dare to tell the employer. Fifth, there is also *"Bibik Medan"* (*Bidan*) who gets only one day of Eid leave. Sixth, there are also employers who give a lot of rules that are not in accordance with the agreement and also work that is not in accordance with the agreement.

Keyword : Power Relations, Employers, Domestic Workers

