Star Energy Geothermal Salak and Darajat are operated by 496 employees and 945 contractors, 14% of employees are woman with various of educational background and their roles in the organization and 66% woman employees are mothers.

Judging by these numbers of woman as well as mothers, it is still relevant to talk about Super Woman in the workplace – a woman who wears many hats on an everyday basis not only as queen of her household. From mother to wife to employee to daughter to best fiend, etc. A woman who is used to play several roles in work as well in life: play role as employee, as mother, as wife and as a daughter almost simultaneously.

Nowadays, many employers open the doors for gender equality and accept more and more women in the workplace. This opportunity is also complemented by the implementation of better policy and regulation for paid and maternity leaves, flexible worktime, nursing facilities, day care facilities, etc. All these enable women to grow on their careers while serving as different roles.

Problem Statement

At home, we cook, clean the house, caretaking for children and/or elderly parent, manage our “engineers” (I called engineer for household assistant), sleep late at night because we have to accompany our kids study, or sometimes not sleep at all because our children are ill, and wake up early in the morning to prepare everything for our kids before they go to school, and do it all again tomorow.

At work, we juggle our daily duties while climbing the corporate ladder by taking the lead on multiple projects and we also struggle before office hours to catch up train/bus schedule or drive car/motorcycle) because most of us living in suburn area to ensure we come on time to the office. We play our role as racer in the early morning and late afternoon, we can “beat” Valentino Rossi with our tiny scoopy matic.

Sometimes we have to play several roles in one time and we don’t even recognize them all. For example, we’re in middle of meeting at office – we play role as employee, our phone rang, its from our kid’s teacher. They’re inform our son or daughter is sick need to be pick up earlier – we play role as mother. Then, we have to call our engineers at home to pick up our children right away – we play role as queen of household. When we go back to the meeting, our parents are texting to remind us to accompany them to see a doctor this afternoon – we play role as a daughter.

Although sometimes overwhelming, we effortlessly multitask our time and talents to each when we can. We need support from family and friends or even from company and government.
Current Company and Government Support

Star Energy Geothermal Salak and Darajat support woman roles in industries by providing us menstruation leave 2 days per month, maternity leaves 3 months, miscarriage leave 1,5 months, breastfeeding within office hour and nursing room in the office.

Government also support working women with Act No.13 Year 2003 regarding employment regulation:

- Article 81 (1) menstruation leave for 2 days/month
- Article 82 (1) maternity leave for 3 months
- Article 82 (2) miscarriage leave for 1,5 months
- Article 83 breastfeeding within office hour
- Health Ministry Regulation No.15 Year 2013 regarding nursing room

Suggestion/Room for Improvement

- Establish policy and regulation for flexible work schedules and using technology to create work-from-home options. Such an approach may allow us to still get work done while managing multiple work and home priorities. Generous leave policy and flexible workplaces are an acknowledgement that we live complicated lives.
- Provide day care facilities in the office or closed to office.
- “Me Time”
  Imagine that while we do our “me time” for hobbies, shopping at ambassador, hangout with arisan squad, go to the movie, or simply take a rest for a while, we can also complete some major projects, arrange meeting or finishing online training.