

Gender Inequalities in The Workplace as The Idea of Painting Art Creation

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Abstract. This study is a type of art creation research. This writing aims to create artwork with ideas originating from an actual phenomenon of gender inequalities in the workplace which is especially experienced by women. Although various efforts have been made to preserve gender equality rights, the culture in a country still plays important role in efforts to achieve gender equality in the field of employment. The data is obtained through documents and literature studies. This research used a combination method of practice-based research and practice-led research method. This research produces a two-dimensional painting that is representational-deformative and has symbolic meanings. This creation is useful as a medium of criticism and as a medium of education to the public related to the phenomenon or topic of gender inequality. This phenomenon should be aware of and must be fixed immediately to reduce the negative impact that is prejudicial to its victims.

Keywords: gender inequalities, workplace, painting

1 Introduction

Indonesian national economic development is considered still not able to improve the welfare of the people. The main indicators are high inequality and poverty. One of the inequalities that still occur in Indonesian society is gender inequality. According to Anderson et al, gender is a concept that refers to a system of roles and relationships between women and men that are not determined by biological differences, but are determined by the social, political, and economic environment [1]. Gender inequality or gender discrimination refers to unequal rights between men and women based on different gender roles which lead to unequal treatment in life [2]. Gender inequality is still common in Indonesia, such as in the work environment.

Women are less likely to work, and conversely more likely not to be employed. What is even more concerning is that there are still workplaces that provide lower wages for female workers than for male workers. "There are common challenges faced by women in a market economy. One is the lower wages that women tend to earn. Statistical discrimination offers one explanation for lower wages without implying that women have a lower average productivity than men" [3]. Gender inequality experienced by women can also be found in terms of the injustices women receive in recognition and rewards for their performance [4]. The existence of gender inequality in the workplace is due to the strong patriarchal culture in Indonesian society. Indonesian laws and regulations recognize the principle of equal rights between men and women. However, women have always been left behind in the economy, education, health, employment, and politics. One reason is the patriarchal culture that developed in indigenous Indonesian society [5]. From a young age, individuals tend to see men as leaders, and this mindset is often carried over into adulthood. Apart from that, the parenting style of Indonesian girls and the demands on Indonesian women to raise children and take care of the family also have a major influence on gender inequality in the workplace.

According to KPPPA data on 2018 The culture and norms that apply to some Indonesian people are one of the factors that cause more female workers to be employed in the domestic sector than in the public sector, even though every Indonesian woman has the right to choose to play a role in the both sector [6].

Therefore, women are often underestimated when it comes to managing an organization or being a leader. Based on actual phenomena that are often encountered in the surrounding environment, indirectly the potential or ability of women as professionals are limited or not optimized.

Problems regarding gender inequalities and women's rights have been raised a lot until now. "Gender inequality remains a major barrier to human development" [7]. Balanced relations (gender equality) between men and women in all aspects of life are urgently needed to accelerate the development process based on high human values without the imperiority of one gender on the one hand and the superiority of one gender on the other [8]. The preservation of gender equality rights has been pursued through national and international legal products, but culture in a region will still play an important role in efforts to achieve gender equality in the field of employment. There are still various business sectors or jobs that seem closing their eyes to the rights that women workers should have. There has been a paradoxical situation, although women have felt disadvantaged both professionally and financially, many people who had traditional mindsets in work environments do not perceive women being discriminated against. Based on this, the topic of gender inequalities is still appropriate and very necessary to be appointed as a research topic to provide a new perspective for the community.

2 Method

The methods used to create this art is a combination of two method namely practice-based and practice-led research methods. The creation used practice-based research methods in general the researcher conducted particular research or observations, then entered the empathy stage, merged into one with the problem being studied, and had the experience felt by the research subject. The actual process yielded new insights that were processed into practical concepts and poured into the paintings. Meanwhile, in the creation using the practice-led research method the artist first processed and created the work, then explored different meanings and interpretations to find new facts and understandings through the practice of the subject. In addition to conducting research and observations, the author also conducted methods of literary research on the subject of creation covered in books and journal articles.

This painting creation uses L.H. Chapman creative process to make an artwork. L.H Chapman was known as a woman who works in the field of art education. This specific creative process was chosen because it is easy to understand, apply, and easy to develop the stages in the process of creating artwork. There are several steps that need to be done in making an artwork. According to L. H. Chapman, creation takes place in three stages, namely (1) the inception of the idea, (2) elaboration and refinement, (3) heention in a medium [9].

2.1 The Inception of The Idea

At this stage, it's all about finding ideas that can also be a source of inspiration or idea. Sources of inspiration can come from anywhere, for example from the environment or emerging issue in the state. This creation idea came from issue about gender. The problem about gender inequalites were still pervasive in Indonesia, including in the working environment.

2.2 Elaboration and Refinement

In the refinement phase attempts are made to develop and integrate the initial ideas. The refinement stage means developing an idea into a visual or tangible form. The idea is creatively processed to be in pra-visual form considering themes and concepts.

2.3 Heention in a Medium

This stage uses specific media (tools and materials) and different techniques to optimize the visual concept and ideas in painting medium. The creators have taken several aspects into consideration while creating this artwork, hoping that the ideas and the feelings of the artwork will be conveyed to the connoisseur. Art exists as a visual language that serves as a communication tool or platform for artists to express their feelings and thoughts to their audiences, exerting psychological impact in the form of aesthetic experiences. This art creation uses plywood as the medium and acrylic.

3 Discussion

3.1 Creation Process

In the process of creating the painting artwork, there were several aspects to be considered like media, visual concept, and technique. The process of creating this painting does not separate from that various supporting aspects before realizing the artwork itself. An artwork is a transformation from an idea into a visual form, therefore an artwork cannot be visualized without technique, concept, and media in the form of tools, materials and mediums. These are the important aspect that used in the process of creating this painting:

a. Media

Artwork is a visual transformation of an idea that is creatively processed by considering the theme, technique, art element, etc. Making an artwork cannot be separated from the presence of media in the form of tools, materials, and art mediums. The media selection is very important, because this aspect has a function as a support to deliver the messages or meaning of the artwork optimally. The media that used in this painting art creation are plywood, A4 paper, pencils, erasers, acrylic paints, poster paints, wall paints, various brushes, and black pens.

b. Technique

Ideas are best extracted when a creative person masters the working technique. Mastering different painting techniques gave an opportunity to further developed ideas into visual form. Several techniques were used in this painting art creation including plaques, color gradation, and shading techniques to enhance the quality of the work. The plaque painting technique is a layer of paint that applied in a concentrated and viscous state. The color gradation technique is a color transition technique from the dark part to the lighter part. Shading techniques are used to shape and enhance the brightness and darkness of a figure or objects. In the creation process with shading technique, the author uses a pen tool with black ink.

c. Visual Concept

Transforming the concept of an idea into a work of art requires a visualization process, and transforming an idea into a representative visual form or symbolic meaning can ease the audiences to describe the meaning of the artwork. Representational figures in a painting mean the object figure still relates or can be recognizable to the natural forms of the real object, although the object figure has been transformed by simplification and stylization. When observed from its visualization, representational painting uses shapes of objects or figures that have been abstracted, deformed, distorted, and distilled.

The theme of this painting is the impact of gender inequalities phenomenon in the employment sector and it was visualized with pop surrealism style. The leading figures in this painting is a woman which was chosen to represent the victim of gender inequality in the workplace. And the other main figure is a hybrid monster from the combination of several objects such as a duck, a ship's propeller, and two scissors in its hand. Victim figures with such poses were chosen to show how helpless the victims of this problem, also an indication of the injustice experienced by these women is visualized from the figure of a woman who has wings but is cut off by the figure of a monster.

This painting uses pastel colors, but with low intensity so it looks dull. The background is colored with a value tint and the objects have a color with a value shade so that it looks contrasted and the focus will be on the main object. To outline objects, the author uses solid or real lines are lines that are produced through direct hand strokes and can be tangible but not shaped.

d. Sketch

After the idea concept was 'translated' into a visual concept, the next step was to make a rough sketch and final sketch based on an idea that has been processed into a previsual form. The sketch of the artwork was drawn on A4 size drawing paper and visualized with a pencil with a thickness of HB code. Below is the pravisual, rough sketch and the final sketch of the artwork:

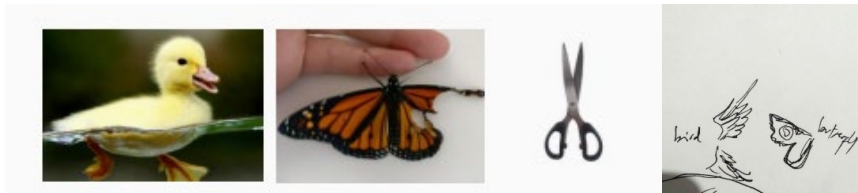


Fig. 1. The pravisual form of the painting creation



Fig. 2. Rough sketch.

The rough sketch was made in A4 paper with HB pencil and then bolded using a black pen. This sketch is not final yet, and there is potential for it to be changed again to get the perfect final sketch.



Fig. 3. Final sketch.

The rough sketch was made with the support of a digital sketching tool in the form of a drawing tablet. the process of making this final sketch uses a digital drawing application, namely *Procreate*. This app is considered because it makes the sketching process more time efficient.

3.2 Final Result



Fig. 4. String Along, Arum Wilis Kartika Ayuningtari (2022)

Title : STRING ALONG
Year : 2022
Media : acrylic on canvas
Size : 70 cm diameter

The title of this painting art creation that was made in 2022 is “String Along” it means to deceive or follow something. The media that used to make this painting is acrylic on canvas with a 70 cm diameter round shape. This artwork’s theme is the phenomenon of gender inequalities’ impact on the employment sector. The impact that mentioned is the disadvantage experienced by women (as victims of gender discrimination) is that their potential does not have space to be developed, so it is wasted. According to Brenner in women as part of gender are given essential roles of managing economic, social, political, and cultural development within their society. So those women with the potential can participate in realizing sustainable development [10]. In the theory of socialist feminism, opportunities must be equally wide open for men and women, it is equally important to get education, health, employment opportunities, and so on. Sooner or later realizing gender equality is in essence a humanitarian concern, and therefore the concern of all parties [11].

The author criticizes cases that are often encountered in the employment sector and in society, such as the point "a good leader must be a man" or the difference in wages even though men and women have the same portion of work. United Nation Development Program-UNDP in 2017 states that gender equality is not necessarily men and women have to be the same, but their rights, responsibilities, and opportunities must not be treated based on their gender as male or female [12]. Ironically, many people in society still close their eyes because they do not think that women have been discriminated against because of these policies, cultures and mindsets.

That idea was painted with a woman as the main object, whose her wings are clipped by a monster. The wings figure is a representation of the potential that this woman has. Then the monster is painted as a duck which is a representation of unscrupulous members of society who seem to just surrender to following the culture flow that exists in deciding things or establishing their perspectives. The duck object was chosen because of its nature which often follows something in front of them.

Gender equality in all fields including in the workplace really needs to be prioritized. Because by wasting people's potential based on stigma or traditional thinking about gender, you will only get losses. The losses for the company or workplace as well as losses for prospective people.

4 Conclusion

Research on this art creation that departs from the phenomenon of gender inequality is expressed representationally and symbolically in the visual form of paintings. This work is a form of personal expression of this phenomenon which is manifested in paintings using acrylic paint on canvas. This work describes the dangers or impacts of the phenomenon of gender inequality which kills women's potential to develop and obtain their rights. This artwork was created as a medium of criticism and education for the public as spectators or audiences, especially for members of the public who underestimate the potential of women to play important roles in organizations or persons in the workplace who do not pay wages equally to workers, especially women.

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