

ANALYSIS OF THE CONCEPT OF WOMEN'S CAREERS ACCORDING TO FEMINISM AS WELL AS CONTRADICTIONS IN THE ISLAMIC PERSPECTIVE

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Abstract: The development of feminism issues over time has led to this ideology increasingly dominating the views of women in various aspects of life. The doctrine of radical feminism has shaped the social view of women reviewed from a capitalist perspective, achievement, and work ethos. The historical events of the 1970s were full of discrimination against women by church culture, which sparked a rebellion for equal rights with men. It builds a paradigm that women must have achievements and social influence to gain societal rights and capacity. Therefore, a career becomes the main aspiration of feminism. However, this affects the shift in the roles and responsibilities of women traditionally identified as wives and

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mothers and responsible for the household. For feminism, being a career woman is the right of all women, and not limited to domestic roles. The study examines the contradiction between feminism and Islamic perspectives on women's careers. The method used is qualitative research based on library research, with descriptive analysis and critical analysis approaches. The results of this study reveal that the concept of women's careers according to feminism is based only on the trauma of the church's cultural history that intimidates women. But Islam is based on the good and the glory of women.

Keywords: Feminism, Islam, Women Careers, Social Roles, Women's Responsibilities.

Introduction

The concept of women's careers today is a traumatic form of a woman's dilemma of centuries ago when the church became the sole owner of the highest authority to legalize all forms of intimidation, and discrimination against women. Like destroying values, honors, and women. They even regard women as humiliating creatures and have the same status as animals. The multitude of suffering and pressure that women have been subjected to has provoked a spirit of rebellion against it. Therefore there arose a movement that proclaimed the equality of women's rights with men's. Women are entitled to respect and have the same capacity as men in many respects. Especially in public aspects such as social, social, organizational, and employment.

Women's careers are overwhelming issues that to this day are still a hot topic of discourse. The problems caused by this paradigm invite many arguments from the pro and counter figures. As a result of this debate, the feminists put out all the arguments to reinforce their views on career women to reject all appeals from their counterparts.

There is paradigm that this feminism has shaped has shifted women's responsibilities to their domestic roles as wives and mothers, so affecting the harmony of the family can even create a discord in them that can trigger divorce. Not only that, it can make it difficult for women to balance their domestic and public roles, which can have physical and mental implications.

Therefore in this short article, the author wanted to know how the concept of women's careers in Islam. From this article, the author wants to answer this question and clarify this problem of sexuality that cannot be considered simple, because its impact covers a complex field.

Career Women's Understanding

A woman who works outside the house is sometimes called a career woman. From a linguistic point of view, the term career includes not only participation in the labor market, but also preferences and interests, or at least an internal desire for long-term paid jobs, construction, and promotion.¹ Based on this, a career woman can be defined as 1) a woman who is serious about her career and her work, 2) a woman in the world of work (business, office, etc.), 4) a woman who lives her life comfortably.² More specifically, a career woman refers to a woman who has a passion and loves one or more professions over a relatively long period to improve her life, work, or status. So a career woman is a woman who has a job and is financially independent either by working for others or by establishing her income.³

In Arabic, a woman is called al-mar'ah, a mar'ah is al-nisa and al-niswah is of different sexes, with reproductive organs that have varying possibilities.⁴ It illustrates the differences between women in the times of Siti Nurbaya. They're just crawling inside the house, contemplating their fate that's sealed by walls, and customs. Compared to busy career women, who may spend more time out of the house than in the house.⁵ According to the professor, the definition of a career woman formulated above does not appear to be

¹ Sahrani Adaruddin, Pegawai Non, and P N S Iain, "Feminisme Perspektif Islam," 2020, 245–53.

² Hamidah Hanim, "Peranan Wanita Dalam Islam Dan Feminisme Barat Hamidah Hanim Khusus Mengenai Hubungan Hak-Hak Pria Dan Wanita Dalam Keluarga . Menonjol Adalah Karena Keluarnya Para Wanita Secara Bebas Diberbagai" 7 (2020): 148–61, <https://doi.org/10.32505/tarbawi.v8i2>.

³ Dhiyaa Thurfah Ilaa, "Feminisme Dan Kebebasan Perempuan Indonesia Dalam Filosofi" 4, no. 3 (2021): 211–16.

⁴ Leila Salikha, "Analisis Eksistensialisme Feminisme Dalam Novel Laut Bercecerita Karya Leila Salikha Chudori" 3 (2023).

⁵ Djiłzaran Nurul Suhada, "Feminisme Dalam Dinamika Perjuangan Kesetaraan Gender Di Indonesia Pages 15-27 Feminism in the Dynamics of The Struggle for Gender Equality in Indonesia," 2021, 15–27.

the same as a "career woman". According to some experts above, the so-called career woman is a woman who succeeds in fulfilling her basic responsibilities, while performing other duties and responsibilities without affecting her main activity.⁶

Women's career by feminism

Among the many factors that cause discrimination between women and men, there are so many, among them, laws and customs being subordinated to women that they can even prevent women from entering the public sphere.⁷ Because it is underestimated by society that women have a slightly lower level of intellectuality than men. Therefore, it concluded that women would not be able to assume public roles like men.

According to feminists, women and men were created in balance with each other.⁸ Both have their respective rights and authority, so it is not true if the authority is only on one side between the two. Women have the same freedom as men, just as they have their future. Because of the ancient tradition that has many doctrines society that women were created to be under the control of men and were born with full limitation. Even a woman can only be active within a limited scope of the household, as well as with her husband's permission. Women have always been associated with domestic matters, so it turns out that women do not need to have a higher education. This doctrine has long been discriminating against women in particular in public roles.

Even according to feminism, women experience injustice in such complex aspects. But the focus of the discussion here is the role of women in the world of work. (Career). Women's career is an aspiration that they embody as a form of gender justice.⁹ That's why women have the right to decide their future. Women are therefore entitled to feedback that is equal to their potential, achievements, and roles. It cannot be denied that having a good work ethos, and many achievements can raise the dignity of the community in public society.

⁶ Nurhasanah Abbas, "Dampak Feminisme Pada Perempuan," 2020, 187–98.

⁷ Irma Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi" (UIN ALAUDDIN MAKASAR, 2017).

⁸ Rahma Pramudya et al., "Wanita Karier Perspektif Islam," *Sangaji Jurnal Pemikiran Syari'ah Dan Hukum* 4 (2020): 1–34.

⁹ Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi."

While domestic roles only exploit women and benefit men. Women only spend all their energy and sacrifice their future just to serve their husbands, children, and households. That has prevented women from developing.

The existence of an automated worker based on sexuality is a gender inequality that occurs in women.¹⁰ It's only beneficial to men and detrimental to women. Men and women are both agents of justice, and both have equal opportunities in the development of civilization. Therefore, the team can choose all areas that match their abilities and minds. Women can rely on the evolution of the times, especially in the world of work with the absence of automated workers based on sexuality.

So, according to feminism, being a career woman is a woman's right, not to be judged just by her quality. Because women and men have equality in all aspects of life. They both have the same rights. The role of the army is not only on domestic roles and limited access, but more than that. Women are worthy of honor and honor with their talents and demands.¹¹ Therefore, there should be no sexually based individualization that would be detrimental to either of them.

Women's Career in Islam

Islam upholds the dignity and dignity of women.¹² Then the Islamic religion has given priority to women's rights. Among them is the right of women to get a job. Far from the time of gender emancipation, Islam has raised the rank of women, until finally a community of women workers or what can be called women of careers appeared. In Islam, women's careers are not associated with roles in the public sphere but rather with their role in the domestic sphere.

Because of her role which has never been out of question, one of the women's qualities is to take care of children. Psychologically, a child is closer to his mother. So the child depends more on his mother than on his father.¹³ If a mother works outside the house, it can be said that her attention to her child will be diminished. The intensity of communication with the mother is reduced, not that

¹⁰ Dwi Edi Wibowo, "Peran Ganda Perempuan Dan Kesetaraan Gender," *Muwazah* 3, no. 1 (2012): 356–64, <https://doi.org/10.28918/muwazah.v3i1.6>.

¹¹ Pramudya et al., "Wanita Karier Perspektif Islam."

¹² Lukman Hakim, "Al-Qur'an Dan Hadis" 21 (2020).

¹³ Wibowo, "Peran Ganda Perempuan Dan Kesetaraan Gender," 2012.

alone can even trigger a lot of trouble. Because in Islam a child is described as a woman's career by becoming a mother. Then his role has a great influence on a child's future.

When a woman chooses to be a woman of a conventional career means a woman who works outside the house, can create internal family problems. So how much better is it for a woman to be a non-conventional career woman who works from home, for they are easier to maintain family balance and children's education.¹⁴ Because most conventional women find it hard to do homework. In Islam, a woman's career is not the one who plays the most role, but the role of maximum responsibility and primary obligation.

However, in the view of Islamic scholars, women's careers working outside the house are prohibited. Why? When a woman is out of the house a lot of work is left behind, for example: serving her husband's day-to-day, educating and caring for children, and other things that become her duties and rights. This prohibition is based on the hadith of the Prophet Saw.

والمراة راعية فى بيت زوجها ومسؤولة عن رعيتها

"And the woman is the leader in her husband's house, and she will be held accountable for what she leads." (HR. Bukhari).¹⁵

So in Islam never discriminate between women and men. Women can take on careers like men, not only in domestic roles but also in public roles. With the record of his primary obligations not abandoned or neglected due to his career. But women and men have equal rights, but it is not to be denied that they have different portions, because of their differences, so their duties and their rights are exercised and filled with different parts. Like a woman, she has a duty to her husband, to climb the stairs, and to educate her children. But the man is the ruler of his household, the guardian, the provider of his livelihood, and the keeper of his house.¹⁶

It is not forbidden for a woman in Islam to have a career, but it is not in Islam that a woman should have a career in public so that

¹⁴ Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi."

¹⁵ Pramudya et al., "Wanita Karier Perspektif Islam."

¹⁶ Wibowo, "Peran Ganda Perempuan Dan Kesetaraan Gender," 2012.

she should not neglect the responsibility of her family.¹⁷ And that it should not be difficult for a woman to perform two duties at a time. It shows that Islam is very careful and glorifies women.

In Islam, there is no automated work. It's domestic and public work. Because a person's role in the public sphere is a job, just as in the domestic sphere it includes a job. In the view of Islam, women already have jobs as household responsibilities, caring for their husbands and their careers is to mark the succession generation of civilization by becoming mothers.

Contradiction of the concept of women's career according to feminism with the Islamic concept

Islam never prohibits women from doing work outside the home or even automates women's access to domestic and public spheres. Islam is present to raise the rank of women and glorify them. His rights and duties are the same as that of a man. Although execution and fulfillment are different. It's because of the height difference. As for equality of rights here is equal in human rights, values, honor, and happiness. Focus on the discussion of women in careers, in Islam women are not ordered to work outside the house but neither is otherwise ordered, If an emergency occurs then there are some provisions in Islam. Among them, if the family has urgent financial difficulties, then in these circumstances a woman can help her husband. But on condition that he keeps his honor from the opposite sex. All these are prescribed in Islam to preserve the glory and honor of women from things that can hurt, physical oppression, and her honor.¹⁸

In addition to his rights to be fulfilled, there are obligations to be exercised as a consequence of his rights. A woman must be a partner with a man, and to be the wife, a duty that cannot be denied. Nevertheless, the marriage doesn't have to choose between a household or a career. A woman can jump into the two realms, provided she is not burdened with the difficulty of dividing the time.¹⁹

¹⁷ Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi."

¹⁸ Pramudya et al., "Wanita Karier Perspektif Islam."

¹⁹ Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi."

Therefore, Because of her weak natural condition, working with heavy burdens outside and inside the house will be difficult for women.²⁰ Even his intuitive temper makes it easy to use and can hurt his gentle heart. The honor he has is the cause of the harassment that often occurs outside. All this is the reason why Islam does not command people to work outside.

Islam gives equal rights to men and women, even obligations to both. In Islam, women are rewarded for their careers. In Islam, women are ordered to work, that is, to be wives and housekeepers, a career by being a mother who educates her children to be obedient, qualified, and intellectual Muslims. Then there is no more valuable result for a bride than to give birth to a generation of intellectuals and good men who will continue and change the world's civilization, which will be engraved in the history of the world. As the Prophet (peace and blessings of Allah be upon him) said, "The good and evil of a world is dependent on the good and the bad of a woman."²¹ This is a concept not understood by feminism.

Unlike women's career aspirations of feminism that are based on the trauma and dilemma of the tragic history of women in church times. It was based on a rebellion that sought to eliminate intimidation and discrimination against women. Given its history, the feminist paradigm is also influenced by the paradigms of secularism and capitalism. According to them, jobs are energy, organizational, and social of public society. The doctrine of secularism he adopted had an impact on the automation between domestic and public.²² They classify jobs and exclude domestic roles as jobs. This is the doctrine that leads to women who only have a career that has a work ethos and public achievements such as social, educational, economic, etc. Women in the domestic sector are not a job or a career.

As for the influence of adopting the teachings of capitalism has given the doctrine to women, that material, social status, and profit are priorities. Women only have capacity in the middle of society if they have achievements and roles in the public. These arguments must be indirectly forcing and provoking women to become public workers.

²⁰ Wibowo, "Peran Ganda Perempuan Dan Kesenjangan Gender," 2012.

²¹ Dwi Edi Wibowo, "Peran Ganda Perempuan Dan Kesenjangan Gender," *MUWAZAH* 3, no. 1 (2011): 356–64.

²² Erviana, "WANITA KARIR PERSPEKTIF GENDER DALAM HUKUM ISLAM DI INDONESIA Skripsi."

Based on the above description, that the concept of women's careers in Islam is based on the good for women and men. The concept of feminism is based on revenge on history, to lift women's rights, which are influenced by the teachings of secularism, capitalism, and liberalism so that they hurt women and their environment (family).²³ Islam does not order but does not prohibit women from working. But if a compulsive situation occurs, Islam advocates but with conditions to protect women from unclean things. Unlike the feminists who demand women with a provocation based on rights and duties, who have been misunderstood in understanding the concepts in Islam as well as their subjective and selfish opinions. Much is influenced by doctrines such as secularism, capitalism, materialism, and liberalism.

Conclusion

Based on the above description it can be concluded that the concept of women's career in Islam mentions that women can pursue a career in the public sphere as men but as long as it does not disregard their duties. In terms of work or career, Islam does not distinguish between the existence of jobs such as domestic roles and public roles. Because men and women are different, the servers are different. Men with their reputation as stronger beings and being protectors, accountable, livelihoods, and leaders make them a public role, but this does not mean excluding women or discriminating. But a woman with her reputation as an intuitive, affectionate, and caring being, and a weak physical condition, gives her the appropriate role, like being a wife and a mother. If women are focused on public rather than domestic roles, they are concerned that they will fail in their duties and misbehave on their merits. Women are the pillars of a nation and civilization because from it civilization can live and thrive. If the role of women as producers and educators of generations is diminished, then civilization is destroyed. Being a woman is God's gift, being a wife is a duty for her, and being a mother is her career, which will produce the work of a child.

It's different from the concept of a career woman from a feminist. They just want to compete with men. Because of the greatness of their ego because of the history of the Church's persecution of women at the time. Feminists argue only for their

²³ Pramudya et al., "Wanita Karier Perspektif Islam."

subjectivity and forgive the obligations and merits of women. Not only that, they even match jobs between the domestic and public spheres. It's considered a form of discrimination. As well as the restriction and prevention of the development of SDM for women, such as performance and career. Even according to them, it is the selfishness of men who want to be the sole owner of the highest social status, education, economic, etc. and heritage is below them. Women are therefore entitled to the highest level of education, and fighters can choose to keep their careers ahead of their duties. It is a controversy with the Islamic concept that never discriminates between women and men, rather glorifies women and preserves their fitrah. Islam considers their respective roles to be the same as their jobs or careers in the domestic and public spheres.

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