Socio-Economic of Household Servants in Deli Serdang Regency, Indonesia

Herdi[1], Elfayetti[1], Dita Amanah[2*], Dedy Ansari Harahap[3], Nurhayati[1]

[1]Faculty of Economics, Universitas Negeri Medan, Medan, Indonesia
[2]Faculty of Economics and Business Education, Universitas Pendidikan Indonesia, Bandung, Indonesia
[3]Faculty of Economics and Business, Universitas Islam Bandung, Bandung, Indonesia

Abstract: The socio-economic conditions of household servant in terms of income level, education level, condition of house construction, and work skills in Bandar Klippa Village, Percut Sei Tuan District, Deli Serdang Regency has been tried to be analyzed by researchers. The study was conducted in 20 villages in Bandar Klippa with a research population of 583 household servants and the sample of 58 respondents. Data collection techniques were observation, interviews and documentation. The data analysis technique was descriptive qualitative analysis model of Miles and Huberman. The results showed that (1) the income level of household servants in Bandar Klippa was the most dominant, including middle income as many as 38 respondents or 66% of the total number of respondents. This income includes the combined income from other family members. (2) The education level of household servants in Bandar Klippa tends to be low, that is elementary school education as many as 35 respondents or 60%. (3) The condition of the house building for household servants in Bandar Klippa shows that 43 respondents have semi-permanent houses or 74%. (4) The most job skills of household servants in Bandar Klippa are washing clothes with a total of 54 respondents or 93% of household servants.

Keywords: Household Servants, Socio-Economic, Miles and Huberman Analysis.

I. Introduction

Based on the Central Statistics Agency, the Deli Serdang area in 2020 stated that the number of workers in other service sectors (including domestic helpers) in North Sumatra amounted to 394,360 people. Percut Sei Tuan District is a sub-district with an area of 190.79 km2 with a population of 402,468 people. Referring to Percut Sei Tuan Subdistrict, there is one village, namely Bandar Klippa with a population of 42,061 people with a ratio of 21,319 men and 20,742 women (Badan Pusat Statistik, 2020a).

Bandar Klippa is one of the villages where the majority of the population is women who work as housemaids. Meanwhile, other women have different socio-economic backgrounds, for example 32 people work as farmers, home industry craftsmen (62 people), mobile traders (43 people), private midwives (23 people), private nurses (58 people), police (6 people), and company and government employees totaling 243 people (Desa, 2020).

In general, domestic workers are classified as informal workers because the activities of domestic workers are considered far from production activities. Despite the fact that they still receive wages from their employers. The amount of wages is also obtained from their agreement with the employer which is generally based on the market price of wages in a particular area.

Based on initial observations, it is known that there are 5 (five) people who conducted a short question and answer as a result of pre-study related to income level, formal education level, condition of house construction and work skills of housemaids in Bandar Klippa, Percut Sei Tuan District. The results of the initial observations of the 5 (five) respondents, it is known that the income is around Rp. 500.000,00 - Rp. 1.000.000,00 per month with a range of working hours of about 2-4 hours per day. The respondent's last education is between Elementary School and Junior High School. The type of house building owned by servants on average is classified as a semi-permanent house.

Based on the above phenomenon, the authors think that further research is needed related to "Analysis of the Socio-Economic Condition of HouseholdServants in Bandar Klippa, Percut Sei Tuan District, Deli Serdang Regency".

II. Literature Review

2.1 Household Servants

Household servant is the work that is done to serve the household, work in a private house, work that is done on behalf of the employer or under the authority of the employer, the work is carried out regularly and in a continuous manner (Ramirez-Machado, 2003).According to the Regulation of the Governor of the Special Region of

Yogyakarta Number 31 of 2010, household servants are people who work in households to do household work for wages. While the meaning of wages according to that same regulations are sum of money given from employers to the servants for their achievements and services. The same regulation also defines working time as the length (of a certain time) something is done to earn a living from a livelihood. Thus, the household servant is categorized as a job where someone does work related to all household matters, for example cleaning the house, washing dishes, washing clothes, cooking and other household activities (Aryawati & Sarjana, 2014).

The position of housemaids can be seen from 2 (two) aspects, they are the juridical aspect and the economic aspect. From a juridical point of view, the position between domestic helpers and employers is equal, in accordance with the provisions in Article 27 paragraph (1) of the 1945 Constitution of the Republic of Indonesia. Meanwhile, from an economic point of view, the position of housemaids and employers is not equal, where the position of the employer is higher than the servant (Aryawati & Sarjana, 2014).

Article 1 paragraph 3 of the Manpower Law of the Republic of Indonesia emphasizes that what is meant by worker/labor is anyone who works for wages or other forms of remuneration. Based on this explanation, household servants can be classified as workers, because they fulfill all the elements in that article of the Manpower Act.(Undang Undang Republik Indonesia Nomor 13 Tahun 2003, 2003).

The government has an important role in the process of developing the household servant profession, this can be seen from the government's efforts to issue regulations related to them(Naibaho, 2009).

The Regulation of the Minister of Manpower of the Republic of Indonesia Number 2 of 2015 concerning Legal Protection for HouseholdServants is a very important regulation to provide legal certainty for servants in obtaining their rights and carrying out their obligations (Juniansyah, 2015).

Government regulations regarding servants are an attempt to make the servants as a profession with an adequate level of expertise while also trying to protect them in the framework of labor relations, termination of employment, supervision and penalties (Naibaho, 2009).

Household servants are workers in the informal sector that are needed by the society. However, in using the workforce there are things that must be considered such as working hours, weekly breaks, annual leave for those who have worked for a long time, uneven salaries (considered lower than workers in other formal sectors) and classified jobs (Naibaho, 2009).

2.2   Income Level

Income level is income or other sources obtained and enjoyed by a person or a family that can indicate the level of living. The higher the income level of a person or a household, the higher the ability to meet the needs for goods and services. Conversely, if the income level of a person or a household is low, their ability to meet the needs of goods and services will also be lower. The relationship between consumption and income is very closely related. Usually people increase their purchases for household needs when their income increases. The level of income is one of the indications of a person's socio-economic status in addition to education and housing conditions (Krugman & Wells, 2015).

Income is the compensation received in the form of money or goods with local value paid by the company/office/employer. The Central Bureau of Statistics uses other terms to describe the pay received by workers, for workers with the status of workers, where payment for labor that has been used uses the term wages. Meanwhile, non-labor workers, namely those who are self-employed and freelancers, use the term income (Badan Pusat Statistik, 2020b).

Income is all receipts in the form of money or goods originating from other parties as well as industrial products which are valued on the basis of a sum of money from assets in effect at that time. Income is a person's source of income to meet daily needs and is very meaningful for a person's survival and livelihood directly or indirectly (Badan Pusat Statistik, 2020b).

Income is very influential for the continuity of a business, the greater the income obtained, the greater the ability of a business to finance all expenses and activities to be carried out. A person's condition can be measured using the concept of income which shows the total amount of money received by a person or household during a certain period of time (Stonecash et al., 2020).

According to (Sukirno, 2013), income can be calculated in three ways, that is first, the method of expenditure is calculated by adding up the value of expenditure/spending on goods and services. Second, the method of production is calculated by adding up the value of the goods and services produced and the third, the method of income is obtained by adding up all the income received.

Based on the classification, the Central Statistics Agency in 2020 distinguishes income in Indonesia into four groups, they are:

a. Very high income group, which is the average income is more than Rp. 3.500.000,00 in one month.

b. High income group, their average income between Rp.2,500,000.00 - Rp.3.500.000,00 in one month.

c. Medium income group, which is an average income between Rp.1.500.000,00 - Rp.2.500.000,00 in one month.

d. Low income group, with the average income is equal to or less than Rp. 1.500.000,00 in one month.

Income is all the results obtained by a head of family through the types of economic business activities. The benchmark used is the income per capita of the family. Generally, the income of low-income groups depends on the results obtained on certain one single day. As a benchmark, it can also be known about the Deli Serdang Regency Minimum Wage in 2020. The Deli Serdang Regency Minimum Wage in 2020 is Rp. 2.303.403,43, - per month (Keputusan Gubernur Sumatera Utara Nomor 188.44/1441/KPTS/2018, 2018).

2.3   Education Level

According to the (Undang-Undang Sisdiknas Nomor 20 Tahun 2003, 2003), it is said that education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character and skills needed by self and society.

Education includes learning the knowledge, skills, and habits of a group of people that are passed down from one generation to the next through teaching, training/research. Education usually occurs under the guidance of others but also allows for self-taught (Syah, 2017).

School education is needed to achieve quality resources. In development that leads to the era of industrialization, it is necessary to develop a model (system) of human resource development management in order to improve their quality and ability to be able to enter the field of workers in accordance with development needs, so it is necessary to determine the quality of work skills at the level of position or production. (Rahmat & Husain, 2021).

Higher education for every citizen is very important for the readiness of a nation to face global challenges in the future(Tosepu, 2018). Educational level is the stage of education that is determined based on the level of development of students, the goals to be achieved and the abilities developed. Furthermore, the type of education is a group based on the specificity of the educational objectives in the education unit. Meanwhile, the education pathway consists of 3 (three) criteria, that is formal education (primary, secondary and higher education), non-formal education (life skills education, early childhood education, youth education, women empowerment education, literacy education, skills education and job training, equality education and informal education (family and environmental education pathways in the form of independent learning activities and the results are recognized as equivalent to formal and non-formal education if students can pass the exam in accordance with national education standards) that complement and enrich each other (Triwiyanto, 2021).

2.4   Condition of Building/House

The house is one of the basic human needs that must be met in addition to clothing and food. Fulfilling housing needs as basic needs is not only in terms of quantity but also in terms of housing quality (PUPR, 2016).

The condition of the house buildings observed in this paper is limited to physical conditions because in the housing facilities section, the discussion includes housing infrastructure and is no longer part of housing facilities. The housing infrastructure includes the basic physical features of the home environment, such as drinking water, lighting sources and toilet facilities. Some of these infrastructures tend to be the same in every household in the villages.

Based on the (Perumahan Dan Kawasan Permukiman, 2011) concerning Housing and Settlement Areas it is stated that a house means a building whose function is as a suitable place to live, a means of fostering a family, a reflection of the dignity and worth of the occupants, and an asset for the owner.

Based on the function of the house, the ownership status of the building is the basis that must be considered because it affects the sense of security in the survival of the occupants. The physical component of the building is also one of the things that must be considered in line with the quality of the house. Some of the main physical components of the building are the type of roof, type of wall, type of floor and floor area of the house (PUPR, 2016). The explanation of each physical component of the building is described as follows:

a.   Building Ownership Status

The fulfillment of housing needs between humans is not the same, this is related to economic conditions. Individuals with high incomes will have the opportunity to have a place to live with good conditions and quality. On the other hand, individuals with lower incomes will find it difficult to have a good quality place to live. However, this is not an absolute determinant of the quality of the house. Ownership status of residential buildings that are suitable for occupancy include own houses, contract houses, rental houses, official houses and other houses.

b. Roof Type

The roof is part of the structure of a residential building that functions as a direct protection for the occupants of the building from unwanted weather or damage caused by rainwater, exposure to sunlight and wind.

Therefore, in addition to designing and installing a solid roof structure, the selection of the type of roofing material is also very important. A good type of roofing material must have conditions, namely the material must be strong, light and watertight. The types of roofs include concrete, tile, shingles, zinc, asbestos, thatch and others.

c. Wall Type

The requirements of a good building wall are when it is not damp and not easily penetrated by the wind. The type of wall material that has the best quality is concrete wall. Meanwhile, other types of wall materials are wood, bamboo, thatch, and others.

d. Floor Type and Area

The type of floor can describe the condition of a livable building or not. The type of floor is divided into 2 (two) namely ground floor and non-earth floor. The types of non-earth floors consist of marble, ceramics, granite, tiles, cement, wood and others. In addition, there is a floor area. The floor area of the residence is not only used as an indicator of the social ability of the homeowner, but also indirectly relates to the health system of the living environment.

Floor area is usually related to the density of occupancy or the average area of space for each member of the household. According to Law Number 1 of 2011 Article 2 paragraph 3 concerning Housing and Settlement Areas, it is stated that the floor area of a single building and a series of buildings has a minimum size of 36 square meters. If a house building with a floor area is inhabited by 5 people, the recommended area per capita is at least 7.2 square meters.

e. Type of building/house

Based on the (Walikota, 2018), the types of house buildings can be divided into 3 (three) parts, namely:

1. Permanent Building

Permanent buildings are buildings made of concrete or iron or made of square wooden frames filled with stone or concrete, while the floor can be made of wood. Permanent buildings are usually estimated to last 30 years or more.

2. Semi Permanent Building

Semi-permanent buildings are buildings that are gradually converted by the owner into a permanent house. Semi-permanent buildings are also usually in the form of half concrete and half made of boards.

3. Non-Permanent Building

Non-permanent buildings mean buildings without stone or concrete foundations, but with a basic foundation of bamboo and boards covered with a roof made of bamboo and boards as well. Non-permanent buildings are also often called emergency buildings.

2.5   Job Skills

(Sudaresti, 2015), defines skills as activities that require practice or the implications of activities. If someone has skills that can be used in their work, they will be ready to work because they already have the skills. (Moeheriono, 2012), suggests that work skills are defined as the ability to carry out work based on instructions from superiors. Meanwhile, according to (M, 2012)skills are the capacity needed to carry out a series of tasks that develop from the results of training and experience.

According to (Hirsch, 2015), skills are the application of knowledge so that a person's skill level is related to the level of knowledge which is influenced by:

a. Level of education

The higher a person's education, the better his knowledge. So, someone will be easier to accept and absorb new things. In addition, it can help them in completing new things.

b. Age

When a person's age increases, there will be changes in a person's physical and psychological. The older a person is, the more mature and mature they will think and work.

c. Experience

Experience can be used as a basis to be better than before and as a source of knowledge to obtain a truth. The experience that someone has had will affect a person's maturity in thinking in doing something.

Skills in working, especially in a household job are divided into several groups(Germain, 2021), such as:

1. The driver, who is in charge of driving the employer's car.
2. Laundress, who does the job of washing clothes.
3. A kitchener is an individual whose job is to prepare food for a family.
4. Lawn caretaker, who is in charge of tidying the grass in the yard.

III. Research Methodology

The population in this study were all female domestic helpers who resided in the village of Bandar Klippa, Percut Sei Tuan District, Deli Serdang Regency with a total of 583 female domestic workers (Desa, 2020). Samples were taken 10% of the total population of female housemaids. So that the number of samples in this study amounted to 58 with the following conditions: the female housemaid is married, does not work through a domestic helper distribution agent and has worked for at least 1 year.

Sampling is divided equally for all regions, this means that each region will be taken 3 respondents randomly. The sampling technique in this research is purposive sampling technique. The data used in this study is divided into 2 (two), namely: primary data and secondary data. The primary data used in this research are observation techniques and direct communication techniques. The observation technique was carried out to determine the condition of the people of Bandar Klippa regarding the socio-economic status of servants before further research was conducted. The tool used by utilizing the observation sheet. While the direct communication technique is done by interview method.

The secondary data used in this study is in the form of literacy data to support research, such as data from the Central Statistics Agency, books, journals, laws and regulations, and maps related to the socio-economic analysis of housemaids.The data analysis used was descriptive qualitative analysis which was carried out using the Miles and Huberman analysis model or the so-called inductive interactive data analysis method. The research variables will be analyzed in 3 (three) stages, namely: the data reduction stage, the data presentation stage and the verification/drawing stage.

IV. Results and Discussions

Results

Income Level

The income of housemaids comes from working as a clothes washer, cook, house cleaner, and clothes ironer where they work. Domestic helpers as a whole (100%) work 6 days a week with at least less than 3 hours of work per day. Respondents' income data was obtained through a combination of respondents' income data, respondent's husband's income, respondents' children's income and income from respondents' side jobs. The largest income is obtained from the income of the respondent's husband by 44% and the respondent's income by 33%. This can be seen in Figure 1. below.
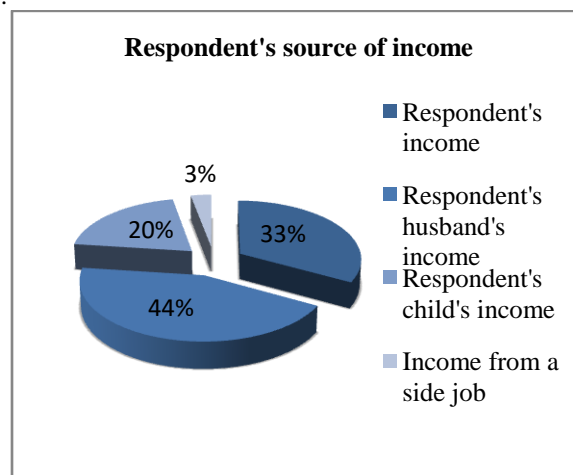

Figure 1. Sources of Income of Respondents

In addition to income, there are expenses for the respondent's expenses which must also be calculated to find out how much expenses each housemaid has. Based on field data, respondents' expenditures consist of food consumption, purchase of clothing, education costs, transportation costs and savings. The largest expenditure is used for daily food consumption with a percentage of 74%. The data is in Figure 2. below.
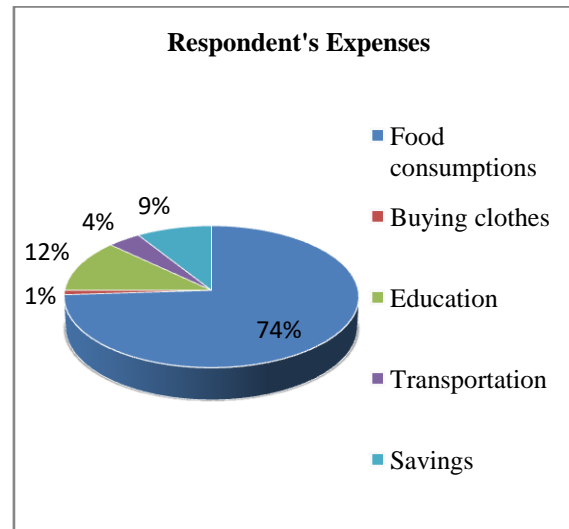
Figure 2. Respondents Expenditure Consumption

The next step is to calculate the respondents' total income data. Then it can be determined whether the respondent's income is high, medium or low. Table 1. describes the criteria for classifying the income of housemaids as follows.
Table 1. Criteria for Household Servants Income Group

No.	Income Level	Number of respondents
1	High income (> Rp. 2.000.000,00/month)	9
2	Medium income (Rp. 1.000.000,00-2.000.000,00/month)	38
3	Low income (< Rp. 1.000.000,00/month)	11
	Total	58

Source : Data processed by researcher
Based on Table 1. it is known that income is generally divided into 3 (three) criteria, namely high income class, middle class income and low income class. Most of the housemaids (66%) or 38 respondents have middle income class. Followed by low income group as much as 19% (11 people) and the rest have high income 15% (9 people).Respondents' income is obtained from the results of reducing income with respondents' expenses. Furthermore, the percentage level of income of housemaids will be presented in Figure 3. below.
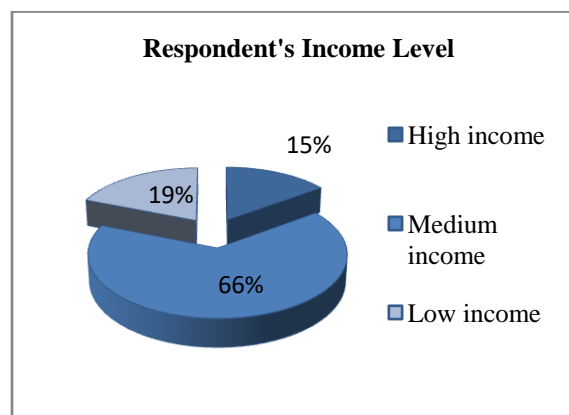

Figure 3. Respondents' Income Level
When compared with the Deli Serdang Regency Minimum Wage in 2020, which is Rp. 2,303,403.43 per month according to the Decree of the Governor of North Sumatra Number 188.44/1441/KPTS/2018 concerning the

Determination of the Deli Serdang Regency Minimum Wage in 2019, the income of housemaids in Bandar Klippa is low because as many as 49 housemaids or 85% of them have an income below the Deli Serdang Regency Minimum Wage in 2020.

Level of education
Data obtained from the field shows that the overall level of education that has been taken by respondents who worked as housemaids is divided into 3 (three) levels, namely Elementary School, Junior High School and Senior High School. The following is the distribution of respondents based on the last level of education they have taken, shown in Table 2. below.

Table 2. Education of Respondents

No.	Level of Education	Number of respondents
1	Elementary School	35
2	Junior High School	18
3	Senior High School	5
	Total	58

Source : Data processed by researcher

Based on Table 2., each respondent has a different level of education where most of the respondents have an elementary school education with 60% (35 people). The percentage of respondents' education level can be seen through the following diagram. Shown in Figure 4. below.
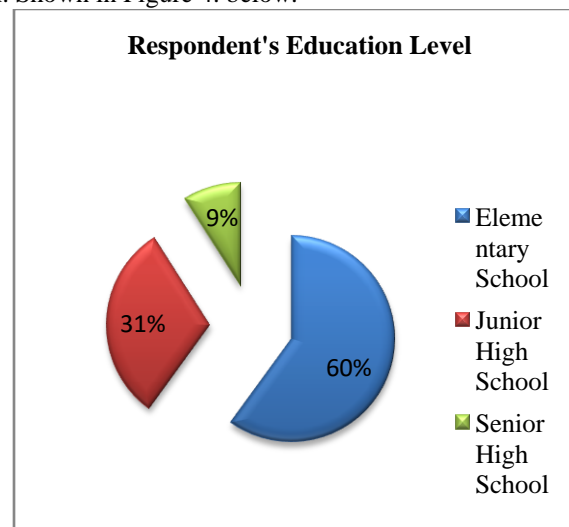

Figure 4. Education Level of Respondents

Condition of House Building
The state of the physical components of the main house building is the type of roof, type of wall, type of floor and floor area of the house. The roof type of all respondents' houses (100%) is zinc. The type of wall of the respondent's house, as many as 49 people or 84% have a type of concrete wall, while as many as 9 people or 16% have a type of wall board. The type of floor of the respondent's house as much as 62% or 36 is made of cement and 38% or 22 people have the type of floor of the house made of ceramic. The floor area of the house for all respondents is more than 36 square meters.
The condition of the respondent's house based on the requirements of the 2020 Indonesian Settlement Service, is classified as a permanent house and a semi-permanent house. The data in the field shows several types of house

buildings in Bandar Klippa and are tabulated in Table 3. below.

Table 3. Types of Respondents' Houses

No.	Type of House	Number of House
1	Permanent House	15
2	Semi Permanent House	43
	Total	58

Source : Data processed by researcher

Based on the results of the analysis in Table 3. related to the type of respondent's house building, about 74% (43 respondent's houses) are classified as Semi-Permanent Houses and the remaining 26% (15 respondents' houses) are classified as Permanent Houses. As for non-permanent houses, there are none. Shown in Figure 5.
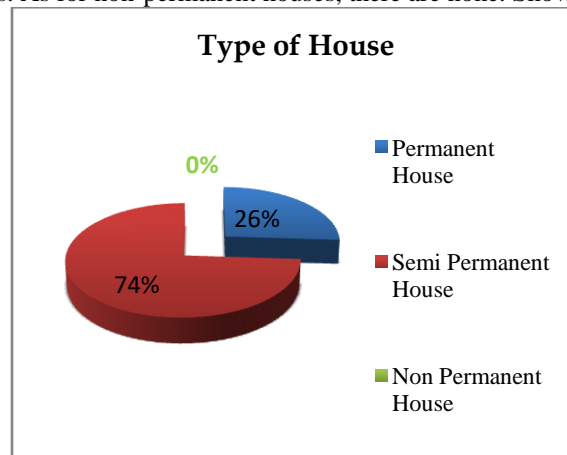

Figure 5. Types of Respondents' Houses

The respondent's home ownership status is categorized into 4 (four), they are: respondent's house, rented house, inherited house and parents' house. Owned houses have the largest percentage of 71% (41 respondents), followed by inherited houses and parents' houses with a percentage of 22% (13 respondents). Then 5% rental house (3 respondents) and the remaining 2% contract house (1 respondent). Further details can be seen in Figure 6. below.
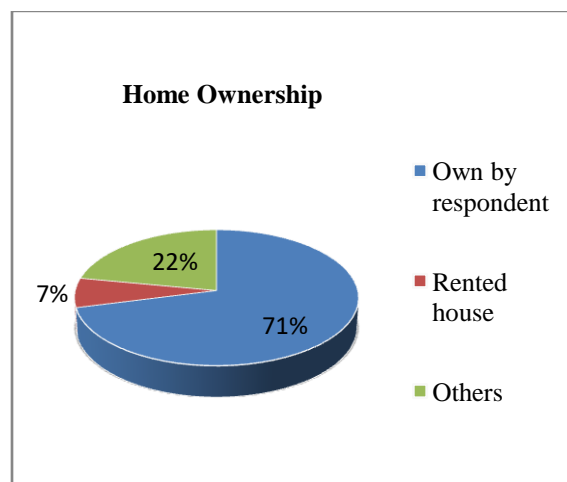

Figure 6. Respondent's House Ownership Status

Job Skills

Based on the results obtained in the field, the types of work skills of the respondents are divided into: skills in washing clothes and cleaning the house; only laundry skills; skills washing clothes, ironing; washing clothes, cooking skills; skills in washing clothes, cleaning the house, ironing; skills in washing clothes, cooking, cleaning the house, and cooking skills only. The description of the explanation is in Table 4. below.

Table 4. Various Job Skills of Respondents

No.	Respondent's Job Skills	Number of respondents
1	Wash clothes, clean house	14
2	Wash clothes	19
3	Wash clothes, ironing	16
4	Wash clothes, cooking	1
5	Wash clothes, clean house, ironing	3
6	Wash clothes, cooking, clean house	2
7	Cooking	3
	Total	58

Source : Data processed by researcher

The majority of respondents' work skills were washing clothes with a percentage of 33% (19 people) while the least were in the work skills of washing clothes and cooking, namely 2% or 1 person. All data are shown in Figure 7.
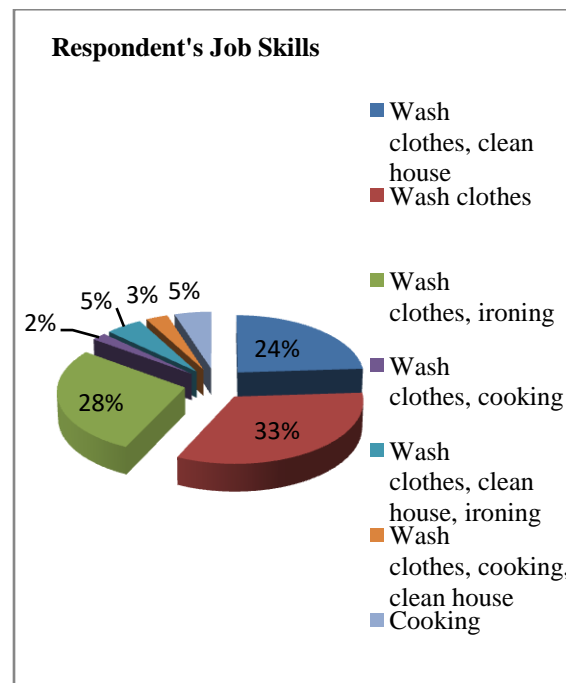

Figure 7. Respondents' Job Skills

Characteristics of Respondents

Characteristics of respondents are housemaids with the following requirements:a. married woman, b. work not based on a domestic helper, c. minimum 1 year work experience. In addition, there are several characteristics of respondents that will be described, such as the name of the head of the family and the number of family members, age, length of work, hours worked per day, number of places of work and address of place of work.

a. Name of Head of Family and Number of Respondent's Family Members
This characteristic is based on the family card. The number of family members is based on the number of nuclear families including parents and children living in the same house.

b. Respondent Age
The age of the respondents in question is the age of over 25 which is divided into three categories, namely 25-40 years, 41-56 years and over 56 years. Data in the field shows that the majority of respondents are 41-56 years old with 59% (34 people). Furthermore, the age group is 25-40 years with 28% (16 people) and 13% aged over 56 years (See Figure 8).
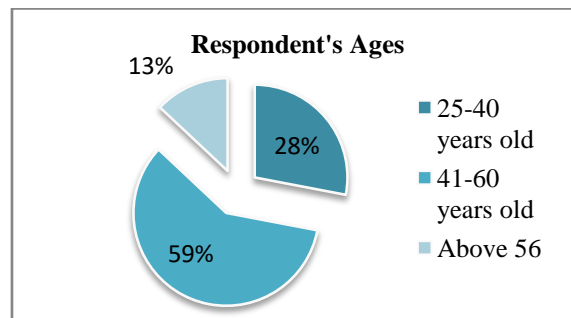

Figure 8. Age of Respondents

c. Length of work
This characteristic is based on the number of years the respondent has been a housemaid. Based on data that has been processed from the field, length of service is categorized into three, namely under 5 years, 6-15 years and above 16 years. The majority of respondents have worked 6-15 years with 53% (31 people), under 5 years with 28% (16 people) and the remaining 19% (11 people) with more than 16 years of service. Shown in Figure 9. below.
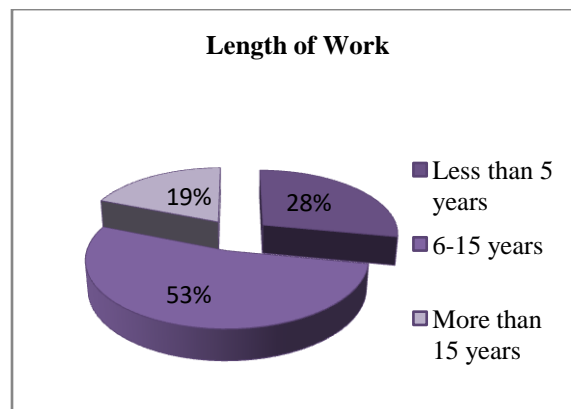

Figure 9. Length of time as a housemaid

The respondents' length of service is classified in Table 5. below.
Table 5. Number of Respondents Based on Number of Workplaces

Length of Work	No. of respondents based on no. of workplace				Percentage
	1	2	3	4	
< 5 years	12	5	3	-	28 %
6 – 15 years	11	11	4	2	53 %
> 16 years	-	5	5	-	19 %
Total	23	21	12	2	100 %

Source : Data processed by researcher

d. Working Hours per Day

This characteristic is based on the length of time worked in a day. Working time per day is classified into three, namely less than 3 hours, 3-4 hours and more than 4 hours. According to data in the field that has been processed, it is known that the majority of respondents work less than 3 hours per day with 76% (44 people). Working hours 3 - 4 with 22% (13 people) and 2% of respondents working more than 4 hours a day. Shown in Figure 10 below.
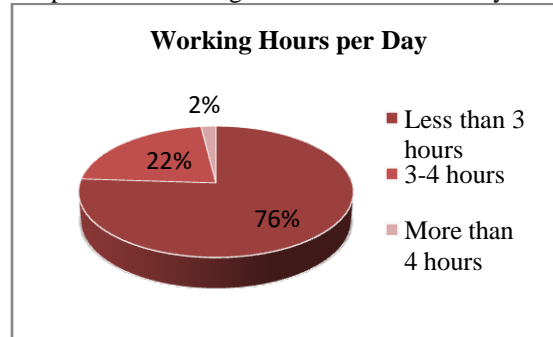
Working Hours per Day

2%

22%

76%

■ Less than 3 hours
■ 3-4 hours
■ More than 4 hours

Figure 10. Working Hours Per Day

e. Number of Workplaces

The characteristics of the respondents based on the number of places of work are divided into three categories, namely less than 2 places, 2 - 3 places and more than 3 places of work. Judging from the data that has been processed, 55% (40 respondents) work in 2 - 3 different work places. Then 40% (23 respondents) worked for less than 2 places of work and 5% for more than 3 places of work. The following is an explanation in Figure 11. below.
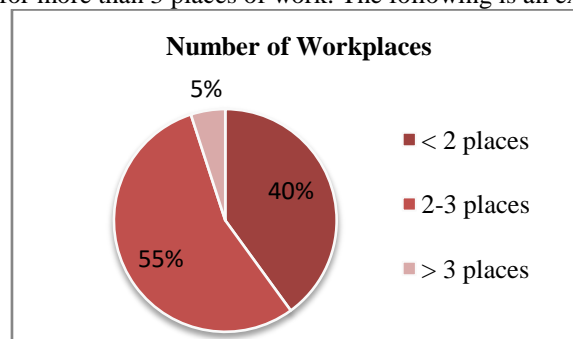
Number of Workplaces

5%

40%

55%

■ < 2 places
■ 2-3 places
■ > 3 places

Figure 11. Number of Workplaces

f. Working Area

These characteristics are categorized into two, namely within the Bandar Klippa area and outside the Bandar Klippa area. Data in the field shows that 93% (54 respondents) work outside Bandar Klippa such as in Kelurahan Tegal Sari Mandala I, Kelurahan Tegal Sari Mandala II and Kelurahan Denai which are included in Medan Denai Subdistrict. Then Sukaramai I Village, Sukaramai II Village, Pandau Hulu II Village, Sei Rengas II Village, and Sei Rengas Permata Village which are included in the Medan Area District. Bantan Village which is included in the Medan Tembung District. Pandau Hulu I Village which is included in the Medan City District and finally Pandau Hilir Village which is included in the Medan Perjuangan District. Shown in Figure 12. below.
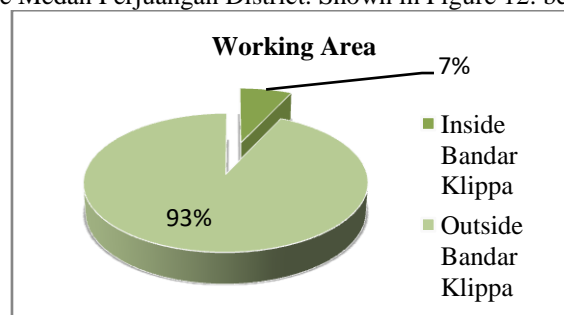
Working Area

7%

93%

■ Inside Bandar Klippa
■ Outside Bandar Klippa

Figure 12. Working Area

Discussions
Income Level Analysis
The income of the respondents in this study is medium, where 38 respondents have an income of Rp. 1.000.000,00 to Rp. 2.000.000,00 in one month. Also obtained 11 respondents with low income, which is less than Rp. 1.000.000,00. The contributing factor is the number of respondents' workplaces, the majority of which work in 2 to 3 different places (55% or equal to 32 respondents). The number of different respondents' workplaces definitely affects the amount of income they get because the more respondents work, the more income they receive not only from one employer, so that income increases. Meanwhile, for respondents who only have one employer (1 place of work), the income received is less and affects the total income of the respondent.

Another factor is the respondent's working hours, the majority of whom work less than 3 hours a day with 76% or 44 respondents, thus enabling the respondent to have more than one employer with this time division. The respondent's longer working hours and working in a different employer will affect the respondent's income. For example, respondents who do laundry and ironing have less income than respondents who work washing, ironing, cooking and cleaning the house. So, the more skills of the respondent and the needs of the employer, the more income they receive. In addition, the initial agreement between the respondent and the employer regarding the amount of salary received is also considered. Then, it affects the amount of income that respondents earn each month.

In addition, compared to the Deli Serdang Regency Minimum Wage in 2020, which is Rp. 2.303.403,43 per month according to the Decree of the Governor of North Sumatra Number 188.44/1441/KPTS/2018 concerning the Determination of the Deli Serdang Regency Minimum Wage in 2020, the income of housemaids in Bandar Klippa is relatively low. This is evidenced by 49 respondents or 85% of the research results whose income is below the Regency Minimum Wage.

The relationship between consumption and income is very closely related. Usually, people increase their purchases for household needs when their income increases (Hernaningsih, 2018). Respondents spend more than half of their income on expenses, this is unavoidable because the cost of consuming daily food obviously requires a lot of money. Not including the cost of children's education, the number of children who are still in school and transportation costs to work. For consumption expenditure, they spend half of their income. However, daily needs must be met because eating is very necessary for daily life.

Education Level Analysis
The education level of the respondents is low, namely elementary school as many as 35 people with 60 percent or it can be said that more than half of the respondents have low education. This is one of the reasons why respondents work as housemaids, because elementary school education does not meet the requirements for getting better and decent jobs. Domestic help does not require special skills and it is enough to have skills in the household sector.

The respondent's education which is higher than elementary school, such as junior high school or senior high school does not guarantee that the respondent has a higher income, because most of the high income respondents (15 %) actually have elementary school education, but they are diligent in their work and have more skills. much more than others. Household work is classified as work that requires labor and skills that are usually owned by women so that all respondents are included in the category of housewives who work as housemaids.

The factor that causes the respondent to have low education is the economic condition of the respondent's parents, which are mostly low (48 respondents' parents have a monthly income of less than Rp. 1.000.000,00 while 10 respondents' parents have an income of more than Rp. 1.000.000,00) and the large number of children from the respondent's parents (51 respondents' parents have more than 5 children while 7 people have less than 5 children).

The majority of respondents' houses are semi-permanent houses (43 houses or 74 percent and the rest are 15 permanent houses or 26 percent). This is classified as good because there are no respondent's houses classified as Non-Permanent Houses or unfit for habitation.

They have a semi-permanent house because of the allowance from the work of the respondent's husband, most of whom (41 respondents) work in a government-owned business entity. So, even though they work as housemaids, the majority of respondents own their own houses.

Job Skills Analysis
The average work skill possessed by respondents is washing clothes with a total of 19 people or 33 percent. While the skills of washing clothes and ironing are owned by 16 people or 28 percent. Only 1 respondent (2%) has skills in washing clothes and cooking. The skills of the respondents are quite varied with the working hours tend to be short.

The Role of the Government in Planning for the Establishment of a Cooperative Agency to Distribute Household Servants
The role of the Bandar Klippa government, especially the Headman of Bandar Klippa, is very much needed in efforts to organize and manage the servants in that area. The Headman said that the establishment of a special

village cooperative body for the distribution of servants could be done through collaboration between the society and Bandar Klippa government officials. However, there are several requirements that must be met for job applicants for servants where a selection will be made according to the specified criteria and conditions, then they will be trained according to the skills that candidate servants in Bandar Klippa must possess.

The headman also said that the issue of the requirements for establishing a village cooperative agency that distributes servants must also be coordinated and reported to the provincial government so that the permit for its establishment is clearer. The existence of planning for the development of a village cooperative agency that distributes workers is also expected to be able to improve the level of economic welfare of the community and ensure that servants in Bandar Klippa have occupational health and safety social security so that they can protect them. In this case, the society agrees as long as there are no elements of nepotism in the registration and selection efforts and there is no registration fee for candidates due to the current difficult economic condition.

V.   Conclusions

Conclusions

- The income level of respondents in Bandar Klippa village is middle to lower with an income of less than two million rupiah per month.
- The education level of the respondents is Elementary School. This is due to the unfavorable economic situation and the respondent's parents who have many children.
- The type of respondent's house is Semi-Permanent House and there is no non-permanent type of house. Buildings with this category are included in the livable house category.
- The respondent's skill is washing clothes.

Recommendations

- Expenditures for household servants in Bandar Klippa village are intended for consumption and education, which tend to be dominant. The large expenditure on education should be able to awaken the housemaids to pay more attention to the education of their children so that their children have a higher education than their parents.
- Household servants as one of the jobs in Bandar Klippa village is a big opportunity for new job opportunities. In addition, the requirements to become a housemaid are not too complicated, do not need higher education, are quite skilled in household work, are used well by respondents to get a job so as to reduce the number of unemployed in Bandar Klippa.
- The work skills of housemaids should be more varied and not limited to only washing clothes and cooking skills. More skills will be an added value so you can get a bigger income.
- The Bandar Klippa government should be more concerned with social and legal security for residents who work as housemaids. This social and legal security should be legalized and implemented for the protection and welfare of Bandar Klippa's housemaids.

References

[1].   Aryawati, L. P. T., & Sarjana, I. M. (2014). Kedudukan Pembantu Rumah Tangga Sebagai Pekerja Ditinjau Dari Undang-Undang No. 13 Tahun 2003 Tentang Ketenagakerjaan. *Kertha Semaya : Journal Ilmu Hukum*, *2*(2), 1–15. https://ojs.unud.ac.id/index.php/kerthasemaya/article/view/41440

[2].   Badan Pusat Statistik. (2020a). *Jumlah Tenaga Kerja*. https://deliserdangkab.bps.go.id/

[3].   Badan Pusat Statistik. (2020b). *Tingkat Pendapatan*. https://medankota.bps.go.id/

[4].   Desa, K. (2020). *Jumlah Penduduk dan Kepadatan Penduduk Bandar Klippa*.

[5].   Germain, M.-L. (2021). *Expertise at Work: Current and Emerging Trends*. Springer International Publishing. https://www.google.co.id/books/edition/Expertise_at_Work/Z0AjEAAAQBAJ?hl=id&gbpv=1&dq=job+expertise&pg=PA94&printsec=frontcover

[6].   Keputusan Gubernur Sumatera Utara Nomor 188.44/1441/KPTS/2018, Pub. L. No. 188.44/1441/KPTS/2018 (2018). https://www.academia.edu/41540994/UMK_Sumut_Deli_Serdang

[7].   Hernaningsih, F. (2018). Pengaruh Kestabilan Inflasi Dan Ketimpangan Pendapatan Terhadap Daya Beli Masyarkat. *Jurnal M-Progress*, *8*(2), 130–141. https://journal.universitassuryadarma.ac.id/index.php/ilmiahm-progress/article/view/236

[8].   Hirsch, B. J. (2015). *Job Skills and Minority Youth: New Program Directions*. Cambridge University Press.

https://www.google.co.id/books/edition/Job_Skills_and_Minority_Youth/-IC5CgAAQBAJ?hl=id&gbpv=1&dq=job+skills&pg=PT35&printsec=frontcover

[9].   Juniansyah, H. (2015). *Perlindungan Hukum Terhadap Hak-Hak Pekerja Rumah Tangga Yang Bekerja Sebagai Pekerja Rumah Tangga Menurut Permenaker Rl Nomor 2 Tahun 2015* [Universitas Muhammadiyah Palembang]. http://repository.um-palembang.ac.id/id/eprint/692/1/SKRIPSI518-1705046187.pdf

[10]. Perumahan dan Kawasan Permukiman, Pub. L. No. 1, 89 (2011). https://peraturan.bpk.go.id/Home/Details/39128/uu-no-1-tahun-2011

[11]. Krugman, P., & Wells, .(2015) .niboRMacroeconomics. Worth Publishers. https://www.google.co.id/books/edition/Macroeconomics/F50NrgEACAAJ?hl=id

[12]. M, L. A. (2012). *Analisis Pengaruh Kompetensi Terhadap Kinerja Karyawan Pada Pt. Bank Bukopin, Tbk Cabang Makassar* [Universitas Hasanuddin Makassar]. https://docplayer.info/210406-Skripsi-analisis-pengaruh-kompetensi-terhadap-kinerja-karyawan-pada-pt-bank-bukopin-tbk-cabang-makassar-lian-arcynthia-m.html

[13]. Moeheriono. (2012). *Pengukuran Kinerja Berbasis Kompetensi*. PT. RajaGrafindo Persada.

[14]. Naibaho, R. H. (2009). *Pembantu Rumah Tangga (Studi Antropologi Perkotaan Tentang Pembantu dan Majikan)* [Universitas Sumatera Utara]. https://adoc.pub/pembantu-rumah-tangga-studi-antropologi-perkotaan-tentang-pe.html

[15]. Undang-Undang Sisdiknas Nomor 20 Tahun 2003, Pub. L. No. 20, 26 (2003). http://luk.staff.ugm.ac.id/atur/UU20-2003Sisdiknas.pdf

[16]. Undang Undang Republik Indonesia Nomor 13 Tahun 2003, Pub. L. No. 13, 50 (2003). https://kemenperin.go.id/kompetensi/UU_13_2003.pdf

[17]. PUPR, M. (2016). *Dasar Dasar Rumah Sehat*. Panduan Pembangunan Perumahan Dan Permukiman Perdesaan. https://ciptakarya.pu.go.id/bangkim/simpp/portal/assets/public/01_Dasar-Dasar_Rumah_Sehat_2017.pdf

[18]. Rahmat, A., & Husain, R. (2021). *Manajemen Berbasis Sekolah Untuk Perbaikan Mutu Pendidikan Sekolah Dasar*. Zahir Publishing. https://www.google.co.id/books/edition/MANAJEMEN_BERBASIS_SEKOLAH_UNTUK_PERBAIK/f8BAEAAAQBAJ?hl=id&gbpv=1&dq=pendidikan+sekolah&printsec=frontcover

[19]. Ramirez-Machado, J. M. (2003). *Domestic work, conditions of work and employment: A legal perspective*. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_travail_pub_7.pdf

[20]. Stonecash, R., Gans, J., & King, .(2020) .nehpetSPrinciples of Macroeconomics. Cengage Learning. https://www.google.co.id/books/edition/Principles_of_Macroeconomics/F5YBEAAAQBAJ?hl=id&gbpv=1&dq=macroeconomics+book&printsec=frontcover

[21]. Sudaresti. (2015). *Kontribusi Penguasaan Keterampilan dan Motivasi Kerja terhadap Tingkat Pendapatan Ibu Rumah Tangga Peserta Pelatihan Eceng Gondok Usaha Kecil dan Menengah Luthfi Craft di Desa Murtigading Piring II, Sanden, Bantul* [Universitas Negeri Yogyakarta]. https://eprints.uny.ac.id/12943/

[22]. Sukirno, S. (2013). *Makro Ekonomi, Teori Pengantar*. PT. Raja Grafindo Persada.

[23]. Syah, M. (2017). *Psikologi Pendidikan Dengan Pendekatan Baru (Revisi)*. PT. Remaja Rosdakarya. https://rosda.co.id/pendidikan-keguruan/411-psikologi-pendidikan-dengan-pendekatan-baru-revisi.html

[24]. Tosepu, Y. A. (2018). *Arah Perkembangan Pendidikan Tinggi Indonesia*. Jakad Publishing. https://www.google.co.id/books/edition/Arah_perkembangan_pendidikan_tinggi_Indo/iFnYDwAAQBAJ?hl=id&gbpv=1&dq=pendidikan+tinggi+indonesia&printsec=frontcover

[25]. Triwiyanto, T. (2021). *Pengantar Pendidikan*. PT. Bumi Aksara.

[26]. Walikota. (2018). *Permukiman dan Prasarana Wilayah*. Dinas Permukiman Dan Prasarana Wilayah.