



CRITICAL REVIEW OF CAREER WOMEN IN ISLAM

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Abstract

Women have a special position in Islam. The role of women covers many things, from domestic affairs to roles in society. Discussions about the role of women outside the home often use the term career woman. Career women are often an interesting issue to be examined more deeply from an Islamic point of view. In Islam, career women are allowed. Because the role of women outside the home is the same as that of men. However, there are certain limitations that must be obeyed. These restrictions are to keep women safe in carrying out their roles and maintain a noble position. In fact, limits on association in society and careers do not only bind women. Men also have boundaries that must be followed. Islam as a religion that protects humans from humiliation regulates the procedures for carrying out activities in all aspects of life. Career women can be one of the supporters in achieving progress in society or even the country.

Keywords : *Career Women, Islam*

A. INTRODUCTION

The role of women in social life is undeniably very influential. All aspects of social and state life require the role of women. In a smaller scope, namely the family, women are the main pillar. Women play a role in regulating the growth and development of children. Play a role in preparing a bright future for their offspring. In fact, many men are unable to educate children in their own homes without the help of women who act as mothers.

If viewed from a historical perspective, women have a role that is inseparable from civilization. In Islamic history, for example, there are so many roles for women. These roles are in the fields of education, military, economy to politics. Men and women carry out their respective responsibilities in different positions, but to the same degree.

Women have a great role in the history of Islam. The glorious history of Muslims has shown how women have such a noble and important position in society. Women and men are equal in that each has a responsibility that needs to be fulfilled in front of God, whether it is related to specific worship such as prayer, fasting, zakat, and Hajj or in the

form of general worship such as speaking the truth, being kind and so on. (Ab Rahman et al., 2010)

When human beliefs in the Arabian Peninsula still made idols as worship, the position of women in society was very low. Women are considered as bringers of disaster. A woman's job is only to give birth to a baby, and if the task is completed then society is free to do whatever it wants for the woman. Families having sons are considered a blessing. Meanwhile, if the child born is a woman, it is considered a sign of disaster and disgrace in the eyes of society.

When Islam was already present among the people of the Arabian Peninsula, the situation changed drastically. Glorified women. Women's rights are protected. Women are free in obtaining education. Women have the right to determine who she marries, something that never happened before in ignorant societies. Women are no longer the commodity object of men who are subject to injustice.

Before the advent of Islam, women were looked down upon. They are not given a special position in the family and society like men. The arrival of Islam has changed the status and position of women. Islam has elevated the dignity of women by giving them several important roles according to their physical strength and strength. Muslim women in the time of the Prophet (PBUH) gave unwavering support to their husbands, families and Muslims. Saidatuna Khadijah Umm al Mu'minin was a source of strength for Rasulullah (SAW) in his preaching efforts in Mecca when he was faced with various challenges and allegations from the Quraysh until at that time he was isolated and almost killed. At the beginning of the revelation, when the Prophet (PBUH) was in anxiety and fear, Khadija played the role of the person who calmed him down. Women in the time of the Prophet (PBUH) also participated in several major wars as nurses to wounded Muslim soldiers, in addition to giving encouragement and encouragement. At home, they act as helpers to their husbands in household affairs. (Ab Rahman et al., 2010)

The existence of the word woman in terms of terms and concepts in the Qur'an shows the value and importance of women in Islam, there is no difference with men. Be found some surahs that talk specifically about women's issues, namely surah al-Nisa', which clearly shows the content related to women. In addition, it is surah Maryam, a holy woman who was chosen by Allah s.w.t above the women of the whole world who were her contemporaries. The third surah is surah al-Talaq which is known as surah *al-Nisa' al-Sughra*. Next are surah al-Tahrim, al-Mumtahanah and surah al-Mujadalah which are related to the names of women whose stories are specifically mentioned in the Qur'an. Al-Quran has raised the dignity of women, when ignorance denied all their rights as human beings. (Bidin, 2018)

At this time, the issue of the role of women has become wider. One that is often the subject of discussion is women who have regular activities outside of their main responsibilities in the family. The term that is often used is a career woman. Career women can be interpreted as women who play a role in social, economic, educational,



legal and political life. The discussion on this matter leads to how Islam views the legality of its law from the sharia perspective.

B. METHOD

Literature review research is a research method that is carried out by studying existing literature or references on a particular topic. This method is usually used to gain a deeper and more thorough understanding of a topic, identify existing knowledge gaps or gaps, or to gather evidence to support an argument or hypothesis. The literature review research process involves searching, selecting, and evaluating literature that is relevant to the topic being studied. In the context of this study, the literature used as study material is literature that has relevance regarding the role of women in Islam. The views of the scholars regarding career women are also taken into consideration.

C. RESULTS AND DISCUSSION

In Islam, men and women have the same degree with different roles. The positions of men and women complement each other. Starting from the smallest group, namely the family, society to the state, requires harmonious collaboration between men and women. For this reason, Islam firmly rejects the ideology that creates a dichotomy between men and women. Islam has a principle that if men are considered higher than women or vice versa, there will be inequality which is bad for society.

Islam and women are two inseparable words. The glory of women and the recognition of women's rights emerged and developed in line with the glorious era of Islam until now. The Qur'an specializes in the letter Annisa' as glorification of women, which describes rights and obligations, social reality in the household, community and state. Here women play their role. The role of women is so important in social life, because there are many heavy burdens that must be faced, even burdens that should be borne by men but are taken over by women. Therefore, in particular, Islam glorifies women three times compared to men. This can be proven by our obligation to be devoted to mothers, as well as being polite to them. So it is hoped that with good order, it can also have a good impact on the social order of society. (Hanim, 2020)

The strength of men in this context does not deny at all the role and glory of Muslim women. Indeed, women and men need each other towards the formation of a precise union such as the existence of dependence among God's creatures; between heaven and earth, plants and animals, humans and the rest of nature. Women were not created solely for the pleasure of men. In fact, they are a noble group because of the sacrifices carried by them that cannot be borne by men. This can be seen from a number of angles that suit the nature of their events, such as the willingness to carry a baby for nine months without getting tired and afraid of the possible dangers that may be incurred, taking care of and breastfeeding the children, in addition to trying to protect the feelings and life relationship of husband and wife. (Ab Rahman et al., 2010)

Women are magical human beings that exist in this world. Although physically not as strong as men, they are a source of strength in many aspects of life. In him there is

love, in his heart there is the value of eternal love, in his soul there is tenderness and in his life there is the life of other people. Inside a woman flows a maternal instinct that can be felt by every child, proving the greatness of a woman. His love for children exceeds life and himself. In fact, it is also a symbol of the greatness of a man and the beginning of a nation's civilization. Such is the greatness of the role of God's creation called women as educators and role models of generations. Therefore, like a fragrance, women need to have an identity that is not only beautiful and beautiful for themselves but can also spread that beauty and beauty to other people. (Bidin, 2018)

Men and women have obligations and rights that intersect with each other. In the household, men are responsible for providing protection to women in terms of economy, education, clothing, food and care. Meanwhile, women are responsible for caring for the household, serving their husbands, educating children and ensuring that their families live in peace. Currently, women are directed to escape from their obligations. So that the role of women in the household will be difficult to implement. There are also issues that direct men to restrain women in strict rules so that women have difficulty developing their potential. There needs to be a balance between the roles of men and women.

Sayyid Qutb outlined a number of duties that are necessary for women towards their husbands, namely obedience, taking care of self-respect, property and children during the husband's absence in accordance with the call of the Qur'an which has outlined several specific duties for every man and woman. The most basic obligation for women is to obey their husbands in all family matters except for religiously forbidden matters such as orders to drink alcohol, committing adultery with other men (prostitution), stealing and so on. This nature of obedience according to Sayyid Qutb needs to be born out of deep love and affection for the husband and family members and not because of material needs or being forced. (Ab Rahman et al., 2010)

The Muslim community is currently on the brink of a painful reality. Advocates of women's liberation are happy to see a general phenomenon in the Muslim community. Women working outside the home, clothing that does not cover the private parts, the destruction of morals and Islamic values. And indeed that is the goal they set. With that statement, the Muslim community immediately became a humiliated, backward and backward society in all areas of life. (Hanim, 2020)

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One of the symptoms of women's "lameness" today is that many women are successful in career, but not successful in the household. As a social being, a woman moves dynamically within the scope of the nuclear family, the surrounding environment and the wider community. In this decade, the scope of women's life has increased with the environment to make a living. In this environment of earning a living, the role of women as mothers forgets basic tasks and fails to balance roles in other spheres. (Masitoh et al., 2021)

The roles of career women are 1) Formal roles (obvious roles), namely a number of behaviors that are *homogeneous*. Standard formal roles are found in the family. The basic role that forms a social position as a provider; household manager; providing care; socialization of children; recreation; brotherhood (maintaining family relations) 2) Informal role (closed role), namely a role that is *implicit* (emotional) usually does not surface and is played only to meet the emotional needs of individuals and to maintain balance in the family, informal roles have different demands, not too much and are based on the personality attributes of individual family members. Effective implementation of informal roles can facilitate the implementation of formal roles. (Masitoh et al., 2021)

In Islam, women's rights are recognized and guarded very strongly. Islam teaches that women and men are equally respected and have the same rights in all respects, such as the right to education, the right to a decent living, the right to protection from violence and discrimination, and the right to freedom of religion and speech.

Some of the rights of women in Islam include the right to education. Islam encourages women to learn and be knowledgeable, even giving more encouragement to get an education. In Islam, women and men have the same right to learn and get an education. The right to a decent life. Women in Islam have the same rights as men to earn a decent living and make ends meet. Right to inheritance. In Islam, women have the same right to inheritance as men. This is found in the holy book Al-Quran surah An-Nisa verse 7.

The right to protection from violence and discrimination. In Islam, violence against women is considered a very bad act and is prohibited. Women are also protected from discrimination based on sex. The right to freedom of religion and speech. Women in Islam have the same rights as men to choose their religion and express their opinion. However, as in other societies, there are still issues concerning women's rights in Islam, such as gender equality and unfair treatment in family law. However, Islam teaches that women have the same rights as men and invites Muslims to treat women fairly and with respect.

Women have an important and strategic role in the family and society. Islam teaches that women and men have the same rights and obligations in various aspects of life. In Islam, a mother has a very important role in shaping the character of her children. Women who become mothers are considered to be very noble people, who are very worthy to respect and maintain their honor. A wife has an important role in helping her husband achieve success and happiness in the life of this world and the

hereafter. Islam also teaches the importance of love, compassion, and understanding in husband-wife relationships. Girls have the same important role as boys in the family. Girls also have the right to education and the same treatment as boys. Women in Islam have an important role as members of society. They are expected to participate in building a good, prosperous and dignified society. Women also have the right to participate in social, economic and political activities in society. Women are also allowed to work and have careers, as long as they do not neglect their responsibilities as mothers and wives. Women also have the right to receive the same wages and treatment as men in terms of work.

Work is not something that is forbidden for women. Islam recognizes a woman's right to work and have a career, as long as she does not neglect her responsibilities as a mother and wife. In fact, in Islamic history, there have been many women who were famous for their success in work and business. Women are allowed to work in various fields, such as health, education, trade, and so on. However, women must also pay attention to adab and ethics at work, such as maintaining private parts, maintaining good manners, and not doing work that violates Islamic law.

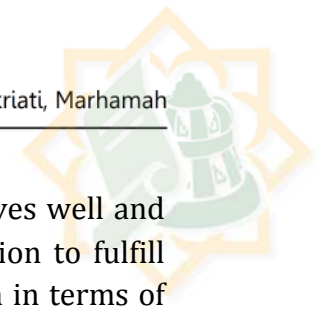
Some verses of the Quran and the hadith of the Prophet Muhammad SAW also show the importance of work in Islam. For example, in Surah Al-Baqarah verse 195 it is mentioned, "And do not throw yourselves into destruction with your own hands, and do good, indeed God loves those who do good."

The hadith of the Prophet Muhammad SAW also taught the importance of working and seeking halal sustenance, such as the following hadith "From Anas bin Malik r.a, he said: "The Messenger of God SAW said: 'If you plant a tree and the Day of Judgment comes, then plant it immediately.'" (HR. Ahmad, Abu Dawud, and Ibnu Majah)

However, even though Islam allows women to work, there are a number of things that need to be considered so that work remains in accordance with Islamic teachings. Some of these things include not ignoring the responsibilities as a mother and wife. Maintain aurat and manners while working. Do not do work that violates Islamic law. Maintain time and balance between work and personal life. Does not place career and money as top priority in life.

Even though women are allowed to have careers in Islam, men still have to carry out their obligations (Qardhawi, 2008). Men have an obligation to treat women fairly, respect and protect their rights. Men in Islam have an obligation to provide maintenance for their families, including for their wives and children. This is stated in the Al-Quran Surah An-Nisa' verse 34, which states that men are the leaders in the household and are responsible for providing a living. Although career women have their own income, men are still obliged to provide for them. Men in Islam also have an obligation to protect women from all forms of violence, both physically and psychologically. This is related to the obligation to treat women fairly and maintain their honor.

The obligation to provide the rights of husband and wife. As a husband, a man has an obligation to fulfill his wife's rights, such as providing protection, affection, and



fulfilling her physical and emotional needs. Men should also treat their wives well and respect them as equal partners in life. Men in Islam also have an obligation to fulfill children's rights, both boys and girls. Men must meet the needs of children in terms of education, health, and material.

Men in Islam also have an obligation to respect women, be it mothers, wives, daughters, sisters, or other women in society. Men must treat women with courtesy, maintain their honor, and not discriminate against women (Zainah, 2002). In Islam, men and women have the same rights and obligations, but with different roles according to their respective natures. Therefore, men must understand their obligations to women and strive to carry out their duties properly in order to create harmony and justice in family and social life.

Islam recognizes the rights and freedom of women in choosing and pursuing the desired career. This is evident from examples from the time of the Prophet Muhammad, where many women were involved in various types of work and trade, such as Khadijah who became a wealthy merchant, or Aisha who was an expert in hadith (Tariq, 2004).

Islam places responsibilities and obligations on each individual according to their capacities and abilities, not based on gender. Therefore, if a woman has the ability and talent in a career field, then she has the right to pursue that career. (Asad, 1980)

Islam also teaches the importance of earning a living and trying to meet the needs of family life (Jamil, 2006). Therefore, if a woman can help her husband in earning a living and meeting the needs of the family with the career she is pursuing, then this is a good practice in Islam.

Today, many jobs require the same qualifications and abilities for men and women. Therefore, there is no reason why women cannot pursue the same careers as men. In this case, it is also important to pay attention to adab and Islamic rules that apply in the scope of work, such as dressing modestly, maintaining social ethics, and not abandoning religious obligations. (Akhtar, 1995)

In conclusion, Islam does not prohibit women from pursuing careers, but they must still pay attention to the applicable Islamic rules. Therefore, it is important for every individual, both men and women, to seek knowledge and develop their abilities to get jobs that can provide benefits and good for themselves, their families and society.

In Islam, there are several prohibitions for men and women in the workplace that must be considered. Prohibition to be alone with the opposite sex without a clear and urgent need. Prohibition to speak in a tone or words that are not polite or contain obscene meanings. Prohibition to show nakedness or body parts that should be covered in front of the opposite sex. Prohibition to take actions that can damage the good name and dignity of oneself and the company where one works.

Prohibition to commit fraud, embezzlement, or other dishonest acts in carrying out duties at work. Prohibition to use company facilities or resources for personal gain without the permission of superiors or leaders. In essence, Islam teaches to maintain manners and ethics in the workplace, and to pay attention to the boundaries that have been determined so that things that harm oneself and others do not occur.

D. CONCLUSION

Women have a noble degree in Islam. Many roles of women in the history of Islam since ancient times. Women play a role in the fields of education, military and knowledge dissemination. Career women are allowed in Islam just as career men are allowed. Just like men, women also have norms that must be obeyed when carrying out their activities as career women in Islam. These prohibitions include not being alone with the opposite sex. Required to maintain honor by covering genitals and maintaining communication. Career women can also be a support for achieving greater benefits for society. There are several roles in politics, economics, education, health and the military that require the role of a career woman. This role can be maximized by collaborating harmoniously with men.

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