

Women In "Masculine" Sports: Self-Concept Female Referee In football

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Abstract

The purpose of this article is to gain a comprehensive understanding of The Female Referee's self-concept in the Football Sports in Majalengka Regency and the accompanying dimensions based on their experiences that were consciously experienced. Knowing the extent to which a female referee understands her Self Concept inside and outside of a Football match, what is her expectation and how does the female referee judge in Football about herself and the surrounding environment, and the role of self-concept is viewed in the lens of the Female referees' conscious experience in the City of Majalengka. Theory The self-concept by Calhoun & Acocella is a guideline in gathering information for the writing of this article. The qualitative research method of the phenomenology tradition involving all female referees in Majalengka City is used in this article. Data collection was obtained through in-depth interviews and participatory observation for 10 months in the City of Majalengka, West Java Province, Indonesia. This paper is not intended to be a comprehensive review of the voluminous literature on sexism in sports.

Keywords: Self-Concept; Gender Roles; Football; Female Referee.

INTRODUCTION

International press coverage is often considered a legitimate source of informed opinion. The growing impact of the international press reveals the increase in the hegemony of the market and the civil-society state (Salojärvi, 2016). It also fosters a certain sense of solidarity by creating virtual communities, or a "global village", thereby directing how citizens view both themselves and "the other" (Coban, 2016). Contextualising international press coverage during political conflict has been a concern (Nikunen, 2019). With ground reporters, translators, diverse insights, editorial liberalism, and real-time narratives, the international press has gained prominence in political-conflict reporting (Bruns, 2018). This study focuses on whether the Gulf Elites depend on, and prefer, the international newspapers for news coverage of the US-Iran crisis in 2019-2020; their news coverage professionalism and the news sources. In particular, it examines how Gulf Elites perceive these newspapers in terms of readership, preference, reliance, preferred media subject, news coverage professionalism, motivations and news trustworthiness. The following section reviews the literature on media dependency theory and media influence, and this is followed by the methods section and the findings. Finally, after discussing the research results, the conclusion draws out the critical nuances of this paradigm.

LITERATURE REVIEW

Women in Football

Football is indeed synonymous with masculine stereotypes, where all players, coaches, officials, and supporting devices are dominated by men. Whereas football has long been played by women with feminine stereotypes. Football is so close to women's daily life in the bamboo curtain country of China. They have played this team sport since the Donghan Dynasty around 25-200 BC. Women in China are quite cunning and not awkward when playing football on various occasions, both as a daily sport and in the context of welcoming holidays such as traditional ceremonies. Now, women's Football has become commonplace and has been recognized as one of the global sports branches (Zhao et al., 2012).

Indeed, some commentators argue that it is as if males and females have been raised on two different planets (or, at least, two different cultures), with two unique patterns of communicating (Zhao et al., 2012). Granted, we can all envision a stereotypical female "Barbie Doll" and "Marlboro Man" male. "Barbie" is characteristically emotional, passive, sweetly proper, mindless, high-pitched, silly, gentle, vague, euphemistic, endless, highly talkative, enthusiastic, self-revealing, gibberish, easily influenced, and shows an abundance of hand and

face expressions. "Marlboro Man," on the other hand, displays the characteristics of being a "get things done" leader who is boastful, blunt, militant, aggressive, ambitious, straight to the point, domineering, angry-tempered, and independent (Crawford, 2013; D'Acunto et al., 2021; Gurit E. Birnbaum, 2021).

Euphoria Football World Cup is no longer only we can feel in the men's Football branch, but also the Women's World Cup which has been going on since 1991 and like the male version of the Football World Cup which is held every 4 years, the Women's World Cup held every odd year. This indicates that the position of women in the world of football has been accepted internationally with a set of rules that is more or less the same as a set of rules in women's football. However, even though it has been going on for 28 years, it seems that the euphoria of the Women's World Cup tournament has just been enjoyed by football fans in the last two editions. Especially in 2019, where the Women's World Cup is broadcast by pay-TV channels that have been famous for broadcasting football throughout the year. The development of Youtube also enlivened the presence of women in the green field football match. In addition, tocable TV and national TV in various countries, Youtube introduces the figures and expertise of women in the sport of football speak which can be juxtaposed with the expertise of men in sports that are closely associated with this masculine stereotype. There are currently around 176 teams of women Football players from each country participating in international level competitions. Among these are the FIFA Women's World Cup and the UEFA Women's Championship. (Setiawan 2019). In the 2 Women's Football Survey conducted by FIFA in 2014, Asian Football Confederation (AFC) recorded a total of 6,327,700 female Football players. However, only 300,122 female players are officially registered at the AFC. (Thomas, 2018). An opening sentence in the Women's Football MA's Survey Report 2019 is a form of FIFA's commitment to always view football as an anti-discrimination sport and uphold gender equality. Football is for everyone, and that has never been truer when it comes to the women's game and its growth and development, whether at the grassroots level or right at the top of the international stage. (FIFA, 2019).

In Indonesia, women's Football has been around since the 1970s. The national women's Football championship was also organized by the All-Indonesian Football Association (PSSI). Some of the provinces in Indonesia involved as participants in the National Women's Football Championship include West Java, Central Java, East Java, Papua,

DKI Jakarta, DIY Jogjakarta, Southeast Sulawesi, Bangka Belitung, and Banten. West Java Province is quite consistent in participating in the Women's Football National Sports Championship held by PSSI both between clubs and between Provincial Administrators. West Java's achievements in women's football in Indonesia are quite good, as evidenced in the U-19 Women's National Football Championship 2008 held by the Indonesian Amateur League Agency (BLAI), PSSI presented the West Java Team as the first winner¹ and in 2010 as the Second Champion in the Same championship.

Female Referee in Football

If FIFA notes that there are hundreds of thousands of female Football players in the world, what about the figure of the "court" who leads the game? A referee has a very crucial role and is not arbitrary in leading a Football match. For this reason, FIFA as the world Football master has special criteria and qualification systems and applies internationally before granting licenses to referees to wear FIFA badges (logos) in the cases they wear when leading a match. It can be ascertained the complexity of the series of qualification systems that must be passed by a female referee in order to get a FIFA badge with a pretentious value on the gridiron because the filter that must be passed is no longer limited to gender matters.

In the Women's Football MA Survey in 2019, FIFA noted that the number of female referees in Football matches was still far behind that of male referees. In 2019, there were only 10% of female referees in the world or 80,545 female referees out of 807,617 FIFA's total referees in the world. (FIFA, 2019).



Figure 1. [Infographic] female referees in the world based on Women's Football MA Survey 2019 According to the Women's Football Survey in 2019,

the Philippines is the country in Southeast Asia with the highest number of licensed Female Football referees, totaling 30 people. Meanwhile, Brunei Darussalam and Myanmar do not yet have a female referee licensed by FIFA to lead a Football match. Indonesia and Vietnam rank second with 25 female licensed referees.



Figure 2. [Infographic] Philippine Football Federation based on Women's Football Survey in 2019

The number of female referees in the world is far behind the number of male referees caused by many factors. There is a lot of research that tries to understand the imbalance between the role of women and the role of men in a world that is run by the stereotype of masculinity. Many well-educated people and social studies find a common thread that the imbalance between socially agreed-upon behaviors, roles, and experiences for women and men is a radical concern. Like it or not, our personal understanding of issues in this field is unavoidably shaped and influenced by our social environment in the past. Most of us rarely encounter extremely stereotypical models in our everyday lives. We are socialized under more moderate conditions where sex-and gender-differences are frequently intermingled, if not confounded (i.e., feminine males, masculine females). Given this consideration, how can it be argued that separate sex cultures perpetuate when many of us come from family / social environments where divergent gender roles interact on a continuous basis (Crawford, 2013; D'Acunto et al., 2021; Gurit E. Birnbaum, 2021).

In Indonesia alone, women's Football has been born a long time ago, but until now its prestige is still not too prominent when compared to the male version of Football. Looking at the results of the data collected

in the 2019 Women's Football Survey Report, Indonesia with a population of 264 million has a 2018 Global Gender Gap Ranking of 0%. This proves that Indonesian society in general no longer makes women as inferior and men as superior both in daily life and in Football matches. In 2019, FIFA noted that Indonesia had 1300 female Football players in organized matches, of which the number consisted of adult female Football players (18+) and young female Football players (U18). The number of Indonesian Football coaches who have received FIFA licenses is 2,828 people, but only 4% of this number, namely 12 people, are female Football coaches. Indonesia itself also has a National Women's Football Team which also involves 296 licensed referees to lead the game. However, only 8% of this number, namely 25 people, are female referees who have pocketed FIFA licenses. Indonesia also has a Women's Football Committee which was established in 2017. But unfortunately, there is only 1 representative of Women's Football in the Executive Committee of the All Indonesian Football Association. This has become one of the homework of the Football Association of Indonesia, wherein the managerial executive ranks, there is only a very small portion of the development of women's football in Indonesia. Although women make up almost half of the workforce, a very small proportion of these women occupy managerial and executive positions. Infact, "less than 5 percents are middle management and less than 2 percent are business executives (Fuller, 2015)." These statistics would indicate that attempts by women to gain employment in management positions are not progressing well (Sinurat et al., 2022).



Figure 3. [Infographic] Football Association of Indonesia

Source: Women's Football MA's Survey Report 2019 page 107

During this time women's Football matches in Indonesia are usually led by male referees, but there is a new scene at the 2008 National Football Championship with the appearance of three female referees. Referees in Football matches are dominated by men, but the presence of female referees in the Professional Football Games in Indonesia cannot be underestimated. The Professional Football Referee license issued by the Federation Internationale de Football Association (FIFA) is proof that women can also compete in sports performances that adhere to the stereotype of masculinity.

The registration of female referees in the ranks of referees with a FIFA license in Indonesia proves that women are capable of carrying out duties as a court on the gridiron and are considered competent in the eyes of the international community. This contrasts with the paradigm that views football as a masculine sport which, in turn, helps legitimize male supervision of women. (Forbesa, Edwardsa, & Fleming, 2015). The challenge felt by female referees to be able to prove themselves in a Football match is more difficult when compared to male referees. Not only must the physical ability, fitness, analytical, objective, and assertive thinking patterns in making decisions like men's referees, but Female referees also struggle to win their trust and increase their credibility as referees born with female gender in Football matches ball.

"What is clear is that the conditions for obtaining a license from FIFA are complicated and many in the series, both for male and female referees. The referee must have led the match at least 10-15 times in Indonesia's highest competition.

Then there is the body gesture test, performance on the field, attitude, insight, of course, English must have to be fluent, and the Vo2 Max physical test must be good, like a Football player".³

There are doubts that arise about the performance and ability of a woman to lead the Football game experienced by all informants in this paper. In the early days, they were involved in the world of football and carried the title of "justice", widely heard slanted comments that tried to bring down, corner, and even disdain the biological gender they brought from birth, women. Even though there is a lot of scientific research that shows that basically there is no difference between male and female leadership styles. In the world of football and outside this team sport, there are scattered figures of success in their respective fields and they bring blessings to life by being born as women. Both men and women who are successful and successful in their fields show characteristics that are not much different. Eagly and her colleagues (Campi et al.,

2017; Liechty et al., 2016; Paechter et al., 2016) have found that differences between males and females in influence, leadership style, helping, aggressiveness, and social leadership were quite small (Appelbaum, S. H., D' Antico, V., & Daoussis, 2019). For instance, Maccoby and Jacklin (Gipson et al., 2017), in a monumental narrative review of the literature, concluded that there are few sex differences and that those that emerge are small in magnitude and often overshadowed by interactions. Thus, counter to conventional wisdom, the findings of Maccoby and Jacklin suggested that females were not more social than lazy, were not better at simpler tasks, did not have lower self-esteem, and were not more suggestible than lazy (Appelbaum, S.H., D' Antico, V., & Daoussis, 2019).

Talking about leadership style, a woman leader is often identified with decisions that are subjective, emotional, with low analytical power in looking at a problem. A woman is also often considered weak when faced with challenges and cannot find solutions effectively and efficiently. There is a lot of scientific research, scientific articles, and scholar's opinions that have succeeded in proving that all these assumptions are nothing but assumptions that try to overthrow and discredit women in gender stereotypes. Women who are successful in their fields display certain characteristics that can be identified in previous scientific research. As communicators who must consistently interact with other people on the job, successful women characteristically display qualities of effective interpersonal competence.

These necessary characteristics are "competence, education, realism, aggressiveness, self-confidence, career-mindedness, femininity, strategy, support of an influential male, and uniqueness (p. 38). (Gipson et al., 2017). From the virtual kaleidoscope of case history and surveillance of women who have made it, and those who have not, six attributes rank highest in attracting respect from management (Gipson et al., 2017):

- (1) Competency
- (2) Ability to communicate effectively
- (3) Appearance and personality
- (4) Ability to organize time
- (5) Creativity
- (6) Ability to work with others

While women might object to "appearance" as a major professional criterion, its presence indicates the significance of nonverbal communication in organizational success. Executive women who have seemingly adopted this successful communicative style in the corporate world offer "action guidelines"

for other women. "Women need to substitute a broader self-image for the limited self-image of the average women; recognize that business takes courage, often the courage to fail and start again; think of themselves as people, not as women -- versus men men (Gipson et al., 2017; Sugiyanto, 2020).

Self-Concept Method and Theory

Self-concept is one of the principle factors amongst individuals. It should be considered as a critical issue that can impact on individuals' attitudes toward their life and society, and also in some cases, it changes the way of their behavior and relationship with others in various cultures and societies.

Self-concept is a holistic view of oneself, which includes the abilities possessed, the feelings experienced, the physical condition of himself and his immediate environment. Self-concept is also the ideas, thoughts, feelings, beliefs and convictions that are known by individuals in dealing with other people. The self-concept develops gradually starting from the baby being able to recognize and distinguish other people. The continuous process of developing self-concept is influenced by interpersonal and cultural experiences that provide positive feelings, understand competencies in areas of value to the individual and are learned through the accumulation of social contacts and experiences with others. (Psikologi et al., 2020).

RESEARCH QUESTIONS

Based on the focus of research on the Self-Concept of Female Referees in Football, where each Referee has experience in leading the field as a football based on so as to form a consciously constructed meaning within the framework of subjectivity, three research questions can be formulated to understand Self-Concept, those are:

- 1) What is the Self-Concept of Female Referees in Football?
- 2) Why is the Self-Concept Process of Female Referees in Football Matches in Majalengka Regency?
- 3) How are female referees in football development in Majalengka Regency?

METHODOLOGY

The method used to dig up information is to use the phenomenological approach. Viewed from the aspect of ontology, phenomenology studies the nature of consciousness. With regard to epistemology in charge of finding knowledge.

Literally, phenomenology is the study of phenomena such as appearances, everything that appears in human experience, the way humans experience things, and the meaning that humans take in their experiences. Basically, phenomenology studies the structure of types of consciousness that range from perception, ideas, memory, imagination, emotions, desires, wishes, to actions, both social actions and in the form of language (Koeswarno, 2009).

Data collection techniques with participant observation carried out for 10 months from April 2019 to January 2020 in the City of Majalengka. The observation comes from Latin which means to pay attention and follow. Paying attention and following in the sense of observing carefully and systematically the intended target behavior (Herdiansyah, 2010). In this paper, one of the observations made by the author is to be directly involved in the activities of the West Java Provincial Association of Referees Commission Football Association of Indonesia, participate in the process of preparation - implementation - evaluation of female referees, and participate in the process of routine training of female referees in order to understand the experience experienced by female referees in Majalengka City.

RESULT

This paper attempts to explore the self-concept of female referees in Majalengka City, West Java Province. Explores how they see themselves in a profession that is attached to the masculine stigma and how they play a role in everyday life with the title of the female referee behind him. More than a decade of social psychology and communication research has attempted to show the importance of psychological gender orientation in a variety of communication behaviors, professions, and gender roles in everyday life. For more than a decade, research has found that psychological gender orientation can influence a number of communication behavioral variables, such as nonverbal communication, self-disclosure, communication understanding, self-concept, communication competence, persuasion, and argumentative attitudes. This paper involves a female referee born in the city of Majalengka, West Java, Indonesia, who has gone through a career as a female referee in Football matches for more than 3 years, both for formal, informal, and small league and big-league matches. Informants are divided into married and unmarried informants and are stated in official documents as "Mojang Priangan" (the term for women born and raised in the West Java Province - Indonesia). Majalengka is a Regency City in West Java

Province with the highest level of regional Football activity in West Java Province. With a total population of about 1,180,774 inhabitants consisting of 590,038 inhabitants of the male population and 590,736 inhabitants of the female population. (West, 2007). Majalengka donated the highest number of female referees to football matches in West Java Province, namely 8 female referees licensed by PSSI with categories C1 - C2 - C3.

WASIT PEREMPUAN DI KABUPATEN MAJALENGKA		
No.	Nama	Keterangan
1	Wiwini	Majalengka
2	Sicilia, S.Pd	Majalengka
3	Vita Hivana, S.Pd	Majalengka
4	Iis Sumiati	Majalengka
5	Desta Fany Nurfatonah	Majalengka
6	Hanifah Noorsyahbani	Majalengka
7	Visca	Majalengka
8	Imas Kartika	Majalengka

Although Majalengka has the highest number of female referees in the West Java Provincial Association Football Association of Indonesia, for Football lovers in the City of Majalengka itself, the presence of female referees when leading a Football match is still a rare and amazing thing, especially women referees who lead Football matches Male. This relates to the inherent stigma that Football is a masculine sport that is played, led and organized by men.

Self-Concept of Female Referee

Furthermore, Calhoun & Acocella explained three dimensions of self-concept, namely self-knowledge, expectations about oneself, and self-evaluation (Mehrad, 2016). These three dimensions serve as guidelines to gather information from all-female referees in Majalengka City.

Dimension of Knowledge

The Dimension of Knowledge relates to what individuals know about themselves, both in their biological, psychological, and social aspects. Likewise, the decision to become a female referee in Majalengka City was taken personally and departed from the internal motivation of all informants. External impulses that appear only are motivational support from those closest to or idol figures. Their internal motivation for choosing the Female referee profession in a Football match in Majalengka arose after they felt challenged by the lack of a woman's role as a 'Court Judge' in professional Football matches, especially in a small

town like Majalengka. Attempts to break the label of masculinity in football matches make female referees in the City of Majalengka try their best to show that women can move and make decisions quickly, accurately, observantly, in detail, and have the same endurance as other male referees.

The stereotype that accompanies the gender of women and men is one of the challenges faced by a woman with a profession as a female referee in Football. Growing up with parenting that boxed gender and lived within rules and norms that also boxed gender in social and professional life cannot be easily broken down by "court" women on the Football field. As Kirtley & Weaver said, Most of us rarely encounter extremely stereotypical models in our everyday lives. We are socialized under more moderate conditions where sex- and gender-differences are frequently intermingled, if not confounded (i.e., feminine males, masculine females). Given this consideration, how can it be argued that separate sex cultures perpetuate when many of us come from family / social environments where divergent gender roles interact on a continuous basis. Instead, it could be that our gender role self-perception is the key factor underlying our attitudes, beliefs, and behaviors when interacting and communicating with others (Liechty et al., 2016; Zhang, 2012).

The presence of the first Indonesian female referee to get a referee's license from FIFA in 2017, Deliana Fatmawati Junior Kaban, became one of the external motivations that encouraged female Football umpires in Majalengka to follow in the footsteps of her idol. The FIFA license obtained by Deliana is an opening gate that women can even be recognized for their abilities at international professional Football. Another external motivation that encourages informants to play the role of female referees in Football matches in Majalengka City is the fact that before they decided to become female referees, in Majalengka City, the number of female referees in Football matches was very small. The opportunity to expand as a female referee at the city level is still wide open. As of 2019, Kota Majalengka has 8 female referees licensed by the Football Association of Indonesia, which is around 40% of the total female referees registered at the West Java Association of Football Association of Indonesia. Majalengka is the city with the highest number of female referees in West Java Province.

All informants stated that being a female referee in Majalengka City was not their main profession. Becoming a woman referee is an act of writing a hobby and their love of football, which at the same time is an additional income in the personal and family economy. In Majalengka City, being a middle referee in a Football match is paid with a

price range of Rp. 110 thousand - 140 thousand / match or 8.03 -

10.22 USD / match. While refereeing assistants are paid a price range of Rp. 90 thousand -120 thousand / match or 6.57 - 7.92 USD / match. However, this pricing does not apply to referees with FIFA licenses. Like Wiwin informant who is the first female referee from Majalengka City who has pocketed a referee's license from FIFA. Wiwin with FIFA license generally will only lead the match at the national and international level, but do not want to forget his homeland, several times Wiwin led the Football round ball match in Majalengka City and returned with a fee of approximately Rp. 750 thousand / match or 49.5 USD / match.

The reason the informant did not make the referee the main profession was because Football matches in Majalengka City were not always available and were routinely held every month. Low income can not be used as the main source of their livelihood. The majority of informants work as teaching staff or school teachers and students who have a lot of free time. Although only as an additional job without permanent employment status as well as a realization of a hobby and love of football, female referees in the City of Majalengka take the football referees profession seriously.

While the purpose of the informants to be female referees in the City of Majalengka is because of their love of the world of football. The majority of informants said that Football was their passion. But if you have to dive into a female Football player, they will think about the offer many times. For them, being a female Football player requires very high commitment and discipline. Time and effort must be concentrated on routine training to hone skills in the field. They also realized that being a female Football player in Majalengka City in particular and in Indonesia generally did not yet have a prospective future guarantee. That is why they do not dare to defend their lives and futures on Football.

Being a female referee in a Football match also requires high commitment, discipline, and hard work. But unlike being a Football player that takes up a lot of time, being a referee in a match can be done at a time when it's just or as a source of additional income.

Constraints that are generally felt by informants in undergoing the role of female referee in Football matches in Majalengka City include mental stress and physical challenges. They further explained the mental stress they felt was more related to the decision made by a female referee. Even though it was not explicitly stated, all informants felt doubt about their decisions and the way they led the game. The stigma that women still involve emotions and feelings in every decision making that results in the

assumption that arises that women referees are less objective in making decisions in the field they are still often AC. This corner of the genderization attack they received not only from the competition device and the male audience but also many female spectators who cast a tone underestimating the decisions of women referees on the field.

Regarding the appearance on the field, 2 informants considered that although they were born as women and took up the profession as a female referee in a Football match that was still attached to the masculine stigma, they still had to look attractive and excellent while leading the game. The main reason is that personal hygiene and aesthetics are the responsibility of every human person. Therefore, even though they had to run sweaty in the heat of the sun or soaked in the rain in the middle of a green field, they still had to think about their appearance and aesthetics as much as possible. But they further explained that what they meant by their aesthetics and appearance was not related to excessive use of make-up and clothing. They realize there are unwritten rules that apply in Indonesian society where everyone is required to dress modestly and in accordance with their activities. In general, all female referees express the same personal preparation before leading the game. They will need adequate rest before leading the match, wearing referee uniforms, shoes and appropriate equipment, using skincare and protection for outdoor activities, and using makeup that is inconspicuous, limited to smoothing eyebrows, lipstick, and powder. thin face.

Using skincare and protection becomes an essential product that they must use to prevent the negative effects of sunlight or pollution due to outdoor activities. While the use of a little makeup they do to give the impression of a "professional" woman while working to lead a Football match. The female referee also realized that the Football match was a show and they were "actresses" and part of the show who also had to show performances with appropriate aesthetic values.

In connection with the objective attitude in decision making and analysis power of each violation that occurs during a running Football match, the informant in this paper is divided into 2. Informants who have gone through careers as female referees in football matches for more than 3 years understand better how to undergo their role professionally. The stigma that women are less objective in looking at a problem and physical abilities that are considered no stronger than male referees no longer interfere with the performance of women referees who have been accustomed and actively acted as "court" greenfield for more than 3 years in the City of Majalengka. This is in contrast to informants who have just

served as female referees in Football matches for less than 3 years. Negative remarks, doubts about their ability on the field, to the shouting of supporters of football that contains insinuations, dropping the position of women as a "court" on the gridiron is often still a challenge they must face themselves. Angry sentences like "Can women run on the Football field too?" or "The referee is stupid, girl!", they still often hear and can affect the mental condition of female referees who have experience of leading a game less than 3 years. Sentences or shouts that discredit and discredit a woman's gender are also still often heard by female referees with more than 3 years of experience. It's just that for female referees who are accustomed to holding more than 3 football matches, phrases that discourage women on the field can no longer affect their performance and mentality when playing the role of being a "Judge" in a Football match. All informants who are female referees, in general, will lead women's Football matches in the City of Majalengka, but they must also always be ready to become referees in Football matches in Majalengka. Cynical expressions to women generally informants heard when leading a Football match in the City of Majalengka.

The decision of women referees in leading Football matches is often doubted because stereotypes of Indonesian society in general and the Majalengka community in particular still think that women are not objective enough in making decisions and still rely on the sensitivity of feelings rather than analytical logic. Relatedly, the finding that women tend to be more relationship-oriented and empathic than men is illuminated by understanding that women are socialized within relationships and learn to be more sensitive to others while being socialized more apart from others and learn to think and act independently without consistently according to priority to consideration of others (Matheson et al., 2014).

The type of leadership shown by female referees in Football matches is indeed different. However, the differences do not have anything to do with corner gender stigma. Our social life has long been shaped and boxed in the categorization of roles based on gender, where one gender is seen as superior and appreciated while the other gender is seen as more inferior and nothing more than complementary. We have been in situations where the language and nonverbal patterns of the masculine role have been rewarded and we have been told in various ways that we are "exceptions." (Vescovi et al., 2021).

Dimension of Hope

The Dimension of Hope or the ideal self is an

individual's view of what is likely to be in the future or related to the ideal self-concept that is suitable for himself. Although being a female referee in a Football match is not the main activity of the informants in this paper, but they are quite known for their ability to lead the game of Football matches in the City of Majalengka. Informants are aware that there are hopes desired by football supporters in the City of Majalengka that they must be able to fulfill. But talking about personal self-expectation while outside the gridiron and without a referee uniform, all-female referees hope that the fair, objective, analytical, and disciplined attitude they apply on the gridiron can be applied also in their daily lives. The informant whose main profession is as a school teacher outside of her activities being a female referee in Majalengka can still apply fair, objective, analytical, and disciplined attitudes in Football matches to her students in the academic context they live in every day. While for female referee informants in other Majalengka City, they assume that not everything in a Football match can be applied in their daily environment. This relates to marital status and family relations that accompany the informant. For married female referees and female referees who still live in the nuclear family environment with their parents, the role of leader and decision-maker in the household is not in their hands but in the hands of their husbands and fathers. So the role of female referees in Football matches cannot be fully applied to their daily lives. The rationale for this trichotomy is based on the assumption that individuals are culturally socialized into different gender roles, which becomes relatively stable personality orientation (Appelbaum, S. H., D' Antico, V., & Daoussis, 2019).

These women realize that there are certain expectations from their social environment as women. Growing up in the social environment and parenting that puts women in an inferior position, unwritten instill values that they must carry and show in their daily lives. A woman must behave gently, feminine, obedient, sensitive and emotional and is considered weak both physically and mentally to be a stigma that continues to accompany them from birth. This stigma contrasts with their profession as female referees in football matches that are very thick with masculine sports that are rough, tiring, objective, analytical, and are considered as sports that demand high stamina and endurance. In a sexist society, females are Rhetorical Reflectors. Significant others in the girl's life telegraph sex-typed expectations. While being cuddled and purred over, going to ballet classes and piano lessons, playing with Barbie Dolls and tea sets and baking brownies with Mom, girls learn to be

passive, domestic, cultured, and cautious. In line with parental expectations, girls are dependent, passive, and conforming (Zainal et al., 2020).

Female referees who are a small group in the flow of sports with the masculine stigma of Football hope that they can more freely choose career paths that match their interests and passions, regardless of the biological gender into which they were born. They hope that the Indonesian people in general and the Majalengka people, in particular, can be more open in accepting their existence as women on the Football field. The stereotype of career selection based on gender occurred in the past where women were identical with activities related to nurturing and social career paths or even devoted themselves to the family. Learning that one's attitudes and feelings about herself (her self-concept) include being nurturant, sociable, and non-committal, and striving always to meet the needs and wishes of other people, girls and women themselves to the choices of others (Sinurat et al., 2022; Zainal et al., 2020).

These female referees hope that a career with this stereotype label will no longer be an obstacle for female professional colleagues in any field. The harmful effects of continuous sexist interaction for young girls are evidenced by career aspiration (projection of future self) studies. One study by Looft asked a group of first and second-grade children, "What would you like to be when you grow up?" The girl's list totaled eight different occupations - most sex-typed - with nurses and teachers being the most common. When asked, "What do you think you will really do when you grow up?" the children often changed their answers. Many of the girls were switched to housewives and mothers or else downshifted their choices, i.e., one girl who had said she wanted to be a doctor changed to a "store lady." All persons, male as well as female, need to be free of sexist goal-limiting socialization so they can examine all possible roles and combinations of roles, view critically their own motives and feel free about the choices they make (Zainal et al., 2020).

Dimension of appraisal

The dimension of appraisal is the result of an evaluation of self, how much individuals like themselves. The greater the imbalance or mismatch between the ideal and actual personal self-image, the lower the individual's self-esteem will be. Individuals with high self-esteem will like who they are, what they do, and are excited about what they will become in the future.

Being on the gridiron and engaging in Football matches that they love so much always give female

referees an exciting and unforgettable experience. Every special match, every match is always a new experience for the female referee in this paper. The unpredictable course of the match, the weather during the match, the behavior and boisterous supporter are always the things that are remembered by female referees. 7 out of 8 female referee informants in the city of Majalengka felt that when they were on the gridiron and led the game, they felt like superwomen who had powers they did not have when they were outside the match. 90 minutes lead the pace of the match, forcing yourself to stay fit and focused, the gaze, the power of analysis, and the awake attitude that must always be at its best level making the female referee feel more alive and meaningful. Rumbling screams of support from each team's supporters, adrenaline rushed and trying to think as objectively as possible were things that they could not get when outside the Football match.

"Not everyone can have experiences like us female referees. Being able to get involved in matches and set foot on the gridiron, watch and even

participate in matches, be an actor and figure in the entertainment watched by supporters, I feel like a celebrity when leading Football matches. But on the one hand, I have to be super focused, excellent, have a sharp analytical power, my eyes also have to be observant to see all sides of the ball and player movements. That's when I feel like a superwoman with more power like in a movie", Wiwin

Unlike Wiwin who has more than 5 years serving the role of a female referee, an informant who has only been in charge of being a female referee for 3 years feels that being on the gridiron and being involved in a match still feels scary to him. The screaming of the audience, the movement of the game is very fast, the weather is often not supportive, it becomes a pressure for him when he had to lead the game. However, all-female referees felt that when they were in a match, they seemed to have a different role than their daily lives.

When talking about the advantages and disadvantages when outside the gridiron and undergoing daily life, female referees tend to have difficulty giving answers. They have never taken the time to truly understand the advantages and disadvantages of a different person when outside the gridiron. The majority of female referees explain their personal strengths and weaknesses by reflecting on what other people see or know about themselves, not from what they see and recognize about themselves. For them, other people's opinion of themselves is a picture they believe is in themselves. The identity they believe is their identity is an opinion that is formed and expressed by others to them.

"When it comes to friends, I don't interact much with

other people. They say I'm too quiet and passive," Imas.

While only a few female referees were able to explain with confidence enough the things that were his strengths when he was not on the gridiron leading the way in a Football match. They are able to explain their strengths without having to reflect on other people's views about him. But when it comes to explaining what they lack as individuals in their daily lives outside of Football matches, they experience difficulties. They claimed that they had never previously taken the time to think about things they considered themselves lacking.

In contrast to what female referees understand about their strengths and weaknesses outside a Football match, all-female referee informants in Majalengka City claim that they can see their strengths and weaknesses when they become "judges" in a Football match based on what others value from their performance in the field. Evaluation sessions are always conducted after the match is over. That's when the female referee can find out the shortcomings they do when leading the game. When the match is running, 100% of their focus and energy are mobilized to stay fit and careful in leading Football matches, so often they cannot see the flaws or mistakes they make when the match is running. Even if they feel they have made a mistake or feel inadequate when doing something during the game, the female referee in this paper claims to put aside these thoughts first and choose to stay focused on the course of the match. This also applies to things that they feel are an advantage they have while leading a Football match.

Feeling free and comfortable when being a "judge" always permeates female referees when leading the game. "Confident, happy, comfortable, like being at home, free, and challenging", is a series of expressions that emerge from the mouth of Female referees when describing their feelings when in a Football match. Being more assertive, disciplined, sharp in seeing things become things they only feel when they are in a match. Female referees in the City of Majalengka feel that these positive things are often not felt in their daily lives outside the gridiron. There was only one female referee in Majalengka City who stated that he preferred himself when he became a female referee. Feelings of confidence, free, tough, and powerful can only he experienced consciously when leading the course of the match and become a valuable feeling that he did not get when undergoing his role in everyday life. He claimed that the pressure he experienced from the surrounding environment in his daily life outside the gridiron, was far greater than the pressure he was getting when leading a Football match. Feeling free and powerful are two things that are so valuable to

him.

As for other female referees in Majalengka City, they prefer themselves in their daily lives. This is related to the portion of the role of refereeing women who are not large in their daily lives. They do love Football, but for those who are first and more meaningful to be undertaken consciously is their daily role. They also realize that the profession as a female referee is limited to additional work related to their hobbies, but their life and death are not for football.

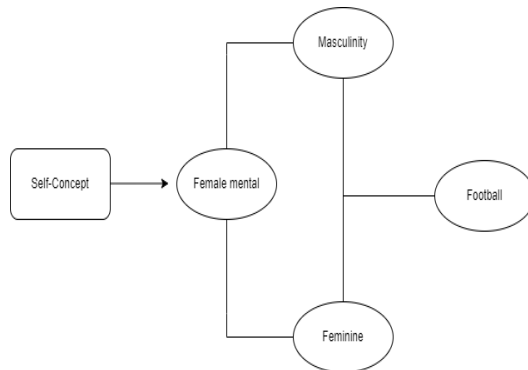
Regarding the understanding of personal weaknesses and strengths when female referees take on their roles outside the Football field, female referees who look at their concepts from the point of view of their closest people hope that they can meet the expectations and expectations of those who judge them. Although they realize very well that they are not able to meet everyone's expectations, but they try to at least approach what others expect of him. For them, it is the nature of women to always be the party that "serves" and men by nature as those who are entitled to "be served".

That's why for female referees in this category, an understanding of her concept is not an important thing to be explored further. Simply put, they see themselves as others see them. The use of the word "other people" in this context is the people in the immediate environment but outside themselves. One of the things that makes a woman referee see her concept is a reflection of what is seen by people outside herself is a lack of confidence to assess the strengths and weaknesses in him. They are afraid of being trapped by sarcastic sentences such as "too confident or too arrogant" when they talk about their personal strengths. Meanwhile, when talking about things that become his lack, they are afraid to open the fragile side in him. Feeling insecure arises, afraid that those who listen or know the flaws will attack him. Another reason that was expressed when they had to be open about their personal weaknesses, they felt ashamed and refused to believe that these things were self-weaknesses that they should not have.

The Role of Self-Concept

The female referee realized that her main role was not as a "court judge" on the field, but as a person who was carried out in her daily life outside the green field of a Football match. The female referee in Majalengka City who was married understood very well that her primary role was as a wife and mother of her children. The female referee in Majalengka City who is not married yet fully understands that her main role is to carry out her duties to parents. As women, these referees realize that the support and

blessing of those closest to them when they decide to become a female referee is a very important consideration. They also understand very well that decision-makers and "judges" in their daily lives are husbands or parents as leaders in the smallest institution, namely the family.



For married female referees, her role as a wife who serves her husband and mother in charge of educating her children is the main role that must be performed on the stage of daily life. For him, there is no more bargaining if the husband as head of the family and the leader in the household has taken something of something. That is why she is very grateful that her husband blessed and supported her in taking on an additional role as a female referee. But in every upcoming match, the referee of a married woman feels he has an obligation to ask permission in advance with her husband. If the husband does not allow him to lead the upcoming Football match, then the female referee will not argue and choose not to participate in the match.

Similar to female referees who are married, female referees who are not yet married also feel they have a responsibility to inform the family about the upcoming match schedule. But a little different from female referees who are already tied up in a marriage relationship, female referees who are not married feel they only need to submit information about the match agenda, not asking permission to participate in the match. For female referees who are not married, the relationship between parents and children is not as complicated as the marital relationship that has been blessed with children. The female referee in Majalengka City who was not married yet felt that she still had a wider and more open space for creativity and self-actualization. They are grateful to be born in the middle of a family who sees that men and women are equal and do not see that activity should only be done by men.

But they also understand that there are norms and values that apply in social life in Indonesia related to the gender of men and women. Indonesian society, in general, is still of the view that women have unwritten boundaries regarding their role in family and community life. This unwritten

boundary has existed since time immemorial and has become a parenting style which by default is widely applied by parents in raising their children. Values that distinguish between the role of self-concept of boys and girls have been implanted in the pattern of family care from a very early age and carried over into adult life.

Boys learn early that controlling and manipulating their environments and people around them is the expected role. The significant others around the young male make sure he knows the appropriate role behavior. He can experiment, solve problems, compete and take risks. Just as parents expect, boys of pre-school and school-age are more aggressive than are girls in their overt behavior and in their fantasies; girls are dependent, passive, and conforming to their overt behavior and fantasies. As Kagan's research in child psychology points out, children associate the male role with aggression, dominance, and independence (Sinurat et al., 2022; Zainal et al., 2020).

Gender roles evolve during childhood and adolescence and are usually regarded as relatively stable personality characteristics in adulthood (e.g., Kirchmeyer, 2002). Given the high stability of beliefs about one's own gender roles and the minimalistic intervention, the size of the hypothesized effects was expected to be in the range of small effects (Richter, Appel, & Calio, 2014). Stereotyped sex roles inhibit the full development of positive self-concept by prescribing from birth appropriate behaviors for boys and for girls. These prescriptions define sexual roles and extend to many areas of functioning. The blatant inequality of sex-role behavior presented shows females as Rhetorical Reflectors. The boys do; the girls respond. Analysis of educational textual material has been demonstrated that girls and women models are frequently portrayed as practicing domesticity; being incompetent, passive and dependent; restricting their goals, and being victimized or humiliated by Noble Selves. As long as society's prescriptions concerning sex roles dictate that boys and men must control, manipulate, and seduce, while girls and women must be passive, dependent, and pleasing, persons cannot be free of restrictive self-perception that have a selective effect on everything they do (Zainal et al., 2020).

DISCUSSION AND CONCLUSION

In the discussion of this research, the following will describe a Self-Concept based on the findings in this field:

1. Self-Concept

Learning that one's attitudes and feelings about

herself (her self- concept) include being nurturant, sociable, and non-committal, and striving always to meet the needs and wishes of other people, girls and women themselves to the choices of others (Sinurat et al., 2022; Zainal et al., 2020). These female referees hope that a career with this stereotype label will no longer be an obstacle for female professional colleagues in any field. The harmful effects of continuous sexist interaction for young girls are evidenced by career aspiration (projection of future self) studies.

2. Female Mental

Constraints that are generally felt by informants in undergoing the role of female referee in Football matches in Majalengka City include mental stress and physical challenges. They further explained the mental stress they felt was more related to the decision made by a female referee. Even though it was not explicitly stated, all informants felt doubt about their decisions and the way they led the game. The stigma that women still involve emotions and feelings in every decision-making results in the assumption that arises that women referees are less objective in making decisions in the field.

3. Feminine

Growing up in the social environment and parenting that puts women in an inferior position, unwritten instill values that they must carry and show in their daily lives. A woman must behave gently, feminine, obedient, sensitive and emotional and is considered weak both physically and mentally to be a stigma that continues to accompany them from birth. This stigma contrasts with their profession as female referees in football matches that are very thick with masculine sports that are rough, tiring, objective, analytical, and are considered as sports that demand high stamina and endurance. In a sexist society, females are Rhetorical Reflectors. Significant others in the girl's life telegraph sex-typed expectations. While being cuddled and purred over, going to ballet classes and piano lessons, playing with Barbie Dolls and tea sets and baking brownies with Mom, girls learn to be passive, domestic, cultured, and cautious. In line with parental expectations, girls are dependent, passive, and conforming (Zainal et al., 2020).

4. Masculinity

The number of female referees in the world is far behind the number of male referees caused by many factors. There is a lot of research that tries to understand the imbalance between the role of women and the role of men in a world that is run by the stereotype of masculinity. Many well-educated people and social studies find a common thread that

the imbalance between socially agreed-upon behaviors, roles, and experiences for women and men is a radical concern. Female referees who are a small group in the flow of sports with the masculine stigma of Football hope that they can more freely choose career paths that match their interests and passions, regardless of the biological gender into which they were born. They hope that the Indonesian people in general and the Majalengka people, in particular, can be more open in accepting their existence as women on the Football field. The stereotype of career selection based on gender occurred in the past where women were identical with activities related to nurturing and social career paths or even devoted themselves to the family. Learning that one's attitudes and feelings about herself (her self-concept) include being nurturant, sociable, and non-committal, and striving always to meet the needs and wishes of other people, girls and women themselves to the choices of others (Sinurat et al., 2022; Zainal et al., 2020).

LIMITATIONS AND FURTHER RESEARCH

This article does not delve deeply into the role of female referees in their daily lives nor their role in the profession leading the competition. The next research or article is expected to be able to dig deeper into the imbalances experienced by women undergoing professions that are closely related to masculine stigma. There have been many previous studies that have focused on efforts to equalize female gender in social life, but only a handful have focused scientific papers on how the process of gender equalizing women and men in the field of sports. This paper does not really explore how the role of women in the City of Majalengka is related to values, norms, and cultures that guide life in the Province of West Java, Indonesia.

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