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**DESCRIPTIVE STUDY OF WOMEN'S LABOR FORCE PARTICIPATION RATE  
IN THE BOJONEGORO RESIDENCY IN 2016-2020**

**Ali Zainal Abidin\***

Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

\*Corresponding author: aza200@ums.ac.id

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The phenomenon of the entry of women into the world of work indicates the development of the function and role of women in the family and society. Not only as mothers and wives, now women are starting to take on the duties of a worker. Women's participation in the labor market can be seen through the labor force participation rate indicator or LFPR. LFPR can show the percentage of the female workforce among several residents of an area in a certain period. This study aims to explain women's LFPR, especially those in the former Bojonegoro Residency area in the 2016-2020 period. The method used is a quantitative descriptive method. The data used is secondary data from BPS and related publications in several editions. The results showed that the LFPR of women in the former Bojonegoro Residency area increased from year to year, from 2016-2020. In 2016, the LFPR of women in the former Bojonegoro Residency area was 33.54% and increased to 38.6% in 2020. This increase proves an increase in women's participation in the job market, especially in the former Bojonegoro Residency area.

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**1. INTRODUCTION**

Today the role of women in society has shown quite rapid development. Indirectly, we can see and understand these developments, especially regarding their role in the family and society. Women are now not only known for their function and role as a mother and wives. Women are also starting to play other roles, namely as workers, or even as the backbone of a family (Casper & Bianchi, 2002). The entry of women into the labor market will certainly affect the demand and supply in the labor market. Women choose to enter the labor market to actualize and improve their quality and earn income independently. One of the goals is for them to obtain the same socio-economic position as men. Another reason is also explained by Frederick et.al. and Marlow in Prasetyani (2018) where women enter the labor market as a result of economic motives, as well as the desire to be independent and participate in the family economy.

According to projected data from BPS, IBRA, and UNDP on the Katadata Media Network, (2018), the total population in Indonesia in 2018 is around 265 million people. Where around 131.88 million people are female. The female population growth is also projected to continue to rise. An increase in the female population will also increase the supply of existing labor. Self-employment in Law Number 13 of 2003 is defined as everyone who can work to produce goods and/or services both to meet their own needs and for the community. Muhdar (2015) explains that the theory of employment is based on the distribution of types of the population according to the Basic Concept of the Labor Force from the ILO. The population is generally divided into two and differentiated by age, namely the working age population (15-64 years) and the non-working age population. The working-age population is further divided into 2, namely the labor force and the non-labor force. The labor force consists of residents who are currently working, as well as those who are looking for work. While not in the labor force are residents who do not carry out economic activities such as housewives, school children, and others.

Manurung in Junaidi & Zulfanetti (2016) explains that problems regarding labor are still the most dominant form of production factor for developing countries. Where the increase in the number of workers influences the amount of output produced. The greater the number of workers, the more total production that can be produced in a region. In this regard, it can be interpreted that basically, the population is a source of human labor. Labor will produce goods or services, and get a salary in return (Handoyo, 2018). According to (BPS Indonesia, 2021b), the population of Indonesia in 2020 will be around 261,890,900 million people. Based on the BPS data, East Java emerged as the province with the second largest population after West Java. East Java Province has a population of 39,293,000 million people in 2020 (BPS Indonesia, 2021a). The East Java population data is then disaggregated by sex, as explained in table 1 below.

Table 1. Total Population of East Java Province in 2018-2020 (in souls)

Gender	Year		
	2018	2019	2020
Men	19,172,610	19,288,006	19,397,878
Woman	19,674,951	19,787,146	19,895,094
Total	38,847,561	39,075,152	39,292,972

Source: Processed data, 2021

From the data in table 1 above, we can see that the composition of East Java's population according to gender always increases every year. By gender, the female population is more than the male population in East Java. Since 2018, the female population in East Java province is 51%, with a total of around 19,674,951 million people. This number indicates that the number of women is greater than the number of men, which constitutes 49% of the total population. This percentage tends to stagnate until 2020. In 2020, the number of women will increase to 19,895,094 million people, still with a composition of 51% of the total population in East Java. Considering that the population is a source of labor (Junaidi & Zulfanetti, 2016), the large female population can be related to the number of the female workforce which is formed from the total population.

The relationship between the workforce and the population is called the Labor Force Participation Rate (LFPR). LFPR itself is an indicator that provides an overview of the number of people who are part of the workforce in a region. So the LFPR formula is the total number of the workforce divided by the total population of an area in a certain period (Murialti & Romanda, 2020). The Labor Force Participation Rate (LFPR) can show the percentage of labor presence; including women; in the labor market in a particular region and period. Table 1 above shows that the female population in East Java has a larger composition than the male population. However, the large female population has not been followed by a high labor force participation rate (LFPR). In the case of Indonesia, this is basically because Indonesia adheres to a patriarchal culture. Even though the role of women has now developed and entered the realm of the economy (Prasetyani, 2018)

Against this background, women's participation in the economy is an interesting topic to study. LFPR is one of the indicators that can describe a portrait of the magnitude of women's

contribution to the labor market in certain regions and periods. Furthermore, the focus of this research is directed at the former Bojonegoro residency area in the province of East Java. The former residency of Bojonegoro is the largest ex-residence area in East Java after the former residency of Malang and Surabaya. The former Bojonegoro residency itself consists of 6 regions, namely the City of Mojokerto; Mojokerto Regency; Bojonegoro Regency; Jombang Regency; Lamongan Regency; and Tuban Regency. According to data from BPS East Java Province (2018) in the publication of East Java Province 2018 figures, the population in the former Bojonegoro residency area in 2018 was around 6,099,705 million people. When compared with the total population of all of East Java that year, the former Bojonegoro residency had a population of around 15.4% of the total population of East Java. It is from this background that this research seeks to provide a portrait of women's participation in the labor market through women's LFPR indicators, especially in the former Bojonegoro residency area, East Java province.

## 2. RESEARCH METHODS

This study uses a quantitative approach with descriptive analysis. The type of data used is secondary data, which comes from the Central Bureau of Statistics of East Java Province, and Regional BPS including the former Bojonegoro Residency (BPS Mojokerto Regency, BPS Jombang Regency, Bojonegoro Regency BPS, Tuban Regency BPS, Lamongan Regency BPS, and Mojokerto City BPS). The data used in this study include the total population, the labor force, and the percentage of LFPR. The data period used in this study is 2016-2020, because during this period the data obtained is quite complete compared to other periods. The variable discussed in this study is Labor Force Participation Rate, especially for the female gender. The Labor Force Participation Rate itself is a percentage of the ratio of the total labor force compared to the total population of a region in a certain period. The research location is the former Bojonegoro residency area which consists of 6 regions, namely Mojokerto Regency; Jombang Regency; Bojonegoro Regency; Tuban Regency; Lamongan Regency; and Mojokerto City.

## 3. RESULTS AND DISCUSSION

### Portrait of The Population and Workforce of The Bojonegoro Residency

To find out the figures for the Labor Force Participation Rate (LFPR) of women in the former Bojonegoro residency area, data on key indicators such as the total female population and the number of female workforce in the region are needed for a certain period. To find out the population, especially the female population in the former Bojonegoro residency area, then population data is used which is differentiated by gender. This population portrait will show the number of female residents in the former Bojonegoro residency area for a certain period. Table 2 below shows the population size by sex in each region that was part of the former Bojonegoro residency, from 2016 to 2020.

Table 2. The population of Bojonegoro Residency by Gender 2016-2018 (in souls)

Region	2016		2017		2018	
	M	F	M	F	M	F
Mojokerto Regency	559,793	553,028	575,435	568,312	585,135	577,495
Jombang Regency	600,525	604,954	604,264	613,296	716,113	703,024
Bojonegoro Regency	721,444	708,869	742,181	730,684	729,989	720,900
Tuban Regency	630,576	628,240	645,264	645,130	645,971	643,004
Lamongan Regency	643,262	662,636	643,532	640,847	677,024	671,235
Mojokerto City	66,365	67,857	66,818	68,206	67,528	68,845
Bojonegoro Residency	3,221,965	3,225,584	3,277,494	3,266,475	3,421,760	3,384,503

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

Table 3. The population of Bojonegoro Residency by Gender 2019-2020 (in souls)

Region	2019		2020	
	M	F	M	F
Mojokerto Regency	597,463	589,034	555,736	547,786
Jombang Regency	692,421	679,076	617,194	623,791
Bojonegoro Regency	730,879	722,164	654,157	643,721
Tuban Regency	646,531	645,152	653,413	650,667
Lamongan Regency	670,715	668,085	672,636	669,630
Mojokerto City	69,297	70,380	61,816	63,890
Bojonegoro Residency	3,407,306	3,373,891	3,214,952	3,199,485

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

From the data in table 2 and table 3 above, we can obtain some information about the population, especially the female population in the former Bojonegoro residency area for the 2016-2020 period. In general, the female and male population in the area is balanced. Each region has almost the same number of male and female residents from year to year, although the numbers fluctuate. The male population in the former Bojonegoro residency area in 2016 was around 3,407,306 people. This number fluctuates from year to year, until in 2020 it drops to 3,214,952 people. As for the female population, in 2016 there were around 3,225,584 people. This number also fluctuates from year to year, until in 2020 it reaches 3,199,485 people. So it can be concluded that in general in 2020, the population in the former Bojonegoro residency area decreased compared to 2016.

Then regarding the female population, we can see from the 6 regions that belong to the former Bojonegoro residency area, Bojonegoro Regency was the area with the largest female population in the 2016-2019 period, before finally Lamongan Regency became the area with the largest female population in 2016-2019. 2020. While the smallest number of female residents belongs to the city of Mojokerto. The number of female residents in each region also fluctuated. Mojokerto Regency in 2016 had a female population of 553,028 people, or 17% of the total female population in the former Bojonegoro residency area that year. The female population in Mojokerto district had increased in 2018 to 577,495 people, but decreased again in 2020 to around 547,786 people, with a stagnant percentage at 17% of the total female population in the former Bojonegoro residency area.

Furthermore, in 2016 Jombang Regency had a female population of 609,954 people, or 18.7% of the total female population in the former Bojonegoro residency area. This number then increased in 2018, where the female population there had a percentage of 20.7% of the total female population of the former Bojonegoro residency area, with a total of around 703,024 people. However, in 2020, the female population in the region will drop to 19.5% of the total female population in the former Bojonegoro residency area, with a total of around 623,791 people. Furthermore, in 2016 the Bojonegoro Regency area had a female population percentage of 22% of the total female population of the former Bojonegoro residency area, with a total population of around 708,869 people. This number then dropped to 21.3% or 720,900 people in 2018, and again decreased in 2020 to 20.1% of the total female population of the former Bojonegoro residency area with a total of 643,721 people.

In 2016, Tuban Regency had a female population of 19.5% of the total female population of the former Bojonegoro residency area, with a total of 628,240 people. The population increased in 2018 to 643,004 people, and rose again in 2020 to around 650,667 people or 20.3% of the total female population in the former Bojonegoro residency area. Then, Lamongan Regency in 2016 had a female population of 20.5% of the total female population in the former Bojonegoro residency area, with a total of around 662,636 people. This number had increased in 2018 to 671,235 people, but decreased in 2020 to around 669,630 people even though the percentage of female residents increased to 21% of the total female population in the former Bojonegoro residency area. Finally, the City of Mojokerto in 2016 had a female population of 67,857. This number had increased in 2018 to around 68,845 people, but then decreased to around 63,890 people in 2020.

The percentage of female residents in Mojokerto City stagnated at 2% of the total female population in the former Bojonegoro residency area in 2016-2020.

After knowing the number of female residents in the former Bojonegoro residency area in 2016-2020, to complete the women's LFPR data, data is needed for indicators of the number of the female workforce in the former Bojonegoro residency area in the 2016-2020 period. Data regarding these indicators are presented in table 4 and table 5 below.

Table 4. Total Work Force of the Bojonegoro Residency by Gender 2016-2018 (in souls)

Region	2016		2017		2018	
	M	F	M	F	M	F
Mojokerto Regency	331,351	193,075	334,659	223,173	337,697	207,972
Jombang Regency	384,713	211,793	383,100	228,033	375,715	218,187
Bojonegoro Regency	395,694	216,691	397,212	259,182	418,041	277,240
Tuban Regency	366,213	207,345	366,407	214,218	368,452	248,914
Lamongan Regency	353,820	226,436	360,146	261,471	365,277	278,911
Mojokerto City	37,251	26,612	38,400	27,999	37,863	28,035
Bojonegoro Residency	1,869,042	1,081,952	1,879,924	1,214,076	1,903,045	1,259,259

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

Table 5. Total Work Force of the Bojonegoro Residency by Gender 2019-2020 (in souls)

Region	2019		2020	
	M	F	M	F
Mojokerto Regency	345,689	207,716	351,274	224,056
Jombang Regency	379,948	224,224	392,099	255,343
Bojonegoro Regency	395,766	232,597	400,337	239,929
Tuban Regency	360,112	209,073	369,753	233,286
Lamongan Regency	373,264	238,357	378,048	255,000
Mojokerto City	38,716	25,914	39,605	27,474
Bojonegoro Residency	1,893,495	1,137,881	1,931,116	1,235,088

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

From the data in table 4 and table 5 above, there is some information regarding the workforce in the former Bojonegoro residency area for the 2016-2020 period. In general, the division of the workforce based on sex in the former Bojonegoro residency area shows the dominance of the male workforce compared to women. This can be seen from the total workforce in the former Bojonegoro residency area in 2016-2020. The number of the male workforce in 2016 was around 1,869,042 people, and the number continues to increase from year to year until it reaches 1,931,116 people in 2020. This number is quite large compared to the number of the female workforce, which in 2016 there are around 1,081,952 people. Even though the number continues to increase until it reaches 1,235,088 people in 2020, the facts show that male domination in the job market is still visible in the former Bojonegoro residency area. The region with the largest workforce from 2016-2020 is Jombang Regency, with a total workforce of 647,442 people in 2020. Jombang Regency is also the region with the highest number of the female workforce, which reached 255,343 people in 2020.

The development of the female workforce in each region also fluctuates. Mojokerto Regency in 2016 had a female workforce of 193,075 people, or around 17.8% of the total female workforce in the former Bojonegoro residency area. The number of female workforces in Mojokerto Regency increased to around 207,972 in 2018. This number increased again until in 2020 it reached around 224,056 people or around 18.1% of the total female workforce in the former Bojonegoro residency. Meanwhile in Jombang Regency, in 2016 there were around 211,793 female workers or around 18.7% of the total female workforce in the former Bojonegoro residency area. This number has increased from time to time, where in 2018 there were around 218,187 people and in 2020 it increased again to around 255,343 people, or 20.7% of the total female workforce in the former Bojonegoro residency area.



Furthermore, in Bojonegoro Regency, in 2016 the total female workforce was around 232,597 people or 20% of the total female workforce in the former Bojonegoro residency. This number increased in 2018 to around 277,240 people, but decreased in 2020 to around 239,929 people or around 19.4% of the total female workforce in the former Bojonegoro residency area. Then in the Tuban Regency area in 2016 there were 207,345 female workers with a percentage of around 19.2% of the total female workforce in the former Bojonegoro residency area. This number increased in 2018 to around 248,914 people, but decreased in 2020 to around 233,286 people or around 18.9% of the total female workforce in the former Bojonegoro residency area.

Then in Lamongan Regency, the total female workforce in 2016 was around 226,436 people or 21% of the total female workforce in the former Bojonegoro residency area. The total workforce increased in 2018 to 278,911 people, but then decreased in 2020. In 2020, the total female workforce in Lamongan Regency will be 255,000 people, or around 20.6% of the total female workforce in the former Bojonegoro residency area. Finally, the Mojokerto City area has a female workforce of 26,612 people, or 2.5% of the total female workforce in the former Bojonegoro residency area. This number increased to around 28,035 people in 2018, although it later decreased to around 27,474 people in 2020 or the equivalent of 2.2% of the total female workforce in the former Bojonegoro residency area.

### Portrait of LFPR In The Bojonegoro Residency

As previously explained, LFPR is an indicator to find out the percentage of the labor force in the population in a region in a certain period. LFPR from one region to another can vary. In general, LFPR itself is obtained from the total workforce divided by the total population of an area then multiplied by 100%. The value that appears indicates that this percentage is part of the labor force of the total population. In the former Bojonegoro residency area itself, the LFPR of each region is presented in table 6 below.

Table 6. General LFPR in the Former Bojonegoro Residency Area 2011-2020 (%)

Region	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Mojokerto Regency	65.90	70.66	70.76	70.41	70.51	66.42	69.96	67.87	67.80	69.56
Jombang Regency	68.51	66.21	68.99	69.11	68.31	65.39	66.54	64.18	64.82	68.79
Bojonegoro Regency	67.35	68.13	68.07	67.14	67.88	64.82	69.18	72.99	65.49	66.22
Tuban Regency	69.20	66.65	68.70	69.55	69.96	65.82	66.23	70.01	64	67.18
Lamongan Regency	72.57	67.98	69.06	68.17	66.40	63.68	68.12	70.50	66.64	68.63
Mojokerto City	59.42	62.98	66.33	66.78	68.26	69.37	71.41	70.18	68.07	69.87
Bojonegoro Residency	67.61	68.99	69.31	69.25	69.08	68.04	69.57	69.78	68.12	67.84

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

Based on data regarding LFPR in general in the former Bojonegoro residency area, East Java province, we can see that overall each region has LFPR levels that fluctuate from year to year. East Java Province itself had a LFPR rate of 67.61% in 2011, and increased to 69.25% in 2014. The highest LFPR rate in East Java for the 2011-2020 period occurred in 2018 with a percentage of 69.78%, after 2018 East Java's LFPR rate continues to fall to 67.84% in 2020. The LFPR rate which shows 67.84% means that of the total population of East Java in that year, 67.84% is in the labor force. This shows the domination of the labor force compared to the non-labor force in the population of East Java province.

The LFPR level in the former Bojonegoro residency also fluctuated from year to year. Mojokerto Regency had a LFPR rate of 65.9% in 2011. This value then rose to reach its highest value in 2013 with a LFPR rate of 70.76%. After 2013, the LFPR level in Mojokerto Regency tended to decrease where in 2017 it reached 69.96% and continued to fall to 69.56% in 2020. Meanwhile in Jombang Regency, in 2011 the LFPR rate was recorded at 68.51% and increased to 69.11% in 2013. 2014. After 2014, the LFPR rate tended to decrease whereas in 2017 it became 66.54% before increasing again to 68.79% in 2020.

Furthermore, in Bojonegoro Regency, where the LFPR rate in 2011 reached 67.35% and has increased to 68.07% in 2013. After 2013, the trend of the LFPR rate tended to decrease before finally rising again in 2017 to 69.18% and even reaching the highest value in 2018 with a LFPR rate of 72.99%. This value is the highest LFPR level in all areas of the former Bojonegoro residency for the 2011-2020 period. However, after 2018, the LFPR rate fell again to 66.22% in 2020. Then in Tuban Regency, in 2011 the LFPR rate in Tuban Regency was recorded at 69.2%. This figure increased to 69.55% in 2014, but decreased to a level of 66.23% in 2017. The highest LFPR rate was recorded in 2018 with a value of 70.01%, but after 2018 the LFPR rate fell again to reach 67.18% in 2020.

The LFPR rate in Lamongan District tended to be high in 2011 at 72.57%, whereas this year the LFPR rate had the highest rate compared to subsequent years. After 2011, the LFPR rate tended to decrease, where in 2014 it reached 68.17% and fell again until in 2017 it reached 68.12%. The LFPR rate had risen again in 2018 to 70.5%, but fell again in 2020 to 68.63%. Finally, the City of Mojokerto recorded a LFPR rate of 59.42% in 2011. This 2011 score was the lowest LFPR rate in the former Bojonegoro residency area in the 2011-2020 period. After 2011, the LFPR rate increased by growing to 66.78% in 2014. Even in 2017, the City of Mojokerto recorded the highest LFPR rate in the 2011-2020 period, at 71.41%. After 2017, the LFPR value fell again to reach 69.87% in 2020.

After knowing the general LFPR level in each region that belongs to the former Bojonegoro residency area for the 2016-2020 period, we will then look at the specific LFPR level for women in the former Bojonegoro residency area in the same period. As previously explained, the LFPR level for women is used to look at women's participation in the labor market in the former Bojonegoro residency area. Previously, data was obtained regarding the female population, as well as the number of the female workforce in the former Bojonegoro residency area in 2016-2020. These two data are then entered into the LFPR formula, and produce the percentage of women's LFPR values which are arranged in table 5 below.

Table 7. LFPR Women in the Former Bojonegoro Residency Area 2016-2020 (%)

Region	2016	2017	2018	2019	2020
Mojokerto Regency	34,91	39,27	36,01	35,26	40,90
Jombang Regency	35,00	37,18	31,03	33,02	40,93
Bojonegoro Regency	30,56	35,47	38,46	32,21	37,27
Tuban Regency	33,00	33,20	38,71	32,41	35,85
Lamongan Regency	34,17	40,80	41,55	35,68	38,08
Mojokerto City	39,21	41,05	40,72	36,82	43,00
Bojonegoro Residency	33,54	37,17	37,21	33,73	38,60

Source: Processed data from BPS Region of the Bojonegoro Residency, 2021

Based on the data in table 7 above, we can obtain some information about women's LFPR in the former Bojonegoro residency area in 2016-2020. Overall, the former Bojonegoro residency area has a continuously increasing female LFPR rate from 2016 of 33.54% then rising to 37.21% in 2018, and continuing to increase to reach a value of 38.6% in 2020. This proves that women in the region of the former Bojonegoro residency began to choose to participate in the job market, and the number continued to increase from year to year. Women in this area are starting to realize that their participation in the labor market will bring benefits not only to themselves but also to their families, even though the LFPR score is still low because it is still below 40%. The lowest female LFPR rate occurred in 2016 in the Bojonegoro Regency area with a percentage of 30.56%. Meanwhile, the highest LFPR for women occurred in 2020 in the City of Mojokerto, with a percentage of 43%. Judging from this data, the number of female workers in the former Bojonegoro residency area may continue to increase and increase the women's LFPR to a higher level.

The development of women's LFPR in each area of the former Bojonegoro residency itself tends to fluctuate. In Mojokerto Regency, in 2016 the female LFPR rate reached 34.91%. This number then increased in 2017 to 39.27%, before then dropping in 2018 and 2019 to 35.26%. The LFPR rate for women in Mojokerto Regency rose again to 40.9% and became the highest LFPR rate in the region. Then in Jombang Regency, in 2016 the LFPR rate for women reached 35% and increased in 2017 to 37.18%. In 2018, the LFPR rate dropped to 31.03% before finally increasing again in 2019 and 2020 where the LFPR rate reached 40.93%. The LFPR of women in 2020 was the highest in Jombang Regency in the 2016-2020 period.

Furthermore, in Bojonegoro Regency, in 2016 the female LFPR rate was recorded at 30.56% and became the lowest LFPR rate in the former Bojonegoro residency area in the 2016-2020 period. This value then increased successively to 38.46% in 2018, before dropping in 2019 to 32.21%. After 2019, the LFPR rate for women rose again to 37.27% in 2020. The same thing happened in Tuban Regency, where in 2016 the LFPR rate reached 33%. This value gradually increased to 38.71% in 2018. Just like Bojonegoro Regency, the LFPR rate for women in Tuban Regency also fell in 2019 to 32.41% before increasing to 35.85% in 2020.

The same pattern was also found in Lamongan District, which in 2016 had a female LFPR rate of 34.17%. This figure then increased from year to year, reaching a percentage of 41.55% in 2018. However, the LFPR rate dropped in 2019 to 35.68% before finally increasing again to 38.08% in 2020. Finally, the City of Mojokerto in 2016 has a female LFPR rate of 39.21% which increased in 2017 to 41.05%. After 2017, the LFPR rate for women tends to decrease; it reached 40.72% in 2018 and fell again in 2019 to 36.82%. The LFPR rate for women in Mojokerto City then increased dramatically to 43% in 2020, where this value became the highest female LFPR rate in the former Bojonegoro residency area in the 2016-2020 period.

#### 4. CONCLUSION

The role of women in the family and society has grown rapidly. Now, women do not only play the role of a mother or wife, but have an additional role as a worker or even the backbone of the family. Women began to participate in the market, with various chosen professions. There are many reasons behind women's decision to enter the labor market, but in general, the underlying motives are economic and self-actualization motives. The entry of women into the labor market is then linked to the labor force participation rate (LFPR), which is an indicator to determine the amount of women's participation in the labor force in a certain region and period. The area of the former Bojonegoro residency was then chosen as the location for review regarding women's LFPR in that area. There has been an increase in women's participation in the workforce and the LFPR rate of women in the region has continued to increase in the 5 years 2016-2020. The area with the highest female LFPR in the former Bojonegoro residency area in 2020 was Mojokerto City with a percentage of 43%, while Tuban Regency was the area with the lowest female LFPR rate in 2020 with a percentage value of 35.85%. Even though the LFPR rate for women is still small, with the increasing trend in these 5 years it is not impossible that in the following years, women's participation in the labor market in the former Bojonegoro residency area will continue to increase. This will also prove the existence of women in the labor market, so it is hoped that the supply of labor will continue to increase every year and be able to boost the economy in the region if it can be properly absorbed.

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