ANALYSIS OF FACTORS INFLUENCE MARRIED WOMEN'S DECISION TO WORK IN BANYUPUTIH VILLAGE, JEPARA REGENCY

by Editor Jaedc

ANALYSIS OF FACTORS INFLUENCE MARRIED WOMEN'S DECISION TO WORK IN BANYUPUTIH VILLAGE, JEPARA REGENCY

Dita Ramadhani*[1), Dwi Prasetyani[1), Vita Kartika Sari[1), Abdus Sihab Patoni[2)

[1)Faculty of Economics and Business, Universitas Sebelas Maret, Indonesia

[2)Faculty of Economics and Business, Universidad de Granada, Spain

*Corresponding author: ramadhanidita23@gmail.com

ARTICLE INFO	ABSTRACT
	Gender equality and employment opportunities provide a great opportunity for women to enter the labor market. This study aims to analyze the factors that influence the decision of married women to work in Banyuputih Village, Jepara Regency. Banyuputih village was chosen as a research location because of the existence of a manufacturing industry that was able to boost the village's economy. The number of samples used in the study were 100 respondents in accordance with the objectives of the study. The independent variables used are the level of education, husband's income and the number of children under five. Data analysis was performed using Binary Logistic Regression because the dependent variable was in the form of dummy. The analysis showed that the level of education had a positive and significant effect, while the husband's income variable and the number of children under five had a negative and significant effect on the decision of married women to work in Banyuputih Village.

1. INTRODUCTION

Work opportunities that women currently have are inseparable from gender equality and changes in the mindset of a more open society. Women have the opportunity to develop their potential without any barriers or discrimination. One example is the existence of equal pay for women or men for work of equal value. Women also obtain several special rights, such as maternity leave which is expected to ensure fairness for women at work. Guaranteed protection at work also needs to be supported by available job opportunities. Industrialization is an alternative that can provide large employment opportunities, especially for developing countries. Industrialization is considered capable of overcoming various economic problems, especially in rural areas. Limited job opportunities lead to high levels of unemployment and encourage people to migrate (Mambea et al., 2017; Saputra, 2016; Suryani & Putri, 2020). Developing industrial activities are expected to become centers of economic growth in the surrounding areas and trigger the emergence of various types of business activities, both in the form of goods and services needed to support people's lives. Adequate job opportunities and guaranteed protection for women are not necessarily able to encourage women to enter the world of work. A woman's decision to work or not to work is based on several factors, one of which is the level of education.

Amelia & Dewi (2020); Febriyanti & Dewi (2017); Majid & Handayani (2012) in their research showed that the higher the education level of married women, the higher the probability of a married woman's decision to work. With regard to education, it should also be noted that workers with high levels of education and those with less or no education have differences in the analysis of the labor market. Uneducated workers usually come from poor families and are unable to continue their higher education so they will look for jobs and accept available jobs (Simanjutak, 1985).

The decision to work for married women is also influenced by the amount of income earned by the husband (Kiani, 2021; Sulistriyanti et al., 2015). Increases in husbands' secular wages are a force that tends to reduce labor force participation among married women (Bellante, 1990). The income received by the husband for some families is not able to meet the necessities of life so that it tends to encourage women's decisions to work. The role of women as economic support for the family is very important, especially for families with low incomes. The following is the amount of income contribution generated by women:

Table 1. Contribution of Women's Income at the National and Central Java Province Levels in 2010-2017

Year	National	Central Java
2010	33.5	32.05
2011	34.16	32.33
2012	34.7	32.55
2013	35.17	32.99
2014	35.64	33.46
2015	36.03	34.06
2016	36.42	34.09
2017	36.62	34.13

Source : Central Bureau of Statistics Indonesia, 2010-2017

Nationally, the income contribution of women from 2010 to 2017 is higher than that of women in Central Java, although the difference between the two is not much. The table illustrates that women's income makes a significant contribution. The husband's sufficient income does not completely make the woman choose the decision not to participate in the labor supply. This is evidenced in Sipayung et al. (2013) research in Surakarta City, the probability of a married woman's decision to work is greater when her husband's income increases.

The non-economic factor that more or less influences women's decisions in supplying labor is culture (Hidayati, 2015; Sahara et al., 2018; Saskara et al., 2012). As women who live side by side with various backgrounds, cultures and customs are embedded in the local community, especially for married women. Women at a certain age will experiencechild bearing period which will affect the supply of female labor, especially in developing countries (Elfindri & Bachtiar, 2004). The presence of children will create household production in the form of child care which requires time incentives (Bellante, 1990). Women with married status will consider this to ensure that the dual roles that will be carried out when working can be balanced.

Some of the things above adequately illustrate the complexity of the conditions faced by married women. Work opportunities for women are increasingly wide open, but not all women will enter the workforce. One example is what happened in Banyuputih Village, Jepara Regency, Central Java. In this village stands a manufacturing industry that is able to absorb thousands of workers. Many women working in the industry are spread across several career levels. This industrial activity is also able to encourage the creation of small and medium enterprises which of course also involve the role of women. Therefore, this study intends to analyze the factors that influence the decision of married women to work in Banyuputih Village, Jepara Regency.

2. RESEARCH METHODS

The data used in this research are primary data and secondary data. Primary data were obtained by giving questionnaires to the respondents who were sampled and according to the research, namely married women in Banyuputih Village, which are spread over 5 RWs. The number of samples was determined using the Slovin method, namely as many as 100 respondents. Secondary data were obtained from publications by the Central Bureau of National Statistics, Central Java Province and Jepara Regency, as well as through other related agencies.

The dependent variable is dummy variable with 2 categories, namely 0 for married women who do not work and 1 for married women who work. The independent variables used include educational level variables (X_1), husband's income (X_2) and the number of children under five (X_3). The level of education in the study is the number of years of education the respondent has taken. The husband's income is calculated based on the average income earned by the husband within one month. The variable unit of the husband's income is expressed in thousands of rupiah, while the variable number of children under five is the number of children under five who are still the responsibility of the respondent's family.

The logistic regression analysis technique used is Binary Logistic Regression because the dependent variable consists of 2 categories with SPSS 25 software. The logistic regression equation for k independent variables can be written as follows (Ghozali, 2016):

$$Ln \frac{P}{1-P} = b0 + b1X1 + b2X2 + \cdots + bkXk$$

The form of the equation used in this study is as follows:

$$Y = Ln \frac{P}{1-P} = \alpha + \beta1X1 - \beta2X2 - \beta3X3$$

Where as:
Y = The decision of married women to work
α = Constant
β = Coefficient X
X_1 = Education level (years)
X_2 = Husband's income (thousand rupiah)
X_3 = Number of toddlers

The hypothesis used in this study is as follows:
H_1 = The level of education is thought to have a positive effect on the decision of married women to work
H_2 = Husband's income is thought to have a negative effect on the decision of married women to work
H_3 = The number of children under five is thought to have a negative effect on the decision of married women to work

3. RESULTS AND DISCUSSION
3.1. RESULTS

Banyuputih is a village located in the Kalinyamatan District, Jepara Regency, which is inhabited by around 5,350 residents spread across 5 Community Units (RW) and 20 Neighborhood Units (RT). The male and female population is almost equal, namely around 49% are male and 51% are female. The economy in Banyuputih Village is currently growing quite rapidly compared to the previous few years. The establishment of a manufacturing industry located in RT 09 was able to drive economic activity in Banyuputih Village. The impact of the existence of the factory was felt by the community considering that the economy in Banyuputih Village had weakened and stagnated due to the sluggish monel industry so that many residents eventually lost their jobs. The establishment of this factory provides great job opportunities for villagers and the surrounding community.

In this village there is also a location for playing and learning for children known as "Omah Susu". This educational tour offers several products derived from cow's milk and invites children to get to know them better. Over time, this educational tour began to be recognized by people outside the region so that it became an economic attraction that needed to be developed further.

Characteristics of Respondents

The results of the 100 questionnaires that have been filled in by respondents are known as many as 72 respondents decided to work and 28 respondents did not work. Most of the respondents worked as factory employees in Banyuputih Village, namely PT Hwa Seung Indonesia due to job opportunities, more secure wage rates and a closer distance between their homes and workplaces. The results of the questionnaire also provide an overview of the respondents based on education level, husband's income and the number of children they have.

Table 2. Respondents' Education Level

Level of Education	Decision		Total
	Doesn't work	work	
Didn't graduate from elementary school	2	3	5
Graduated from elementary school/equivalent	11	26	37
Graduated from Middle School/Equivalent	11	27	38
Graduated from high school/equivalent	3	11	14
Pass Diploma/Masters	1	5	6
Didn't graduate from elementary school	28	72	100

Source: Processed data, 2020

The education level of the respondents was still quite low because it was dominated by respondents with 37 elementary school graduates and 38 junior high school graduates, while the number of respondents who were able to complete their level of education up to university was still very small. Overall, at each level of education, the number of respondents who decide to work is greater than the number of respondents who decide not to work.

Table 3. Respondent's Husband Income

Husband Income	Decision		Total
	Doesn't work	Rork	
Rp 0 - Rp 999.999	0	7	7
Rp 1.000.000 - Rp 1.999.999	16	47	63
Rp 2.000.000 - Rp 2.999.999	6	15	21
Rp 3.000.000 - Rp 3.999.999	3	3	6
Rp 4.000.000 - Rp 4.999.999	1	0	1
> Rp 5.000.000	2	0	2
Total	28	72	100

Source: Processed data, 2020

Based on the husband's income level, most respondents were in the range of IDR 1,000,000- IDR 1,999,999, namely 63 respondents and most of the respondents decided to work when their husband's income was in that category, namely 47 respondents. Respondents with a husband's income of less than IDR 1,000,000 all decided to work, while respondents with a husband's income of more than IDR 4,000,000 chose not to work.

Table 4. Number of Respondents' Toddlers

Number of children under five	Decision		Total
	Doesn't work	work	
0	7	46	53
1	18	24	42
2	3	1	4
3	0	1	1
Total	28	72	100

Source : Primary Data, 2020

The results of filling out the questionnaire related to the number of children under five under the responsibility of the respondents showed that the majority of respondents who had one child under five chose to continue working due to their attachment to the place of work and assistance from other family members to care for the respondent's toddler.

3.2. DISCUSSION

Here are the results *Binary Logistic Regression* from the data that has been analyzed:

Table 5. Regression Analysis Results

		B	S.E.	Wald	Df	Sig.	Exp (B)	95% C.I.for EXP(B)	
								Lower	Upper
Step 1[a]	Level of education	.261	.111	5.544	1	.019	1.299	1.045	1.614
	Husband's incomen	-.002	.001	8.960	1	.003	.998	.997	.999
	Number of toddlers	-.963	.454	4.509	1	.034	.382	.157	.929
	Constant	2.197	1.083	4.119	1	.042	9.000		

Source: Processed data, 2020

The coefficient value of the education variable is 0.261 with a significance of 0.019. The education variable has a positive and significant influence on the probability of a married woman's decision to work. The Exp (B) value of 1.299 in the regression results shows that respondents who completed a year of higher education had a probability of deciding to work 1.29 times greater than respondents who completed a year of education one year lower. The results of the same research were shown by Majid & Handayani (2012) that the higher the education level of married women, the higher the probability of married women's decisions to work. Women with higher education prefer to work not only to earn additional income but also to improve the social status of society (Nilakusmawati & Susilawati, 2012). The positive relationship between education level and desire to work has led to a tendency for married women to return to the labor market which is not related to money (Bellante, 1990).

The variable coefficient of the husband's income is -0.002 with a significance of 0.003 indicating that the husband's income has a negative and significant influence on the decision of married women to work. The higher the husband's income level, the lower the probability of married women to work. The Exp(B) value of 0.998 means that an increase in the husband's income of one thousand rupiah will reduce the probability of a woman's decision to work by 0.998. The results of Maryanti & Bachtiar (2018) research show that husband's income has a negative and significant effect on women's bidding participation in marriage in Indonesia. Increasing the welfare and income of other family members affects the reduced probability of women entering work and increasing the probability of leaving work (Sarkar et al., 2019).

The background of women's decision to work is in order to help the family's financial condition which is felt to be insufficient to meet their daily needs. Some respondents continued to work due to the desire to be financially independent and fill their free time even though their husband's income was sufficient.

The coefficient value for this variable is -0.963 with a significance of 0.034 (less than 0.05). The number of children under five has a negative and significant effect on the probability of a married woman's decision to work. Exp(B) coefficient value of 0.382 indicates that with a toddler to be supported, the probability of a woman's decision to work will decrease by 0.382. This is in line with Ningsih & Saskara (2017) that the number of children under five has a negative and insignificant effect on Balinese women's decisions to work. The presence of children in the household tends to reduce the labor force participation of married women (Bellante, 1990). Respondents who choose to continue working even though they have children under five are due to the presence of other family members who can help care for them or are bound by a work contract related to maternity leave.

4. CONCLUSION

The following are the conclusions of this research: 1) Education has a positive significant effect on the decision of married women to work. Women with higher levels of education have greater probability being employed; 2) Husband's income has a negative significant effect on the decision of married women to work. A higher husband's income tends to lower the probability of woman's decision to work; and 3) Number of children under five has a negative significant effect on the decision of married women to work. The more number of children under five that are borne by married women tends to reduce the probability of a woman's decision to work.

The following are the suggestions of this research: 1) Public awareness and the active role of the local government are needed regarding the importance education for the community considering that average community education is still quite low so that quality of human resources in Banyuputih Village has competitiveness in the job market; 2) The involvement of community leaders and the role of the PKK is very important in providing skills training to augment skill women and can be capital to produce products/services that can increase family income; and 3)Village government support is needed so that the potential MSMEs in Banyuputih Village can develop better.

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