Factors Influencing Bali Women's Decision to Enter The Labor Market in West Denpasar Sub-District

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Abstract

This study aims to analyze the simultaneously and partially effect of age, reconciliation of gender roles, work ethic of Balinese women, husband's income and education on the decision of Balinese women to enter the labor market in West Denpasar District. Analyze the role of education in moderating effect of husband's income and to find out the variables that have a dominant effect on the decision of Balinese women to enter the job market in West Denpasar District. This research design uses quantitative methods with a total sample of 100 married women. This study uses primary data collected through observation, structured interviews and indepth interviews. Data analysis techniques were carried out by logistic regression analysis, moderation, and dominant test. The results showed that age, gender role reconciliation, Balinese women's work ethic, husband's income and education simultaneously had a significant effect on the chances of Balinese women's deciding to enter the labor market. Partially, age, reconciliation of gender roles, Balinese women's work ethic, and education have a positive and significant effect on the chances of Balinese women's deciding to enter the labor market while, husband's income has no negative or insignificant effect of Balinese women's deciding to enter the labor market. The level of education as a moderating variable weakens the effect of husband's income on the chances of Balinese women's deciding to enter the labor market. Education has a dominant effect on the chances of Balinese women's deciding to enter the labor market.

Keywords: Age, Reconciliation of gender roles, Balinese women's work ethic, Husband's income, Education

INTRODUCTION

The problem of gender gap or inequality is still a major problem in Indonesia. Gender inequality in Indonesia in 2021 is still ranked the highest among other ASEAN countries. In the 2021 Global Gender Gap Index Report, Indonesia is in 99th position out of 156 which scored 0.647 regarding the Participation and Economic Opportunities sub-index. In the labor market, women's participation is much less than men, which is 55.9 percent while men are 84 percent. Based on the values listed above, it shows that it can be categorized as low, which means that in the territory of Indonesia itself, especially regarding the economic sector, the gender gap is high (World Economic Forum, 2021). This gender gap does not only occur between provinces, but also between districts/cities

within a province in Indonesia. Women's participation in the labor market is also determined by the culture of the region (Marhaeni dan Manuati, 2004). Bali is an area known as the island of a thousand temples as an area full of strong cultural values. With this culture, Bali is considered to have customs with a patriarchal family system, namely customs that are more inclined towards the male party, the existence of this growing assumption can certainly increase the probability that this system can increase the patriarchal culture (Masruroh, 2022).

Table 1. General Conditions of Employment in Bali Province, 2021-2022

Uraian	2021		2022	
	Male	**Female**	**Male**	**Female**
Working-age population	1.722.762	1 749 837	1 786 173	1 776 969
Labor Force:	1.397.487	1 183 036	1 501 373	1 237 166
-Working	1.309.572	1 132 282	1 423 780	1 183 290
-Unemployment	87.915	50 754	77 593	53 876
Not labor force	361.766	566 801	284 800	539 803
The Labor Force Partipation Rate (%)	79,44	67,61	84,06	69,62

Source: Badan Pusat Statistik, 2022

The female non-labor force population in 2022 is larger at 539,803 than the male non-labor force population at 284,800. Women also have a high number of non-labor force residents. An increase in the number of people categorized as non-labor force causes the number of labor force to decrease, which affects the lower TPAK (Mala et al., 2017).

Women are often underestimated by society, women tend to be classified as second class in society. Women are considered inadequate and incompetent and often doubt their role in development. This is what causes the problem of gender inequality (Probosiwi, 2015). According to (International Labour Organization, 2014) women make a significant contribution to the national economy, contributing to poverty alleviation and job creation. The existence of gender inequality can be reduced by the participation of women in the labor market. This can certainly provide assistance to reduce the gender gap, especially in the economic sphere (Jensen, 2017).

Table 2. Labor Force Participation Rate by District/City and Gender, 2022 (percent)

District/City	TPAK of Bali Province by Regency/City and Sex			
	Male		Female	
	2021	2022	2021	2022
Jembrana	90,38	85,91	72,42	75,46
Tabanan	81,43	83,15	68,72	70,89
Badung	77,65	80,15	67,21	65,19
Gianyar	76,13	85,10	63,55	75,38
Klungkung	75,38	85,10	70,39	74,76
Bangli	84,98	87,24	79,16	79,42
Karangasem	84,65	88,69	77,70	82,15
Buleleng	80,35	85,85	66,00	65,18
Denpasar	75,33	82,36	61,71	61,94
Prov. Bali	79,44	84,06	67,61	69,62

Sumber: Badan Pusat Statistik, 2022

The increasing number of non-labor force population will affect the decline in TPAK due to the decreasing number of labor force (Mala et al., 2017). Economic and cultural factors do not really affect the level of men participating in the labor force. This is because in the family, the person in charge of fulfilling family needs is a man. In contrast to women, there is an assumption that women are in charge of taking care of household affairs. This causes social, economic and cultural factors to greatly influence women's participation in the labor force (Cameron et al., 2019). Male TPAK has experienced a better rate of increase every year than female TPAK. The smaller ratio of female TPAK to male TPAK indicates that men are more active in working than women. Often there is a considerable difference and no reduction, which is a problem that often arises in the field of labor (Septiawan & Wijaya, 2020). Women's involvement in the labor force participation rate is important for a sustainable economy (Karaalp-Orhan, 2017).

Table 3. Population Activities per Subdistrict in Denpasar City, 2022 (Population)

Sub-District	Population Activities per Subdistrict in Denpasar City				
	Work		Not Labor Force		Total
	Male	Female	Male	Female	
Denpasar Selatan	49.285	35.639	40.416	55.373	180.713
Denpasar Timur	33.345	23.834	26.634	36.216	120.029
Denpasar Barat	51.924	35.374	41.946	58.824	188.068
Denpasar Utara	46.504	31.931	37.364	51.796	167.595

Source: Dinas Kependudukan dan Pencatatan Sipil Kota Denpasar 2022

The male and female population living in West Denpasar has a greater ratio of those who choose to enter the labor market compared to other sub-districts at 16,550 people. There is a gap in the number of working population where women have less working population than the male population who work. Comparing the contribution of men and women to the labor market, where women have less access to labor market and business opportunities

In family life, the responsibility of the family is held by the man who is tasked with earning a living for the welfare of his family. However, this does not preclude the probability of women helping to increase family income and thus choosing to participate in the labor market. However, there are limits to how women can contribute if they choose to work because of the large weight of dependents for their parents (Purwanti, 2020).. Women receive a double workload due to society's view that women are considered permanent in the home. Some women become the backbone of the family (Kurniawan & Hidayah, 2020). An obstacle to gender equality is the expectation of a dual role that requires women to take on dual responsibilities as workers and family caregivers.

With the strong customs in West Denpasar Subdistrict known as menyama braya, this custom is characterized by the community coming to help (nguopin) if there is a religious event. The existence of these traditional activities has influenced some women in West Denpasar Sub-district to decide not to work anymore and choose to become housewives. Women face two different "roles"/"careers": the role they have in their

personal lives and the role they have in their professional lives (Galsanjigmed & Sekiguchi, 2023). Married women tend to face more role conflicts (Chu & Zhang, 2023).

The first factor of Balinese women's decision to enter the labor market is age, women choose to work by considering the age factor, this is because age is considered a criterion for assessing the readiness of a person. With increasing age, there is a desire to work for certain dreams (Novita, 2016). According to Landivar's Landivar (2015) research, women tend to be more likely to participate in paid work when there is strong support for gender role reconciliation, such as flexible leave policies, supportive working hour arrangements, and active participation of husbands in household tasks. This suggests that women are more likely to choose to work when there is an environment that supports the balance between family and work roles. The third factor is the work ethic of Balinese women, the work ethic of Balinese women is very high. In their daily activities such as in the domestic sphere and work, even in society can reflect that they have a high ethos. Balinese women who have a high work ethic will be followed by an increase in the wife's income contribution to family income which in turn can increase her desire to work (Wiagustini et al., 2015). The fourth factor is the husband's income, economic factors are factors that influence the decision to work due to economic problems with uncertain conditions and the increase in prices of basic necessities resulting in disrupted family economic stability. This causes the desire of women to increase their family income (Hermanto, 2018). The last factor is education, a person's level of education can indicate that they have extensive skills and knowledge that can increase work productivity. According to research (Epinda, Ansofino, 2021) increasing the chances of women deciding to enter the labor market is influenced by the level of education.

Based on the previous explanation, the objectives of this study include: 1) to analyze the simultaneous influence of age, gender role reconciliation, Balinese women's work ethic, husband's income and education level on Balinese women's decision to enter the job market in West Denpasar District; 2) to analyze the partial influence of age, gender role reconciliation, Balinese women's work ethic, husband's income and education level on Balinese women's decision to enter the job market in West Denpasar District; 3) to analyze the role of education level in moderating the influence of husband's income on Balinese women's decision to enter the job market in West Denpasar District; 4) to analyze the variables that have a dominant effect on Balinese women's decision to enter the job market in West Denpasar District.

RESEARCH METHODS

The research design is classified as quantitative research which is associative in nature. The location of this research is in West Denpasar District. This location was chosen because West Denpasar has a work participation gap, in other words, the percentage difference between women and men is large enough to choose to work among the other four sub-districts and there has been no similar research in West Denpasar sub-district. The object of this study is the decision of Balinese women to enter the labor market which is influenced by age, gender role reconciliation, work ethic of Balinese women, husband's income and education as moderating variables. In supporting the completion of data from this study the authors used quantitative as well as qualitative data which was also obtained through other data sources both primary and secondary.

The population of this study were Balinese women with married status in West Denpasar District totaling 45,986 people. The sample collection method used in the study was accidental sampling (choosing the first respondent encountered) (Marhaeni, A. A. I.

N., & Yuliarmi, 2019) and purposive sampling technique for determining informants. From a population of 45,986 people, a sample size was taken using the slovin formula, so 100 Balinese women with married status were obtained. Data were collected by conducting observations, structured interviews, and in-depth interviews. This data was analyzed using binary logistic and moderation regression techniques, which can be described as follows.

$$Y = Ln \frac{P_i}{1-P_i} = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 M + \beta_6 X_4 M + e \ldots \ldots \ldots (4)$$

Keterangan :
Y = Balinese women's decision to enter the labor market in West Denpasar Sub-district
β_0 = intersep
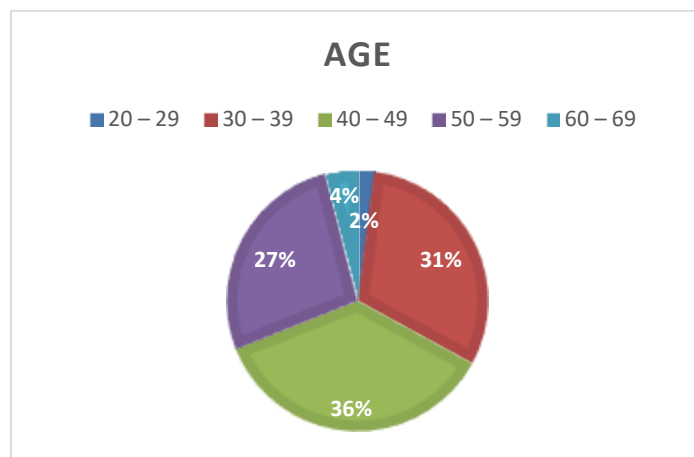X_1 = age
X_2 = reconciliation of gender roles
X_3 = Balinese women's work ethic
X_4 = husband's income
X_M = Education

RESULT AND DISCUSSION
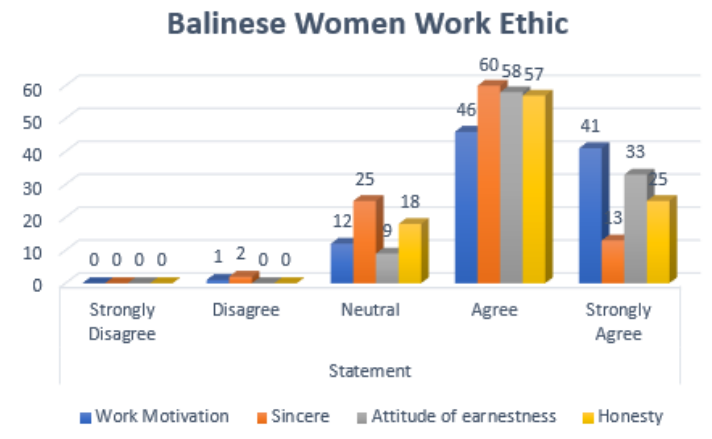
1. Respondent Characteristics

Figure 1 Characteristics of Married Female Respondents in West Denpasar District by Age

The age classification of respondents consisting of an age range of 10 years, 40-49 years old has the highest number with a percentage of 36 percent or as many as 36 people, the age group that has the lowest percentage is 20-29 years old which amounts to 2 percent or as many as 2 people.
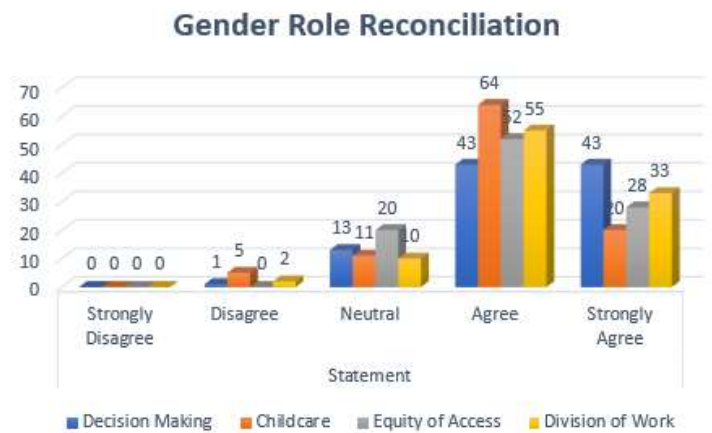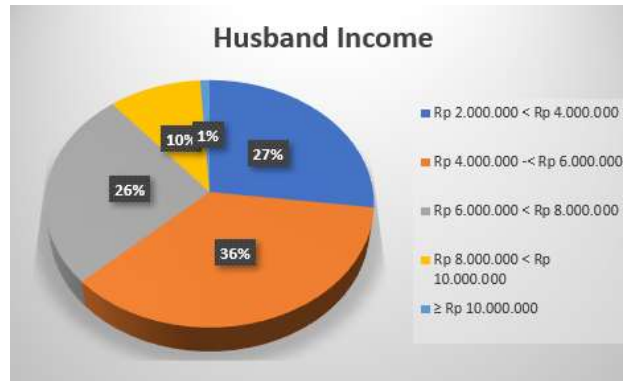
Figure 2 Characteristics of Married Women Respondents in West Denpasar Subdistrict Based on Gender Role Reconciliation

When comparing the answers of respondents who chose to decide to enter the labor market with those who did not decide to enter the labor market, respondents who chose to enter the labor market had higher gender role reconciliation. The reconciliation or division of roles agreed upon in the household can play a role in women's decision to work because women do not have to bear household chores alone so that they have time for public work
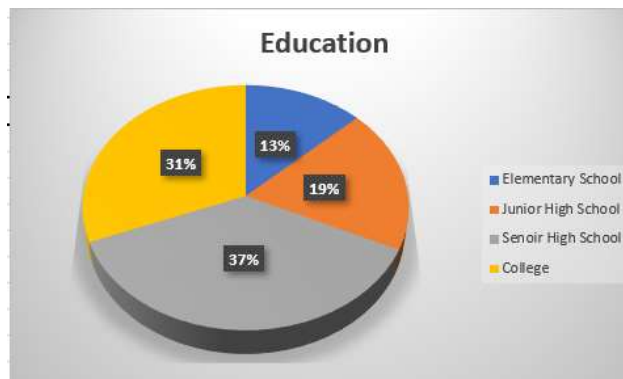

Figure 3 Characteristics of Married Women Respondents in West Denpasar Sub-district Based on Balinese Women's Work Ethic

When comparing the answers of respondents who chose to decide to enter the labor market with those who did not decide to enter the labor market, respondents who chose to enter the labor market had a higher work ethic. The existence of work ethic owned by Balinese women can play a role in the decision of women to work because if the work ethic of women is low, it will affect the desire of women to choose not to work

Figure 4 Characteristics of Married Female Respondents in West Denpasar Subdistrict According to Husband's Income

Among the 5 groups of respondents' husband's income, the largest group was income of Rp 4,000,000 per month to Rp 6,000,000 per month with a percentage of 36 percent. The least percentage was income of more than Rp 10,000,000 per month with a percentage of 1 percent. This shows that there are 96 respondents whose husband's income is high when compared to the 2023 Denpasar City Minimum Wage (UMK) of Rp 2,994,646.

Figure 5 Characteristics of Married Female Respondents in West Denpasar Subdistrict According to Education

Among the 4 groups of respondents' education, it shows that the education with the highest percentage is those who have a high school / vocational high school education level with 37 percent, on the other hand, the lowest number of respondents is the elementary school level of 13 percent.

2. Pengujian Hosmer and Lemeshow Goodness of Fit Test

The purpose of testing the Hosmer and Lemeshow Test is a test that can confirm whether or not the model formed is correct. Model accuracy is seen from the model and the observation value has no significant difference.

Table 4. Hosmer and Lemeshow Goodness of Fit Test Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	4,291	8	,830

Source: Primary Data Analysis, 2024

Chi Square value of 4.291 was obtained. Has a smaller value than the Chi Square table value of 15.507. Sig is obtained as a significance value, namely 0.830> 0.05, so that H0 is accepted, seen from the results of Hosmer and Lemeshow, this means that testing of the hypothesis can be done and the model is accepted, this is because between the model and the observation value there is no significant difference. The model is considered capable of explaining the data, therefore for further analysis a logistic regression model can be used

3. Coefficient of Determination
The Coefficient of Determination can be seen from the summary model. The existence of Nagelkerke's R Square can explain its influence.

Table 5. Determination Coefficient Results *Model Summary*

Step	-2 Log Likelihood	Cox & Snell R Square	Nagelkerke R Square
1	35.977ᵃ	,635	,852

Source: Primary Data Analysis, 2024

Nagelkerke R Square has a value of 0.852 or 85 percent, this means that the decision of married women to work in West Denpasar District is significantly influenced by the variables of age, gender role reconciliation, Balinese women's work ethic, husband's income and education by 85 percent and other variables in this case outside the research model also have an influence of 15 percent.

4. Test Results of Simultaneous Influence of Age, Gender Role Reconciliation, Balinese Women's Work Ethic, Husband's Income and Education on Balinese Women's Decision to Enter the Labor Market

This test is conducted for the purpose of testing whether the variables of age, gender role reconciliation, Balinese women's work ethic, husband's income and education simultaneously affect the level of Balinese women's decision to enter the labor market obtained from binary logistic regression testing using SPSS 27, namely:

Table 6. Test Results of Simultaneous Effect of Age, Gender Role Reconciliation, Balinese Women's Work Ethic, Husband's Income and Education on Balinese Women's Decision to Enter the Labor Market
Omnibus Test of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	100,686	6	<0,001
	Block	100,686	6	<0,001

Model	100,686	6	<0,001

Based on the results of the omnibus test to test the hypothesis simultaneously seen from the chi square value (100.686) > chi square table, or the significance value of (<0.001) <0.05 indicates that the variables of age, reconciliation of gender roles, work ethic of Balinese women, husband's income and education significantly affect the model. This result states that simultaneously the variables of age, gender role reconciliation, Balinese women's work ethic, husband's income and education have a significant effect on the opportunities of Balinese-domiciled women to enter the labor market in West Denpasar District.

The first objective of this study was to analyze the simultaneous influence of age, gender role reconciliation, Balinese women's work ethic, husband's income and education on Balinese women's decision to enter the labor market. The results are directly proportional to the research (Novita, 2016) showing that age, education level, and husband's income have an important relationship with the decisions taken by married women to choose to work. Research (Hamid et al., 2021) states that there is a simultaneous and relevant relationship between work ethic and commitment, a significant effect of commitment on the opportunity or desire to work. Research from (Rizavi & Sofer, 2010), as women's tendency to invest in their careers increases, women gradually reduce their share in household chores which are not only, to some extent, replaced by men's household chores but also by any help available to the household, both from outside and from children in the household.

5. Partial Effect of Age, Gender Role Reconciliation, Balinese Women's Work Ethic, Husband's Income and Education on Balinese Women's Decision to Enter the Labor Market

Table 7. Results of Testing the Effect of Age, Gender Role Reconciliation, Balinese Women's Work Ethic, Husband's Income and Education Partially on Balinese Women's Decision to Enter the Labor Market

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1ᵃ	Age	0,165	0,064	6,606	1	0,010	1,180
	Gender Role Reconciliation	5,080	1,706	8,866	1	0,003	160,733
	Balinese Women's Work Ethic	3,065	1,282	5,718	1	0,017	21,444
	Husband's Income	26,736	9,562	7,818	1	0,005	4,086E+11
	Education	24,151	10,036	5,791	1	0,016	3,081E+10
	Husband's Income *Education	-1,554	0,650	5,721	1	0,017	0,211
	Constant	-454,625	155,916	8,502	1	0,004	,000

a. Variable(s) entered on step 1 : *Age, Gender Role Reconciliation, Balinese Women's Work Ethic, Husband's Income, education and* Husband's Income *Education

Based on the test results that have been carried out, the following equation is obtained:

$$Ln\frac{P_i}{1-P_i} = -454,625+0,165X_1+5,080X_2+3,065X_3+26,736X_4+24,151M-1,554X_4M$$

From this equation, it can be seen the magnitude of the influence of each variable used in this study, namely age (X_1), reconciliation of gender roles (X_2), Balinese women's work ethic (X_3), Balinese women's work ethic (X_4) and education level (M) that influence Balinese women's decision to enter the labor market.

The effect of age on Balinese women's decision to enter the labor market obtained a regression coefficient of 0.165 and a Wald value of 6.606. The significance value is $0.010 < \alpha = 0.05$. This means that H_0 is rejected, meaning that age has a positive and partially significant impact on Balinese women's opportunities to enter the labor market in West Denpasar Sub-district. Logistic regression coefficient value $\widehat{\beta_1}$ of 0.165, which means that if age increases by 1 year, assuming that other variables are constant, then the probability of Balinese women deciding to enter the labor market in West Denpasar District increases by 0.541 or 54.1% (this data is obtained from $\frac{1}{1+e^{-0,165}}$). Research by (Vonika et al., 2018) also obtained similar results, namely that there is an effect of wife's age on women's work participation. This means that it describes that there is a significant positive directional relationship between the age variable and the working status of women. The tendency to work for some women will increase with age (Damayanti, 2021).

The effect of gender role reconciliation on Balinese women's decision to enter the labor market obtained a regression coefficient of 5.080 and a Wald value of 8.866. The significance value is $0.003 < \alpha = 0.05$. This means that H0 is rejected, meaning that gender role reconciliation has a positive and partially significant impact on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Research by (Jiménez-Figueroa et al., 2023) also obtained similar results with a statistically significant and positive correlation between perceptions of gender equality and subjective well-being. That is, when perceptions of gender equality increase, subjective well-being also increases. Efforts to achieve better gender equality focus on the importance of domestic work as a major element of people's well-being.

The effect of Balinese women's work ethic on the decision of Balinese women to enter the labor market obtained a regression coefficient of 3.065 and a Wald value of 5.718. The significance value is $0.017 < \alpha = 0.05$. This means that H_0 is rejected, meaning that the work ethic of Balinese women has a positive and significant impact partially on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Research by (Lawu et al., 2019) also obtained similar results, namely work ethic and commitment have a significant and positive relationship, the high work ethic that a person has will cause an increase in work commitment. Ethos means that having the desire to complete something optimally and having a very strong spirit or passion.

The effect of husband's income on the decision of Balinese women to enter the labor market obtained a regression coefficient of 26.736 and a Wald value of 7.818. significance value of $0.005 < \alpha = 0.05$. This means that H0 is accepted, meaning that husband's income has no negative effect on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Research by (Sipayung & Waridin, 2013) states similar results that between the level of husband's income and women's decisions there is no negative influence, which means that women decide to work because they want to apply the knowledge they have.

The effect of education on Balinese women's decision to enter the labor market obtained a regression coefficient of 24.151 and a Wald value of 5.791. The significance value is $0.016 < \alpha = 0.05$. This means that H_0 is rejected, meaning that the work ethic of Balinese women has a positive and partially significant impact on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Logistic regression coefficient value $\widehat{\beta_1}$ of 24.151 means that if education increases by 1 year on the assumption that other variables are constant, then the probability of Balinese women's decision to enter the labor market in West Denpasar District increases by 0.999 or 99.9% (this data is obtained from $\frac{1}{1+e^{-24,151}}$). This is directly proportional to the research from (Hidayatulloh, 2017) there is a positive influence on labor which can be interpreted that the higher the education undertaken, someone will have the desire to work.

6. Testing the Role of Education Level in Moderating the Effect of Husband's Income on Balinese Women's Decision to Enter the Labor Market

The interaction of husband's income with education obtained a significance value of $0.017 < \alpha = 0.05$. This means that H_0 is rejected, meaning that the interaction variable of husband's income with education has a positive and significant effect on the chances of Balinese women deciding to enter the labor market in West Denpasar District. The type of moderation is pseudo moderation. The income variable obtained a positive regression coefficient of 26.736 and the regression coefficient of the interaction variable of husband's income with education obtained a negative result of -1.554, which means that the education variable weakens the relationship between husband's income and Balinese women's decision to enter the labor market in West Denpasar District. This is directly proportional to the research from (Fresha, 2023) namely that some of the women who have husbands who work outside the city or migrate with sufficient husband's income choose to keep working.

7. Variables with Dominant Influence on Balinese Women's Decision to Enter the Labor Market in West Denpasar Subdistrict

To find out the variables that have a dominant effect, it can be seen from the logistic regression coefficient value of 24.151, which means that if education increases by one year, assuming that other variables are constant, the probability of Balinese women deciding to enter the labor market in West Denpasar District increases by 0.999 or 99.9%. This is directly proportional to the research from (Mayanti, 2016) which states that higher education taken by women and having skills are likely to continue to choose to work and become career women, even though they are married.

CONCLUSIONS

Based on the discussion of the study that has been carried out, several conclusions can be described, namely simultaneously the variables of age, reconciliation of gender roles, work ethic of Balinese women, husband's income and education level have a significant effect on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Partially, age, reconciliation of gender roles, Balinese women's work ethic and level of education partially have a positive and significant effect on the chances of Balinese women deciding to enter the labor market in West Denpasar District

while husband's income has no negative effect on the chances of Balinese women deciding to enter the labor market in West Denpasar District. The level of education moderates the effect of husband's income on the chances of Balinese women deciding to enter the labor market in West Denpasar District. Education has a dominant effect on the chances of Balinese women deciding to enter the labor market in West Denpasar sub-district.

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