



The Socio-Economic Influence of Married Women Decision to Work as Family Welfare Improvement

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Abstract

The purpose of this research is to draw industrial development strategy batik to increase the competitiveness of batik cluster Batangan in Batang distric. Methods used in research is quantitative descriptive using three of analysis is descriptive, policy analysis matrix (PAM) and analytic hierarchy process (AHP). The research results show obstacles in the development of cluster batik Batangan consisting of five major aspects that is aspects human resources, financial aspects, marketing aspects, raw materials aspects and technology aspects. Analysis pam obtained the result that cluster batik Batangan having competitiveness through the comparative excellences (a value 0.25) or competitive advantage (a value at 0.24). The results of analytic hierarchy process obtained development strategy cluster business batik Batangan consisting of five program criteria which are prioritized the first criteria raw materials (a value weight 0,254), second financial criteria (a value weight 0,231), third criteria technology (a value weight 0,211), fourth criteria human resources (a value weight 0,193) and fifth criteria marketing (a value weight 0,111).

INTRODUCTION

Development is closely related to the problem of population and employment. Population is an important factor in the development process that serves as implementer and recipient of development results. Moreover, rapid population growth has potential to ensure the availability of labor for the development process. According to data from the Bureau of Labor Statistics, the number of workers continues to increase, including women workers. Labor force participation rates of married women are negatively correlated with the metropolitan area commuting time (Black, et al., 2014).

Law No. 13 of 2003 on employment mentions the existence of equal rights between men and women to participate in the labor market despite the fact that women's participation in the labor market has limitations. The assumption that women are so diligent that they do not fit into heads of households leads to all household domestic duties being the responsibility of women (Mulasari, 2015). This then allows for a gap between the Labor Force Participation Rate (TPAK) of men and women.

The condition of male TPAK in Semarang regency in 2014 was 85.88 percent while women only 65.43 percent. The low participation of the female labor force in Semarang Regency was probably due to the status of women in Semarang regency who have been married. The role of married women in the labor market tends to be limited due to the multiple role that women attach to so as to raise many considerations in the decision-making process to work or not to work.

The considerations concerning married women in the decision-making process to work or not include social indicators as well as economic indicators. The social indicators of consideration for married women to decide whether to work or not include the level of education, activities in the neighborhood, and the views of husbands on working women. Meanwhile, the economic indicators include husband's income, female income, household expenditure, and the number of dependents in the family.

Husbands who are positive or agree on working women will tend to allow their wives to work. This is what then encourages married women to decide to enter the labor market. Conversely, husbands who are negative or disagree with working women tend not to allow their wives to work. It is then a factor that underlies married women in choosing to be at home to take care of the household.

The high level of women's education tends to make women decide to work (Simanjuntak, 1998). Higher education enables women to gain high positions in employment that encourage women to enter the labor market. Conversely, the low levels of education enable the position of women at low levels in employment.

Income is one of the considerations of women to decide to work or not. In married women, high incomes tend to encourage married women to enter the labor market. Especially if the income in the family (husband income) is enough to meet the needs of the household. Results of discrete-time multi-state hazard models of labor force exit and entry indicate that university graduates are both more likely to remain in and less likely to reenter the labor force relative to women with a high school education or less (Raymo & So-Jung, 2011)

The number of dependents in the family triggers an increase in household expenditure. The increasing levels of household expenditure require income support to be adequate. The married women who feel the income in the family is not enough to meet the needs of family dependents tend to choose to work to earn additional income. There is a strong positive relationship between internal contacts and workplace happiness while the relationship between external contacts is moderately positive (Wok & Junaidah, 2015)

This study aimed to analyze the decisions of married women to work or not to work based on socio-economic indicators that influence it. Further, this research was conducted in the Subdistrict of Bergas, Semarang Regency.

RESEARCH METHOD

The result variable is :

Dependent Variable	Independent Variables
Married women decision to work or not to work (1= working, 0= not working)	1. Husbands' perspectives on working women (1 = agree, 0 = disagree) 2. Women income 3. Number of family dependents

The data used in this study was primary data obtained from 100 respondents in the form of married women in Bergas Subdistrict, Semarang regency. The collected data covered the data on the social and economic conditions of respondents. They were collected by using questionnaires and interview method.

This research used descriptive and statistical analysis method. This method was used to analyze the effect of husbands' view variable on working women, female income, and the number of family dependents on the decision of married women to work. According to Gujarati (2004), logistics distribution function can be assumed as what is stated in the following:

$$P_i = E(Y=1 | X_i) = \frac{1}{1+e^{-(\beta_0+\beta_1X_i)}} \dots\dots\dots(1)$$

$$P_i = E(Y=1 | X_i) = \frac{1}{1+e^{-z_i}} = \frac{e^{z_i}}{1+e^{z_i}} \dots\dots\dots(2)$$

$$Y = \text{Ln} \left(\frac{P_i}{1-P_i} \right) = Z_i \dots\dots\dots(3)$$

$$\text{Ln} \left(\frac{P_i}{1-P_i} \right) = \beta_0 + \beta_1 PS + \beta_2 YP + \beta_3 JT + \mu_i \dots\dots\dots(4)$$

Notes:

- $\text{Ln} \left(\frac{P_i}{1-P_i} \right)$ = the probability of married women's decision (1 = work, 0 = not to work)
- β_0 is constants,
- $\beta_1 - \beta_3$ is the coefficient of logit equation logit,
- PS is husbands' perspectives on working women (1 = agree, 0 = disagree)
- YP is women's opinions
- JT is number of family dependents, and μ_i is error term

Furthermore, the method of statistical criteria testing in logistic regression included z-

test, statistical LR test, and McFadden R-squared test. The z test was used to test the level of significance of each independent variable to the dependent variable. The static LR test was used to test the level of significance of the independent variables to the dependent variable together. The R-squared Mcfadden test was used to test how much the ability of the independent variable to explain the dependent variable on the model used.

RESULTS AND DISCUSSION

Based on the data collected from 100 respondents, 66 respondents decided to work and 34 respondents decided not to work with the various motivations underlying the decision.

The main motivation of married women decided to work caused by economic demands / idea to increase income in the household is shown at 66.7 percent. Besides, the married women who decided to work considered that the needs of the household continue to grow and cannot be fulfilled if only rely on husband's income. Based on the data collected from 100 respondents, the fulfillment of household needs as much as 32 percent was a contribution from the wife's income. This means that the income of women has an important role in fulfilling household expenditures, for it strengthens married women's decision to work.

Another factor in the consideration of married women's decision to work was the approval of the husband. If husbands and other family members support married women to work, the married women tend to decide to enter the job market with a variety of goals, either helping the family economy, channeling knowledge and skills, or even just sparing their free time.

Husband's opinion also became the consideration for married women in deciding to work or not to work related to the patriarchal system that is still inherent in the lives of respondents. The patriarchal system which tends to assume male dominance is greater than that of women affects the decision-making process in the household. The consideration of husband's opinion in addition to the patriarchal system was

also considered as an attempt to minimize the emergence of conflict in the household related the decisions of married women to work or not to work. In terms of economics, viewed from the income levels, the married women would tend to enter the labor market when the received income is highly valued and can pay for leisure time

when deciding not to work. Conversely, when the income earned is low and is not worth to the time spent on working, the married women tended to choose to enjoy their free time including taking care of the household.

Table 1. Women's Motivation on Married to Work or Not to Work

Status	Reasons	Amount	%
Working	Sustain the family economy	44	66,7
	Disseminate and utilize knowledge	15	22,7
	Spend spare time/ consider work as the hobby	6	9,1
	Environmental / social factors	1	1,5
Total		66	100
Not working	Sufficient husband's income	20	58,8
	High household activities	14	41,2
Total		34	100

Source: Primary data, processed

In married women who decided not to work, the main reason for deciding not to work was related to the high household activities. For example, child care activities, the care of sick parents, and other household activities. For more, household activities in the form of parenting for children under five were the main reason for married women not to work.

Another consideration for married women who decided not to work was regarding the long working hours. The average working hours in the industrial sector in Bergas Subdistrict range from 8-12 hours per day. The married women who decided not to work due to long hours work argued that the working hours would take up most of their time. Through long working hours, the married women considered the time with family would be lost if decided to work. This is the reason why married women decide not to work.

Another factor which also becomes the consideration for married women when deciding not to work was the husband's view. Married women who decided not to work generally got no approval from their husbands. Based on the pattern of life that is still attached to the

patriarchal system, then women tend to obey the words of husbands who have more dominance in the decision-making process in the family.

Statistical analysis in this study was used to analyze the effect of husband's view variable on working women, female income, and the number of family dependents on the decision of married women to work or not work statistically.

The method used in this analysis was logistic regression method with the following results:

Table 2. The Results of Logistics Regression Coefficient Test

Variable	Coefficients	Std. Error	Z	Statistic	Prob.
C	-23.31069	7435316	-	3.13513	0.001
PS	8.555239	2.774908		3.08307	0.002
YP	0.0000043	0.0000016		2.57164	0.010
JT	3.554980	1.179115		3.01495	0.002

Source: Primary data, processed

Based on the results of the data, it is known that the variables of the husband's view on working women, the income of women, and the number of family dependents have a positive and significant influence on the decision of married women to work in Bergas Subdistrict, Semarang regency. The above table is the result of independent variable significance test toward dependent variable either partially or simultaneously.

Husband's View on Working Women toward Married Women's Decision to Work, The result of the logistic regression of the husband's view on the decision of married women to work had a positive and significant relationship. This means that when husbands are in agreement with the decision of married women to work, the probability of married women to work tends to increase. Oppositely, when the husband's opinion of the married working women is negative or disapproving then the probability of married women to work also tends to fall.

The pattern of community life in the area of Bergas Subdistrict that is still attached to the patriarchal system considers the husband as the most dominant power holder in the process of decision making in the household. This supports the results of logistic regression showing that the views of husbands on working women positively and significantly influenced the decisions of married women to work.

Married women who decided to work have already received support from their husbands. Conversely, women who did not get approval from their husbands tend to decide not to work. This is related to the possibility of conflict in the household related to the decision of married women to work. The data collected in this study indicate the absence of conflict in the household related to the decision of married women due to the existence of the consent of the husband.

The results of this study are in accordance with research conducted by Kawaguchi and Miyazaki (2009) which states that the way a man's view of working women will affect the decision of married women to work.

Kawaguchi's research shows that men's view of married women decides to work or has no effect but is not significant while in this study, the men's / men's views on married women show a positive and significant influence on the decisions of married women to work. This difference in significance level is probably influenced by the location of the research where the research was conducted in Bergas subdistrict, which is still attached to the patriarchal system.

Husband's View on Working Women toward Married Women's Decision to Not Work, in married women who decided not to work, the view of husbands on working women became a consideration in making a decision not to work. Additionally, the married women who decided not to work generally had a background of the absence of consent from the husband. Further, the married women who decided not to work because the absence of husband's consent is one way of avoiding domestic conflicts related to the decision of married women to work or not.

The husband's reasons of not approving the married women to work included the income of husbands who have sufficiently fulfilled household needs, the desire of husbands for women to be at home and manage the household. Those reasons became reasonable consideration for married women who ultimately decided not to work since the main job of the breadwinner in the family is the husband and the dual role of women in charge of domestic and public activities.

Women's Income on Married Women's Decision to Work, the minimum wage passed by the government continues to increase from year to year. This government policy has one of the goals in the field of economy that is to improve the standard of living and welfare of the workforce. High wages are expected to increase income for workers who can then be used to meet their needs in order to prosper life.

The female income variable in this study had a significant effect on the decision of married women to work in Bergas Subdistrict. This means that the amount of wages earned by women workers especially those who have married give

a significant influence on married women to decide whether they will work or not.

The married women who decided to work considered the wages provided by high-value employers so that the leisure time that can be enjoyed without work is eventually diverted to work. This happened because married women considered the price of their free time so that married women chose to sacrifice their spare time including time to be with family and replaced it with work.

Alternatively, one of the economic factors which caused the married women decided to work is the income levels. Sumarsono (2003) mentions that the higher the level of wages in society, the higher the family members who are interested to enter the labor market. In general, the married women who decided to work were women who had middle-end economic background. Therefore, they decided to enter labor market to increase income in order to meet the needs of the household.

Labor leisure choice theory also mentions that wage rates will influence individual decisions to choose the allocation of time held between work or leisure time. The increased wage rates tend to make individuals choose to allocate their time to work. This is because the individual feels his spare time has a higher value when assessed with wages, for it encourages individuals to sacrifice their spare time and choose to work. On the other hand, when wages in the market are not able to afford to buy free time or the free time is considered cheap, then individuals tend to choose to enjoy free time and not work (substitution effect).

The most dominant reason for married women to work in this study was to sustain the family economy. That is, it is in line with the results of research stating that wage rates affect the decision of married women to work. If married women generate income, they have a stake in supplementing family income that is then used to meet family needs.

Women's Income on Married Women's Decision to Not Work, in married women who decided not to work, the wages earned at the time of deciding to work could not afford to pay for

her spare time. This group considered that their free time was cheaper than the prevailing wage in the labor market. The leisure time in question includes the time spent with the family. For married women who decided not to work, working time for 8-12 hours has consumed most of the time so that time with family should be sacrificed. Thus, the married women chose not to work.

The most dominant reason for married women who decided not to work was the adequate husband's income and high household activities. For married women who decided not to work, household activities that include parenting, parenting, and other household activities were considered more important and could not be sacrificed through the decision to work and received unnecessary wages with time with family sacrificed when deciding to work.

Number of Family Counts on Married Women Decisions to Work the number of family dependents had a significant influence on the decision of married women to work. The large number of dependents in the family significantly affected and had a profound effect on the decision of married women to work or not. As the number of family dependents increases, more families will need to be met. Simanjuntak (1998) states that the more the number of dependents of the family, the more likely a person to enter the world of work.

Bibi and Afzal (2012) in their research entitled *Determinants of Married Women's Labor Force Participation in Wah Cantt* stated that the presence of dependents in the family has a positive influence on the participation rate of married women in the labor market. The number of dependents is one of the main reasons for married women to work outside the home.

In married women who decided to work, the increasing number of dependents in the family tended to lead to higher levels of spending that should be financed in the household. The increasing amount of expenditure in the family that could not be fulfilled simply by relying on husband's income would encourage the married women to decide to work for the purpose of supplementing household income.

Number of Family Dependents on Married Women Decisions to Not Work, in married women who decided not to work, the number of dependents in the family was not always the reason for married women to decide to work because the less amount of family dependents somehow influenced the decision of married women not to work. It happens when the dependents of the family are children aged under five or sick parents that require care and full care. This is the reason why married women decided not to work

CONCLUSION

The decision of married women to work is influenced by various factors both social and economic. One of the social factors that influence the decision of married women to work or not is the view of husband against working women. Furthermore, the economic factors that influence the decision of married women to work include women's incomes and the number of family dependents.

Based on the findings, the possible suggestions to be given are: More intensive socialization to men regarding equal rights between men and women in relation to the participation in the labor market and appreciation to married women who decide to work for the purpose of helping to increase income in the household in order to provide for household expenses. The appreciation can be done through the division of household duties between husband and wife, appreciation to married women who decide not to work on the grounds of the high burden of household activities through the fulfillment of household needs by the husband.

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