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Female Labor Participation In Increasing Household Income (Case Study Section VI PT. Nusaina Agrocobi Manise)

Nur Ida Wati[1],Junianita F. Sopamena[2], Esther D. Leatemia[3]

Agribusiness Study Program, Faculty of Agriculture, Pattimura University Ambon

Abstract

This research aims toknow the participation and factors that influence women's labor participation. The method of analysis using analysisdescriptive and logistic regression.The results of the study show that the participation of the female workforce is as casual daily workers. The results of the logistic regression analysis test show, togetherall independent variables affect the participation of female workers in increasing household income. This is because the Sig value > 0.05 = α so that hypothesis a is accepted.

Keywords: Participation; female workers; influencing factors

INTRODUCTION

Economic growth increases employment opportunities but cannot by itself reduce gender inequality. Gender inequality in the field of employment is still an issue and problem that often occurs. Differences between men and women in the use of time at home, differences in educational and skill levels, socio-cultural restrictions, sectoral and occupational segregation, male migration, and access to productive inputs all lead to gender inequality in decent work participation (Mehrotra & Sinha, 2017). The persistence of gender inequality in Indonesia, especially in the field of employment can be shown by the lower access of women to the labor market compared to men and the tendency of working women to earn less wages than male workers (Ari, 2017)

One of the reasons for the low number of female workers in Indonesia is cultural factors and norms that still apply in most societies, namely the role of tradition is more important than its transitional role so that women have a tendency to stay at home and

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feel responsible for taking care of the family at home, so they refuse to enter the job market. Efforts to increase the participation of women workers in development to strengthen the household economy are the basis for strengthening the development of women's resources in rural areas. Increasing the number of female workers not only in household activities but also in earning a living. Thus a woman has limited time in household activities.

PT. Nusaina Group is one of the companies on the island of Seram, Central Maluku which is engaged in plantations with oil palm as the main commodity cultivated. PT. Nusaina Group was established in 2008 in collaboration with the Central Maluku Regional Government, Maluku Provincial Government and Pattimura University. This plantation is located in Waimusi Village, North Seram District, East Kobi, Central Maluku Regency. The presence of this plantation company has had a positive impact on improving the household economy because the workers who work on these plantations are rewarded in the form of wages. This work can not only be done by men, but women can also do it so that it can help increase household income. Classification of the workforce at PT.

Table 1. Composition of the large office work force and division VI of PT. Nusaina based on job description

No	Classification of the labor force	Number of respondents (people)	Percentage (%)
1	Staff	16	14
2	Permanent employee	19	17
3	Freelance daily worker	79	69
Amount		114	100

In Table 1 it can be seen that the staff of the big office and division VI of PT. Nusaina consists of 16 people, 19 permanent employees and 79 PHL with 76 PHL afdeling VI and 3 other people as mess officers, Office Boy and Office Lady.

Table 2: Composition of male and female freelance daily workers Afdeling VI PT. Nusaina

Gender	Frequency	Percentage (%)
Man	33	43
Woman	43	57
Amount	76	100

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In Table 2 it can be seen that the number of casual daily workers (PHL) is 76 people with 33 men consisting of 6 afdeling staff and 27 casual daily workers and 43 women as casual daily workers.

Participation of female workers in PT. The average Nusaina Group works as casual daily workers (PHL). Where women work on plantations, especially in oil palm maintenance such as weed control and cleaning the staple discs chemically or manually. Meanwhile, in the PHL harvesting process, women can only participate in shunting fruit and picking loose fruit. One of the reasons women workers choose to work in oil palm plantations is because work on oil palm plantations is not too difficult so women can do it, it is close to where they live and can increase household income where freelance daily workers at PT. Nusaina Agrokobi Manise gets enough wages for living expenses of Rp. 96,800.00 per day. Based on the background described above, So the purpose of this study is to find out how the participation of female workers, to analyze what factors influence the participation of female workers in increasing household income and to analyze how the contribution of female labor income to household income in Afdeling VI PT. Nusaina Agrokobi Manise

RESEARCH METHODS

This research was conducted in North Seram Timur Kobi, Central Maluku district, precisely in Afdeling VI PT. Nusaina Agrokobi Manise. This research was conducted from August 2022 to September 2022.

The population in this research is all the employees of the VI division of PT. Nusaina Agrokobi Manise. The method used in this study is a description method which is carried out through quantitative analysis.The sample of female workers was taken by 43 respondents with the criteria of still working inafdeling VI PT. Nusaina Agrokobi Manise

Data collection techniques used in this study include primary data and secondary data.The analysis used to identify the first problem regarding female labor participation is using a descriptive analysis method based on surveys and observations conducted in the research area. Then to determine the effect of two or more independent variables together on the dependent variable using binary logistic regression analysis which is one of the analyzes in logistic regression techniques. According to Suharjo (2008) the logistic regression model can be written as follows:

$$L_n = \left(\frac{P_i}{1 - P_t}\right) = \beta_0 + \beta_1 X_i + \beta_2 X_i + \beta_3 X_i \dots\dots\dots\dots + \beta_8 X_i$$

Information:

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P is the probability of occurrence of the dependent variable (Y)
P = 0, female workers who participate are not Field PHL
P = 1, female workers who do not participate as Field PHL
β_0= Constant
β_1= Age of female workers
β_2= Education of female workers
β_3= Willingness to work
0 = Family encouragement
1 = Self-will
β_4 = Family economic difficulties
0 = No effect
1 = Influential
β_5= Total Dependents
β_6= Wages
β_7= Husband's income
β_8= marital status
0 = Dead divorced
1 = Married

RESULTS AND DISCUSSION

Characteristics of female workers based on age

Younger female workers certainly have stronger physical conditions and conversely older female workers take better care of their health. (Lianda, 2019). Based on the data obtained, it shows that the age of the female workforce in Afdeling VI PT. Nusaina Agrokobi Manise varies from the youngest age, which is 20 years old, to the oldest age, which is 72 years. The following shows the age distribution of female workers, which can be seen in Table 3.

Table 3. Age of female workers

Age	Number of respondents (people)	Percentage (%)
0-14	0	0
15-64	42	97.67

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Over 65	1	2,33
Amount	43	100

Based on Table 3, there are 97.6 percent of the female workforce belonging to mature or productive age. Meanwhile, female workers who are classified as old or unproductive are 2.33 percent, namely workers aged 72 years. female workers aged over 65 years and still working in Afdeling VI PT. Nusaina Agrokobi Manise is caused by being able to work and still have family dependents.

Characteristics of female workers based on education level

The education levels of female workers vary widely, from elementary, junior high, high school to diploma. The level of education affects the values adhered to, the perspective, the way of thinking and even the perception of a problem. Characteristics of the female workforce based on education level can be seen in Table 4.

Table 4. Characteristics of the female workforce in terms of education level

Level of education	Number of respondents (people)	Percentage (%)
SD	12	28
JUNIOR HIGH SCHOOL	21	49
SENIOR HIGH SCHOOL	9	21
Diploma	1	2
Amount	43	100

Based on the data in Table 4, it can be seen that the level of junior high school education is the highest percentage, with a total of 21 female workers. The low level of education of female workers at PT. Nusaina Agrokobi Manise was caused by the low family economy at that time, which made it difficult for them to continue their studies to high school or a higher level.

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Characteristics of female workers based on their willingness to work

The willingness to work or motivation is one of the factors that influence women's workforce participation. Women's desire to be financially independent causes women to do work by earning income which will later be used to finance or buy the necessities they want (Lianda, 2019). The characteristics of the female workforce based on their willingness to work are shown in Table 5.

Table 5. Characteristics of the female workforce based on their willingness to work

There is a willingness to work	Number of respondents (people)	Percentage (%)
own will	26	60
Family encouragement	17	40
Amount	43	100

Based on Table 5 above, it can be seen that 60 percent work of their own free will. While working because of encouragement from the family as much as 40 percent.

Characteristics of female workers based on family economic difficulties

A dimension of family resilience is the fulfillment of the family's economic needs. Family economic stability is the fulfillment of basic physical needs in the form of material. On the other hand, economic resilience according to the Bank of International Settlements in the economic field, families have the ability to survive various shocks and problems that can be detrimental and if left unchecked will have an impact on family financial imbalances (Syaban 2022)

Wazin 2018, said that economic assumptions are based on the paradigm that economic problems arise because human needs are unlimited, while resources are limited, so humans try to get the maximum profit at the minimum possible costs (expenses). The effect of family economic stability if female workers do not participate in the world of work can be seen in Table 6.

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Table 6. The effect of family economic stability if female workers do not participate in the world of work

family economic difficulties	Number of respondents (people)	Percentage (%)
Influential	33	76,74
No effect	10	23,26
Amount	43	100

Based on Table 6 above, it can be seen that, of the 43 married women workers, most of them answered "Influential", namely 76.74 percent and 23.26 percent of the remaining female workers answered "Not Influential", thus there is no role of labor women's employment in the world of work has a major influence on family economic stability.

Characteristics of female workers based on the number of dependents

Large family dependents are a very dominant factor affecting expenditure, the more the number of family dependents, the more the family's needs are not being met (Priyono and Yasin, 2016 in Sutrisma 2021).The number of dependents in a family is one of the reasons and factors for housewives to work in Afdeling VI of PT Nusaina Agrokobi Manise. Description of respondents based on the number of dependents can be seen in Table 7.

Table 7. Characteristics of the female workforce based on the number of dependents

The number of dependents	Number of respondents (people)	Percentage (%)
1 – 3	17	39
4 – 6	21	49
> 6	5	12
Amount	43	100

Based on Table 7, the largest number of family dependents is 4-6, namely 21 people or around 49 percent, while the least number of dependents is > 6, namely 5 people or around 12 percent.

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Characteristics of female workers based on the wages of female workers

The level of wages/income increasingly encourages transmigrant women to work outside the agricultural sector in the hope that they will earn higher wages and increase family income so that family needs can be met (Sukiyono and Sriyoto in Sari, 2019). Women who do housework, their working conditions are different from women who work as PHL in Afdeling VI PT. Nusaina Agrokobi Manise. A description of the characteristics of the female workforce based on wages can be seen in Table 8.

Table 8. Characteristics of female workers based on the wages of female workers

Women's wages	Number of respondents (people)	Percentage (%)
1,800,000 – 2,000,000	32	74
2,400,000 – 2,600,000	11	26
Amount	43	100

From the data in Table 8 above, there are 32 female workers who receive wages ranging from IDR 1,800,000 – 2,000,000 and 11 people from IDR 2,400,000 – 2,600,000. So that the average wage received by female workers in Afdeling VI of PT Nusaina Agrokobi Manise is around IDR 1,800,000 – 2,000,000 with a percentage of 74 percent.

Characteristics of female workers based on husband's income

Husband's income is one of the factors why a woman chooses to work. Sumarsono (2003) explains that families with large incomes, relative to the cost of living, tend to reduce the number of family members to work, while families whose living costs are relatively high in income tend to increase the number of members entering the world of work. Description of respondents based on husband's income can be seen in Table 9.

Table 9. Characteristics of female workers based on husband's income

Husband's income	Number of respondents (people)	Percentage (%)
1,700,000 – 2,300,000	21	50
2,400,000 – 3,000,000	18	43
3,100,000 – 3,800,000	3	7
Amount	42	100

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Based on Table 9, it can be seen that the highest husband's income in this study is between Rp.1,700,000 – 2,300,000per month, namely as many as 21 people with a percentage of 50 percent, andthe lowest income between Rp.3,100,000 – 3,800,000per month only as many as 3 people with a percentage of 7 percent. This is because the 3 people work as private employees so that the income earned is higher.

Characteristics of female workers based on marital status

According to the Central Bureau of Statistics (BPS) marital status is categorized into four, namely single, married, divorced and divorced. Characteristics of female workers based on marital status can be seen in Table 10.

Table 10. Characteristics of female workers based on marital status

Marital status	Number of respondents (people)	Percentage (%)
Marry	42	98
death divorce	1	2
Amount	43	100

From Table 10 above it can be seen that there are only 2 categories of characteristics of the female workforce based on marital status, namely married or married female workers of 42 people with a percentage of 98 percent and divorced and widowed women workers with a percentage of 1 2 percent.

Women Labor Participation

Participation of female workers in PT. Nusaina Agrokobi Manise is an average freelance daily worker (PHL). Where women work on plantations, especially in oil palm maintenance such as weed control and cleaning the staple discs chemically or manually. Meanwhile, in the PHL harvesting process, women can only participate in shunting fruit and picking loose fruit. One of the reasons women workers choose to work in oil palm plantations is because work on oil palm plantations is not too difficult so women can do it, it is close to where they live and can increase household income.

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Factors Influencing Women Labor Participation In Increasing Household Income

The factors causing the participation of female workers in section VI of PT Nusaina Agrokobi Manise are divided into two, namely internal factors and external factors which are described more clearly as follows:

Internal factors are everything that exists within an individual whose existence influences the dynamics of development. Included in these internal factors are physical factors, psychological factors, and physical maturity factors (Samsumiyati 2012). Various internal factors that encourage female labor participation are age, level of education and willingness to work.

External factors are everything that is outside the individual whose existence influences the dynamics of development, which includes external factors including social factors, cultural factors and physical environmental factors (Samsunumiyati, 2012). Various external factors that encourage female labor participation in PT Nusaina Agrokobi Manise's sixth division are family economic difficulties, number of family dependents, labor wages from the sector concerned, husband's income, and marital status. To support the above results can be seen in the data analysis as follows:

1. Feasibility test

   The feasibility analysis of the regression model was carried out to assess the feasibility of the logistic regression model to be used. The following are the results of the Hosmer and Lemeshow tests presented:

   Table 11. Result of due diligence analysis

TABLE 11. Hosmer and Lemeshow Test			
Step	Chi-square	Df	Sig.
1	.000	3	1,000

   The table above shows a Chi-square value of 0.000 and a sig value of 1.000. The table's Chi-Square value for DF 3 at a significance level of 0.05 is 11.0705. Because the calculated Chi-Square value is 0.000 < Chi-Square table is 11.0705 or the sig value of 1.000 is greater than 0.05, the regression model is suitable for use in subsequent analysis because there is no real difference between the predicted classification and the observed classification.

2. Test the Entire Model

   The overall model fit test is a test carried out by comparing the value between -2 Log Likelihood (-2LL) at the beginning (Block Number = 0) with the value -2 Log

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Likelihood (-2LL) at the end (Block Number = 1) . The following table presents the results of testing the entire model:
Table 12. Table of test results for the entire model step 0

TABLE 12. Iteration Historya,b,c

Iterations		-2 log likelihoods	Coefficients
			Constant
Step 0	6	16.178	3.020

The iteration history step 0 table presents the output results in this study when the X variable is not included in the model, the -2 Log Likelihood value is 16.178.
Table 13. Table of test results for the entire model step 1

Table 13. Iteration Historya,b,c,d

Iterations		-2 log likelihoods	Coefficients								
			Constant	X1	X2	X3	X4	X5	X6	X7	X8
Step 1	20	.000	-308,427	.025	-.164	5.110	.524	34,441	.000	.000	59,461

The next step is to compare the initial -2 Log Likelihood values (Iteration History table 0) with the final -2 Log Likelihood values (Iteration History table 1). The initial table shows an initial -2 Log Likelihood value of 16.178. After the independent variables are included in the regression model, the value of -2 Log Likelihood in the tab

le above is 0.000. Based on the output above, there was a decrease of -2 Log Likelihood of 16.178. This decrease can be interpreted that adding independent variables to the model can improve model fit and show a better regression model.

3. Coefficient of Determination

The coefficient of determination in logistic regression can be seen in the Nagelkerke R Square value, Nagelkerke R Square can be interpreted like the R

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Square value in multiple regression (Ghozali, 2011). The following is a presentation table for the coefficient of determination:
Table 14. Table of presentation of the coefficient of determination

Table 14. Summary models

Step	-2 log likelihoods	Cox & Snell R Square	Nagelkerke R Square
1	.000a	.314	1,000

The value of the coefficient of determination in the logistic regression model is indicated by the Nagelkerke R Square value. The Nagelkerke R Square value is 1.000, which means that the variability of the dependent variable that can be explained is 100%. This means that together the variables of age, education level, willingness to work, family economic difficulties, number of dependents, husband's income, female labor wages and marital status can explain the participation of female workers in increasing household income by 100 percent.

4. *Omnibus Test*

This test is carried out to test whether the independent variables simultaneously influence the dependent variable, namely auditor switching.
Table 15. Table of Omnibus test results

Table 15. Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	step	16.178	8	040
	blocks	16.178	8	040
	Model	16.178	8	040

The table above shows that the significance level is 0.040 and the results are below 0.05, so it can be said that together the research variables are age, education level, willingness to work, family economic difficulties, number of dependents, husband's income, wages female workforce and marital status have a significant effect on female labor participation in increasing household income.

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5. Classification Matrix

The classification matrix shows the predictive power of the regression model to predict female labor participation in increasing household income which was carried out at Afdeling VI PT Nusaina Agrokobi Manise. The following is a presentation table of the classification matrix:

Table 16. Table of classification results

Table 16. Classification Tablea, b

	Observed		predicted		
			Participation of female workers in increasing household income		Percent Correct
			Not PHL Field	PHL Field	
Step 0	Participation of female workers in increasing household income	Not PHL Field	0	2	.0
		PHL Field	0	41	100.0
	Overall Percentage				95.3

The predictive power of the regression model to predict the likelihood of women participating as field street vendors is 100 percent. This shows that by using the regression model used there are as many as 41 female workers who are predicted to work as Field PHL out of a total of 43 female workers. The predictive power of the model is 0 percent, which means that with the regression model used there are no female workers who are not Field PHL out of a total of 43 female workers in Afdeling VI of PT Nusaina Agrokobi Manise. The overall predictive power of the model is 95.3 percent.

CONCLUSION

Based on the description of the previous concept of work participation, women's work participation can be interpreted as the active and voluntary involvement or participation of women in work to obtain or help earn income or benefits. Participation of

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female workers in PT. Nusaina Agrokobi Manise is an average freelance daily worker (PHL). Where women work on plantations especially in oil palm maintenance.

Factors causing the participation of female workers in afdeling VI of PT Nusaina Agrokobi Manise are internal factors and external factors which also lead to high participation of female workers in afdeling VI of PT Nusaina Agrokobi Manise. Of the eight factors that influence female labor participation simultaneously all independent variables affect female labor participation in increasing household income in Afdeling VI PT. Nusaina Agrokobi Manise. This is because the significance value is greater than the specified significance value, namely Sig > 0.05 = α so that hypothesis a is accepted.

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