
ECONOMICS

Sociology

Susilo, Yuniashri, E., & Handrito, R. P. (2024). Women's tendency in work involvement: A study of female labour force in Indonesia. *Economics and Sociology*, 17(1), 151-165. doi:10.14254/2071-789X.2024/17-1/10

WOMEN'S TENDENCY IN WORK INVOLVEMENT: A STUDY OF FEMALE LABOUR FORCE IN INDONESIA

Susilo

Universitas Brawijaya,
Malang, Indonesia
E-mail: susilo.feb@ub.ac.id
ORCID 0000-0003-0405-1238

Erlyn Yuniashri

Universitas Brawijaya,
Malang, Indonesia
E-mail: erlyn@ub.ac.id
ORCID 0000-0002-7119-6835

Radityo Putro Handrito

Ghent University,
Ghent, Belgium
E-mail: radityohandrito@ub.ac.id
radityo.handrito@ugent.be
ORCID 0000-0003-2644-4462

ABSTRACT. Culture is perceived as the most prominent factor which causes inequality in work involvement, especially in the context of gender. In many cultures, "glass ceiling" of gender bias often makes women less productive than their male counterparts because of their domestic duties. As a matter of fact, Indonesian women have proven their potentials and abilities in boosting the national economy. This study focuses on the effect of domestic duties, wages, and education on women's participation in the workforce. Using logistic regression and SUSENAS 2018 dataset, this research finds that women with higher education and greater number of children do not get involved in the workforce. This situation is inextricably associated with the predominant patriarchal culture in their domestic lives, in which the husbands assume absolute control, and women's roles are usually limited to domestic sphere. As is the case of the other workers, women are more engaged in their work when they get higher wages. Women who live in urban areas tend to have opportunities to be economically productive.

Received: June, 2023

1st Revision: January, 2024

Accepted: March, 2024

DOI: 10.14254/2071-789X.2024/17-1/10

JEL Classification: J16

Keywords: female labour, labour force, Indonesian women labour participation

Introduction

Inequality has been a global problem plaguing many nations (Ville et al., 2023). Sustainable Development Goals (SDGs) prioritises eradication of inequality considering that it constitutes the prime culprit of poverty in addition to numerous environmental and societal problems (Baublyte et al., 2019). Furthermore, equality has always been an issue that affects wages, career, and work (Bai et al., 2023; Johansson et al., 2019; Ismail et al., 2017). Gender inequality, in particular, can occur in economic activities and creates discrepancies that affect both women and men (Akhtar et al., 2023). Gender inequality prevents women from

participating in economic engagements, and this in turn will hamper the economic growth and undermine national resilience (Bastian et al., 2019). Previous research findings have shown that reducing problems related to gender inequality can bring positive impacts on economic growth (Braunstein et al., 2020; Minasyan et al., 2019; Cuberes & Teignier, 2014).

Within their economic context, work involvement and career achievement are deemed important since they give people the opportunity to enhance their life quality. However, inequality is still haunting working environment, especially when it comes to gender. Due to “glass ceiling” gender bias, women are frequently placed in a position lower than men. Their limited opportunities to pursue a better life has been a classic issue in the recent decades. Unfortunately, this condition is aggravated when they are married and have children. This issue arises especially in developing countries, where awareness of gender equality is low and where the authorities fail to prioritise this issue in their policies. To be specific, married female labour force is an important issue in economic development because the prevailing social and cultural norms put a lot of limitations on married women in terms of employment (Lari et al., 2022). Female labour force participation is usually restricted by husbands’ decisions (Korotayev et al., 2015). Within the household, men reserve the prerogative to decide whether or not women can work (Majbouri, 2020).

Clear understanding of this phenomenon is essential so that policies regarding this issue can be formulated and communicated to the general stakeholders. Moreover, abolishing gender equality will provide women with social and personal benefits of achieving economic goals like better access to markets and resources, decent work and welfare, and increased participation in economic decision-making processes. Furthermore, empowering women by reducing gender inequality will improve the quality of children's health, their upbringing and education, as well as their chances of becoming quality human resources (Alloatti, 2019). Different contexts and backgrounds on the national level necessitate specific research on the national scale. In particular, ameliorating the problems of gender inequality starts with improving human resources, which can take various forms or methods such increasing working women’s skills and productivity, and reducing child mortality rate and preventing early pregnancy (Braunstein et al., 2020).

This study aims to explore the relationship between women’s marital status and their decision to work by reviewing variables such as level of education, regional minimum wage, number of children, and area of residence in Indonesia. Indonesia was selected as the research locale because in this country female labour force makes significant contribution to the nationaleconomy. According to the Indonesian Ministry of Finance, the country’s economic success is attested by 97% of women's involvement in economic activities. The large number of women in Indonesia compared to its neighbouring countries can show the potential for superior economic growth through the proper use of human resources. In addition, the role of culture was included as a new determinant for understanding and addressing to the issue of inequality in developing countries and big economies.

1. Literature review

Inequality is defined as one form of injustice. UNDP in 2013 stated that inequality is broad in its scope; it can occur in various world populations, social strata, and afflict people living below the poverty line. Inequality is often associated with social and economic segregation. This barrier can have an impact on social classes through income gap; the situation gives privileges to richer people, and marginalise the poor (Adeosun & Owolabi, 2021). Gender inequality occurs more frequently in developing countries than in developed countries (Iqbal et al., 2022). One of the causes is the mindset of people living in developing countries. They

confine themselves to traditional values, and this creates a barrier preventing them from advancing. These people will be left behind unless they keep abreast of the dynamics of an increasingly modern world. Another recurring problem in developing countries is religious tension, which creates political instability, division, and eventually, gender inequality (Ahmed & Brasted, 2021). Gender inequality in economic sector is quite detrimental because it limits women's opportunity for self-expression (Bastian et al., 2019). The perpetual inequality and gender stereotypes will create a barrier in the labour market through inefficiencies (Klemparskyi et al., 2022). When it comes to corporate territory, women's role on company's boards is minimal. Corporate boards of director are usually dominated by men. According to ILO's report, over 76% companies have a male chairman on the board. Companies with women presiding as CEO's tend to be smaller in size compared to those led by men. Of course, these companies are often less profitable because of their lower rate of growth. Studies from the OECD state that many women-led companies are engaged in wholesale and retail trade.

Discussions on gender segregation can never exclude gender inequality. Providing self-development opportunities for women will encourage them to maximize their talents and potentials, and this effort can overcome gender segregation across companies. In addition, such effort also provides opportunities for men to fill certain positions that are traditionally not open for them. As a rule of thumb, every government has it in their agenda to build a highly developed and prosperous country. To this end, productive investments conducive to economic development are high in demand. Productive investment should take the form of education and health services for the population. It is expected that investments in this sector will promote quality human resources capable of competing in the global arena. There have been many theories of human capital. The notion of rational choice has now expanded the notion of human capital. Both ideas can explain gender inequality on the economic side. The rational choice theory asserts that individuals can choose to act according to their interests that are based on economic activities, but individuals also have the freedom to refuse. Closely connected to the human capital theory is the idea that rational choices depend on what people can achieve and what they have achieved, and this in turn is conditioned by the quality of human resources. Gender inequality is a recurring problem in poor countries. For example, Ghanaian women suffer from educational inequality (Senadza, 2012) which prevents them from getting involved in work force and earning wages. In Nigeria, women, especially those living in rural areas, also face wage inequality and have limited access to resources (Adeosun & Owolabi, 2021). South Asian women suffer from gender inequality in wages because of differences in education levels. Women who take primary and tertiary education are less susceptible to wage inequality, while those who have secondary education are more prone to wage inequality (Munir & Kanwal, 2020). Paradoxically, women who enjoy higher education show less tendency to engage in work when they get married (Berniell et al., 2021). Reduced wage inequality between men and women is expected to improve the national economy since women's involvement in work is a potential leverage for economic growth (Bloom et al., 2009) through increased productivity in companies (Larson, 2020). This study examines factors affecting women's work engagement using a quantitative approach.

1.1. Education

Women and men have different ideas about their involvement in education (Awaworyi Churchill et al., 2019). Women tend to have lower education because marriage will limit their activities within the boundary of domestic affairs and rearing children, which is a stark contrast to men who are encouraged to enjoy higher education (Assaad et al., 2017). Statistics Indonesia states that women's involvement in education in urban and rural areas from 2016 to 2020 has

always been lower than that of men. Especially at the senior high school level and above in rural areas, annual statistics shows that the percentage of women's involvement never exceeds the 30-percent level. Conversely, men's involvement rate in education continues to increase. High school education level and above in urban areas is always dominated by men, with the percentage that exceeds 50%. Women mostly have a lower level of education than men, showing the influence of culture on education. In essence, education equality, shown by the involvement of education, contributes to economic growth (Altuzarra, 2021).

In fact, women's involvement in higher education will potentially change their mindset as they become more open-minded and can get decent jobs in various economic activities (Abraham et al., 2017; Rendall, 2013). There are similarities between gender inequality-economic growth relationship and gender inequality-education relationship (Altuzarra, 2021). Women with higher levels of education tend to be more involved in the labour market than those with lower levels of education (Gavriliuță et al., 2022). Women with higher education tend to have better skills and more job opportunities matching their skills (Assaad et al., 2020; Podder, 2018). Husbands' level of education increase women's involvement in work. Thanks to higher education, men can accept women's involvement in the labour market (Dawood et al., 2019). Additionally, men who can access higher education – whether they are married or not – will be more aware of the encroaching patriarchal power and try to fight it (Ennaji, 2016).

1.2. Regional minimum wage

Regional minimum wage is basically a policy instrument to ensure decent wage for workers. Regional minimum wage is calculated based on various aspects such as inflation, price of goods, and productivity. Although debates over regional minimum wage setting and its outcomes are frequent and politically entrenched (Ford & Gillan, 2017), regional minimum wages should be the price floor to protect vulnerable workers. However, in practice, the regional minimum wage is the benchmark figure for hiring workers. Hence, workers continue to earn less than regional minimum wage. Another lingering problem in Indonesia is wage inequality. Gender wage inequality can occur in both low-income and high-income occupations (Rudakov et al., 2022; Shoham & Lee, 2018). In spite of the explanations made to account for wage differentials, one cannot deny the fact that men earn more than women do. Men tend to get prioritized in work recruitments and continue to get more opportunities. Women tend to be neglected because they need to spend a lot of time and energy on household chores. As a consequence, the only jobs left for them are part-time jobs, jobs with few demands, and little pay. During recruitment process, women are not prioritised while male worker enjoy longer work hours (Medina-Hernández et al., 2021), and earn higher wages in the labour market (Akhtar et al., 2023; Belasen & Angiello, 2018; Larraz et al., 2019; Jara Díaz & Candia Riquelme, 2017). An increase in wage supply will increase women's interest in engaging in work (De Hoyos, 2011), although this principle applies also to men.

1.3. Number of children

Economic growth as a condition for national development requires both men and women to engage in work. The involvement of a large number of women in productive work is a telltale mark of the most significant social transformation (Moon & Hasan, 2022). Traditionally, women have responsibilities for childcare and domestic work. Along with the growing number of women who get higher education, anxiety rises among mothers who also wish to be economically productive. This is a common sight at present (Korabik & Warner, 2013; Poduval & Poduval, 2009; Dorio et al., 2008; De Cieri et al., 2005). Previous studies

reveal that many married women aspire to be economically productive, but they tend to get shorter work hours (Pratomo, 2014).

However, some women show the proclivity to be family-oriented; they believe they have central position in domestic affairs. They steadfastly adhere to conservative values about their domestic roles. They tend to spend time with their children and work close to home. Gender segregation only becomes a problem when they enter the labor market where they expect to get part-time and flexible jobs. Women who do not have children tend to use their time to improve their education and engage in economic activities (Bearak et al., 2021). In addition, women who already have children tend to earn lower wages than those who do not (England et al., 2016; Florian, 2018). Families with more dependents need higher income because spending on education and children's health will automatically increase. It is this form of gender inequality that ultimately deters women from joining female workforce and increases their fertility (Kizilova & Mosakova, 2019). Ultimately, this phenomenon will create a vicious circle in women's labour market. The number of dependencies in the family should be a good driver for women's labour force participation (Marois et al., 2022).

1.4. Area of residence

Increased women's employment opportunities may not align with women's labour force participation due to inherent cultural values (Undurraga & Gunnarsson, 2021). In Indonesia, life in rural areas is still laden with cultural values, especially those that affect women. This phenomenon affects the supply of labour, where in urban areas the opportunity to work is ample and offers high wages, even for women (Hasan & Molato, 2019). In rural areas, agriculture dominates employment, and female workers tend to be vulnerable to poverty (Dawood et al., 2019). In addition, waging system in rural areas tend to be less effective (Pratomo, 2014). With the the increasing number of modern, urban women with improved mindset along with improved urban waging system, there is an increase in their work involvement compared to their rural counterparts. In addition, the availability of more diverse jobs in urban areas will increase women's involvement in work.

2. Research method

This study uses quantitative approach and logistic regression analysis. Logistic regression is one way to analyse the dichotomous dependent variable's characteristics (namely $Y = 0$ and $Y = 1$). The logistic regression analysis method regresses the Y variable with X or (independent variable). In this study, the independent variables are as follows:

Table 1. Variable Explanation

Variable Type	Variable Name	Measurement Scale
Dependent Variables	Indonesian Women's Labour Force	0 = engaged in work 1 = not engaged in work
	X1: Education level	The number in the variable indicates the number of years spent studying
Independent Variables	X2: Regional minimum wage	In regional minimum wage variable, wage values are grouped into four categories, where the grouping is adjusted to the provisions of Indonesia Statistics: 1 = low wage (<IDR 1,500,000) 2 = average wage (IDR 1,500,001 – IDR 2,500,000) 3 = high wage (Rp 2,500,001 – Rp 3,500,000) 4 = very high wages (>IDR 3,500,000)
	X3: Number of children	This variable is denoted with category of number of children, where: 1 = Female with children 1-2 2 = Female with children 3-4 3 = Female with children 5-6 4 = Female with children 7-8 5 = Female with children 9-11
	X4: Area of Residence	This variable is categorized by: 0 = Women live in rural area 1 = Women live in urban area

Source: *own compilation*

This study uses data acquired from the 2018 SUSENAS (National Socioeconomic Survey) and from 2018 Statistics Indonesia. SUSENAS dataset is issued triennially, while the Statistics Indonesia dataset is issued annually. The survey was designed to collect population social data with the coverage of 83%. The data were collected through direct visits and interviews conducted by Statistics Indonesia enumerators. In general, SUSENAS dataset was collected with the aim of designing better plans necessary for making the right policies based on the data at hand. All data variables are collected from SUSENAS. However, due to limited data, the data for the regional minimum wages were collected from Statistics Indonesia.

Based on the explanation provided in the introduction section and the support of the theories and past studies, the hypotheses of this research are as follows.

*H*₁... women with higher level of education are more involved in work

*H*₂... women with higher wage are more involved in work.

*H*₃... women with larger number of children are more motivated to be involved in work.

*H*₄... women living in urban areas are more involved in work.

3. Results and discussion

This study examines married Javanese women of productive age (15-64 years). The total number of respondents is 94,561.

The Table 1 presents the results of SUSENAS data processing, and the resulting values are explained in the table below.

Table 2. Descriptive statistics

Y	Mean	Std. Dev.	Min	Max
Education Level	9.187	3.414	6	22
Regional Minimum Wage	2,113,894	490,021.1	1,454,154	3,648,036
Number of Children	4.581	1.551	1	11
Area of Residence	0.427	0.494	0	1

Source: *self-processed data*

Based on the results of the data processing in STATA, the general description of the independent variable data distribution centre shows that the average level of education taken by the respondents is 9 years, or up to Junior High School. In this case, this level of education is considered to be low. In the regional minimum wage variable, the average value is IDR 2,113,894. Statistics Indonesia classifies this average as moderate. The average number of children owned by women in this study is 4, and in average, the women live in urban areas.

The results of the statistical tests with logistic regression models are as follows.

Table 3. Variables in Equations

Y	Coefficient	Std. Error	Z	P.Value	Odds Ratio
Education Level	-0.0641	0.0021	-29.32	0.000	0.9378
Regional Minimum Wage	0.3462	0.0114	30.31	0.000	1.4137
Number of Children	-0.0449	0.0090	-4.99	0.000	0.9560
Area of Residence	0.1128	0.0143	7.88	0.000	1.1194
Cons	-0.5836	0.0370	-15.75	0.000	0.5578

Source: *self-processed data*

Based on the results of data processing, the logistic regression formula is as follows.

$$\text{LN}((P(Y=1))/(1-P(Y=1))) = -0.5836 - 0.0641 (\text{Education Level}) + 0.3462 (\text{Regional Minimum Wage}) - 0,0449 (\text{Number of Children}) - 0,1128 (\text{Area of Residence}) \quad (1)$$

In terms educational level, the estimation show a significant negative coefficient, which means that the higher education taken by the married female labour force, the lower their chance of being engaged in work. The odd ratio shows that every increase in the length of education taken by women reduces their opportunity to work by 0.9378. The regional minimum wage variable has significant positive results, which means that the larger the regional minimum wage, the bigger their chances for employment. The odd ratio indicates that each increase in the regional minimum wage would increase women's involvement in employment by 1.4137. An interesting result appears in the variable number of children. The result of the data processing is a significant negative coefficient. This means that the more children they have , the higher is chances for the women to decide not to work. Every increase in the number of children will reduce their likeliness to work by 0.9560, as indicated by the odd ratio value. The result of the data processing on the variable area of residence is significant and positive, indicating that women residing in urban areas are more involved in work. The odd ratio value in the variable of area of residence means that married women who live in urban areas have the opportunity to decide to work by 1.1194.

Table 4. Classification Estimation

Classified + if predicted $\Pr(D) \geq 0.5$		
True D defined as $Y \neq 0$		
Sensitivity	$\Pr(+ D)$	3.69%
Specificity	$\Pr(- \sim D)$	97.79%
Positive Predictive Value	$\Pr(D +)$	50.29%
Negative Predictive Value	$\Pr(\sim D -)$	62.58%
False + rate for true $\sim D$	$\Pr(+ \sim D)$	2.21%
False – rate for true D	$\Pr(- D)$	96.31%
False + rate for classified +	$\Pr(\sim D +)$	49.71%
False – rate for classified -	$\Pr(D -)$	37.42%
Correctly Classified		62.24%

Source: *own calculation*

In order to obtain a statistical summary of the estimated results from the logistic regression model, classification estimates are carried out. The above table presents the results of the classification. The number of observations that have been classified correctly according to the actual classification from the data is 62.24%. This value shows the extent to which the model succeeded in predicting the correct classification and gives an idea of the accuracy of the model. The result of the sensitivity or true positive rate is 3.69%, and the specificity value is 97.79%.

3.1. Women's multiple role

Data processing shows that the education level of the female labour force does not incline their involvement in work. The number of married women's involved in work, which is lower than that of unmarried ones, indicates the influence from their husbands. The husbands, being heads of the family, believe they have the right to decide where their wives should work and spend their time; they can even instruct their wives to refrain from working and play their domestic roles instead. The results of the study indicate the prevailing gender inequality in households, in which women are positioned below men. Even if there are cases where women are allowed to engage in work, they have to play the dual role in domestic and public spheres. In addition, employers frequently discriminate against married women in the belief that they are less productive and reliable due to their domestic burdens (Florian, 2018). As a result, women find it difficult to find work that suits their conditions and needs (Kizilova & Mosakova, 2019). Meanwhile, men have more opportunities for better career options and higher wages than those of women (Yang, 2020).

However, the recurring problem that afflict working women is their obligation to keep a delicate balance between their domestic and workplace responsibilities. As a consequence, married women tend to have lower labour force participation rates than unmarried women. Alternatively, married women become self-employed (Eib & Siegert, 2019). This phenomenon is caused by various factors, such as the traditional roles of women as housewives and the difficulty of finding suitable work with flexible working hours (Lari, 2022). This assumption finds its solid ground in a strong cultural belief that women are in charge of domestic affairs. In addition to this deeply-rooted role, married working women have to deal with their husbands when it comes to matters like this. Patriarchal culture stands in the way, preventing (married) women from landing their desired jobs..

The regional minimum wage variable shows positive results with a significant p-value. This indicates that an increase in the regional minimum wage increases the likeliness of the

female labour force to get more involved in work. It is only human that people work for the sole purpose of earning wages and improving their families' welfare, so the prospect of getting better wages keeps them motivated to engage in the job market. However, working women frequently have to struggle against wage inequality. This phenomenon occurs when men get a higher wage rate (Yang, 2020) on the assumption that they are the main breadwinners for the family (Jara Díaz & Candia Riquelme, 2017). This phenomenon is also explained in social role theory, where men are the main actors who make ends meet. However, based on data from the Ministry of Women's Empowerment and Child Protection, ten percent of Indonesian women are the backbones of the family. It is understandable that they aspire for equal wages and treatment.

The number of children in this study represents the dependants in the family. Logically, the number of children in the family will increase the expenses for their education and healthcare. In view of the above reasons, families with a larger number of children will try to get better income. However, results of the study show that the greater number of children in the family will decrease women's likeliness to work. This finding contradicts the research of Bearak et al. (2021) in which women who have children will be more motivated to work. The results of this study make sense because, when women have more children, they will dedicate more time to play their role as a mother. The greater number of children in the family increases the childcare costs, should a mother wants to keep working. However, if there is a discrepancy between income and childcare costs, then women will choose not to work in order to focus more on their motherhood.

Analysis on area of residence have significant positive results. This indicates that women from urban areas have a higher likeliness to get involved in work. In the case of Indonesia, there is an educational disparity between urban and rural area residents. The link is that urban residents are better than rural residents in terms of education and skills. Better educational facilities result in better human resources, thus changing their mindsets. Urban women who are more open-minded frequently think about getting themselves involved in work and become economically productive. People who live in rural areas, on the other hand, still live by their orthodox cultural guidance that are far from liberating (Undurraga & Gunnarsson, 2021). In addition, investment also affects the available jobs. Urban areas are more developed as they have better human resources and more public facilities. Hence, investors tend to invest more in urban areas, making more labour absorption in those areas.

3.2. Cultural stereotype

Patriarchal culture refers to family values or habits that glorify men's power and authority. These values and tenets put women at the mercy of men, and their basic rights are frequently denied (Rosigno, 2019; Sabharwal, 2023). Seen from the spectacle of radical feminists, patriarchal culture is the main limiting factor which constrains women's self-actualization and personal development. Ironically, women's scope of work and involvement in the economy reveal grim facts about the patriarchal culture (Jensen, 2021; Pandey, 2022; Bastian et al., 2019). When viewed from a national perspective, gender inequality in public sphere has created retardation in the development of a country (Altuzarra, 2021) where the status of working men is always higher than women in terms of position and income (Klemparskyi et al., 2022).

Indonesian women's lives are overshadowed by cultural values that they accept and adopt as a guidance for their lives both at home and within their surroundings (Budiati, 2010). Even in aggregate, cultural values can reduce women's labour force participation although women's employment opportunities are increasing (Undurraga & Gunnarsson, 2021). Javanese

women's culture is interlinked with patriarchal values and gender inequality. In this cultural setting, women's departure to work is considered taboo among rural people because generally they are supposed to stay at home, doing household chores and care for their young. At home, women find their lives surrounded by impenetrable patriarchal culture (Puspitasari et al., 2022). This is especially true among Javanese women who are socially expected to be good at three main roles of women: *macak* (grooming themselves and constantly taking care of their looks), *manak* (being able to conceive and have children), and *masak* (preparing food for the family). These expressions showcase the dominant patriarchal culture in which men are perceived and treated as powerful figures and women are always docile and faithful to their husbands. Similar cultural values binding Javanese women are narrated by Nyi Hartati in her book *Serat Centhini*. It is the metaphor of the five digits or "*Kias Lima Jari Tangan*." A woman's thumb symbolises a wife's obedience; a woman must follow her man's whims. The forefinger is symbolical of her commitment to stay true to her husband's wishes and directions. The middle finger symbolises her commitment to maintain her husband's dignity. The ring finger is the symbol of woman's duty to approach her husband with her fair countenance. The little symbolises her impeccable skill to do things, including the duties of pleasing her husband. The above explanation clearly shows that a Javanese wife's life is forever dictated by her husband's will and wishes, including those that affect her decisions in life. According to the United Nations, the existing forms of sex-based discrimination related to rights, obligations, and attitudes are referred to as gender inequality. Such discrimination has made it hard for the governments to define men and women's rights and obligations and their respective importance.

The diversity of factors that influence women's tendency to work or not is intricately connected to cultural values which create and perpetuate gender inequality. Within the family, women must abide by their husbands' decisions. In the context of national economy, involvement of the labour force in productivity greatly influences the economy, especially in this era of demographic bonuses in which of productive people outnumbers the aging people and this creates a window of opportunity. However, many women in Indonesia are still shackled by cultural values preventing them from developing themselves and finding expressions to their creativity. One among many agendas that can be established to reduce gender inequality is getting women involved in participatory decision makings. This gives women ample room to manoeuvre and encourages them to find self-actualisation in public. Within the scope of employment, enforced labour rights can provide women with wages and career path opportunities that are equal to men.

Conclusion and suggestions

Data analysis, backed up by actual situation in Indonesia shows that inequality in work and a patriarchal culture do exist, and this raises criticism. The relevance of discussing inequality for women in the economy is that women who are given space and freedom can increase their labour force participation. Female labour force participation can increase a country's productivity, which will positively impact its progress through contributions to production, economic business, and employment, especially in this era of demographic bonuses. Such participation can provide a multiplier effect on the consumption curve thanks to women's ability to purchase goods and services which in turn will set the economic wheels in motion. Another positive impact from women empowerment is the improved quality in domestic life. Women with open mind and wider horizons have better awareness of health and nutrition, and they will raise competitive future generations.

The community can preserve Javanese culture and local values, pass on the virtues to the next generation as to maintain national and cultural identity. Nevertheless, Javanese must

advance and modernize their way of thinking, especially when it is about the role and position of women. In the modern era, women are expected to be involved in self-development and actualisation in the public sphere. Providing space and freedom for them has long-lasting implications, one of which is better human resources.

However, this study only focuses on women and their immediate surroundings. Future prospective researchers may add variables that are closely related to women, such as husband's education level. New research variables pertaining to husbands will certainly bring more decisive results, considering women's lives are frequently dictated by the opinion of the household heads. The higher the husband's education level, the better the decisions are made in the family. Two assumptions can be made from the addition of husband's education as a variable. First, as the husband has a higher level of education, he will get more decent wage that enables him to provide for his family, and the wife does not need to work. Second, higher education can modernize his way of thinking. He, in turn, will give his wife the freedom to engage in work other economic activities.

Acknowledgement

The authors would like to extend their heartfelt gratitude to all respondents for their cooperation.

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