

## Socio-Economic Study of the Productive Role of Married Women in West Nusa Tenggara



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**ABSTRACT:** This paper aims to analyze socio-economic factors (women's education, husband's education, wages, family income, non-labor income, household expenditure) that encourage the productive role (work participation) of married women in West Nusa Tenggara.

The research was conducted using qualitative ethnomethodological methods by trying to explain the reality of the socio-economic dimension of the productive role of married women in West Nusa Tenggara. Data was obtained from married female informants who worked as key informants, while family members, and other related informants, as accompanying informants (as well as for validation tests).

The results of the study show a social (non-economic) aspect, for those who are highly educated, they want to devote the knowledge they have obtained. However, in addition to these reasons, there are also women who choose to work because they feel subjective, such as bored with the routine of taking care of the house, or because of the assumption that by working, their association and status are better than just being housewives. The basic assumption of all married women who perform productive roles is as a source of additional income. From the economic aspect, the condition of low-income households (poor families) has a target level of income in line with the level of subsistence. That the productive role of married women will depend on the husband's ability to generate income compared to the income target. If the husband's income is below the income target, the wife will work more to achieve the subsistence needs. The findings of this study can be concluded that there are two major reasons why married women in West Nusa Tenggara to perform dual roles, namely because it is a "must" and because of a "desire".

**KEYWORDS:** Education, wages/salaries/income, family income, non-labor income, expenses household.

### I. INTRODUCTION

The productive role of women (married) is the main benchmark of women's participation in the economic activities of any country. The productive role of women has become a concern among researchers and development experts around the world because of its significant contribution in measuring the progress of women's contribution to development (Amoateng, 2003). The position of women as housewives, as a workforce in the job market, and those looking for work, shows how much participation women have in the labor force in the region. Women's participation in labor is an illustration of the involvement of women (married) in productive economic activities (Mantra, 2003). The productive role in research is interpreted as a task or activity that generates money (wages/salaries/income), therefore it has value, actual or potential. This includes work in the formal and informal sectors, such as family-run businesses.

In a society that mostly adheres to patriarchal culture, men function as breadwinners and women are more involved in household activities. However, as development progresses, women begin to be involved in earning a living, with the reason, among other things, to help meet the needs of the family. This condition causes women's work participation to continue to increase. The increase in women's work participation not only affects the constellation of the job market but also affects the level of well-being of women themselves and their families.

For women in general, access to productive activities that make money, among other things, is one of the important means to improve their position (Polachek and Robst, 1997). Furthermore, work is the main bridge between economic growth and opportunities for human development (United Nations Development Programme, 1996). One of the factors driving the growth rate in Asian Tigers is the rapidly increasing rate of female labor force participation (Young, 1995).

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Strong stereotypes in society still consider it ideal for husbands to play the role of breadwinners, and loving leaders; meanwhile, the wife carries out the childcare function. However, along with the development of the times, of course these roles should not be standardized, especially economic conditions that sometimes require wives to be able to also play the role of breadwinners. The results of the national labor force survey from 2021 to 2023 show that the level of male work participation is higher than the level of female work participation. This cannot be separated from the condition that most regions in Indonesia, including in West Nusa Tenggara, are adherents of patriarchal culture, so almost all aspects of social, economic, political and cultural life are dominated by men. Women who have a role in life have become the "second class" in social, economic, political and cultural life. Some people think that household and childcare tasks are women's duties, even though the woman has been productive. With the development of the times, the increase in needs, there has been an increase in the work participation of women in NTB from 58.18 percent in 2021 to 62.54 percent in 2023. For Regencies and Cities, there is also an increase in women's work participation. This indicates an increase in women's involvement in productive roles in West Nusa Tenggara.

A common problem faced by women in the public sector is the tendency of women to be marginalized in low-wage jobs, poor working conditions and lack of job security. This is especially true for women with lower secondary education. For urban cases, as factory workers, while for rural cases as farm laborers. The thing that needs to be underlined here is that the tendency of women to be marginalized in marginalized jobs is not solely due to educational factors. From employers themselves, there is a preference to hire women in certain sectors and certain types of work because women's wages are lower than men's.

**Table 1. Labor Force Participation Rate by Sex in Nusa West Nusa Tenggara 2021-2023**

Province/Regency/City	Labor Force Participation Rate by Sex					
	Male			Female		
	2021	2022	2023	2021	2022	2023
<b>West Nusa Tenggara</b>	82,58	83,27	84,18	58,18	59,16	62,54
West Lombok	83,24	83,70	85,25	58,14	60,02	62,79
Central Lombok	85,77	85,10	86,54	65,54	62,59	67,23
East Lombok	82,50	82,81	82,04	58,42	57,50	60,17
Sumbawa	82,20	86,87	83,59	50,13	55,88	59,09
Dompu	84,81	84,82	86,73	49,40	55,88	58,27
Bima	82,74	82,73	86,29	60,48	63,75	64,38
West Sumbawa	85,11	88,51	84,31	56,05	62,14	57,40
North Lombok	84,27	87,44	85,71	62,60	65,64	66,71
Mataram City	73,22	74,85	77,88	58,00	51,60	58,92
Bima City	84,92	79,60	86,77	66,19	60,14	69,72

**Source:** Central Bureau of Statistics, 2024

The researcher considers it important to conduct a study/study by analyzing the socio-economic dimension in the productive role of married women in West Nusa Tenggara and what kind of empowerment pattern is right for them so that their socio-economic life becomes better. With the right coaching and empowerment to improve the quality of women workers, it is hoped that more women can contribute to regional development. Empowering women is to empower and empower women as citizens of society who are on an equal footing with men (Kartasmita, 1996), while still being based on the order of local cultural values. Women contribute appropriately to the household economy, and the regional economy.

Based on these various perspectives, this topic was chosen as an important theme for in-depth study. A study is needed to analyse the factors that encourage women to enter the job market, and then examine the economic and social implications of playing a productive role in the labour market. The socio-economic aspects that are the object of study in this study are social, economic dimensions and which include: women's education, husband's education, wages/salaries/income of working women (income), family income, non-labor income, and household expenses.

## II. LITERATURE REVIEW

### 2.1. Employment Theory

Socioeconomically, individuals need time for various productive and reproductive activities. Becker (1965) describes individual behavior in allocating time for various activities. Becker's theory assumes there are three types of activities carried out by individuals related to time allocation. First, an individual needs time for consumption (not related to market activities such as sleeping, eating, drinking and resting). Second, individuals need time for market purposes, for example, to work. Third, individuals need time for investment in human capital. The economic theory of labor is the same as other economic theories. Learn how individuals can meet their needs with scarce resources and maximize their satisfaction with many obstacles to achieving that satisfaction.

Labor decisions regarding trade-offs (Trade-offs are situations in which a person has to make a decision on two or possibly more, sacrificing one aspect for a specific reason in order to acquire another aspect of different quality) between work and leisure time is reflected through the labor supply curve, which has a positive slope hinting that wage increases are influencing workers to increase the number of hours they work. Some workers may argue that with the added benefits they receive, they can enjoy more free time. This means that with higher wages, workers may choose to work fewer hours. Thus, the labor supply curve will decrease or the slope will be negative (Mankiw et al., 2012).

The labor supply curve reflects how workers' decisions about trade-offs between labor and leisure respond to changes in their opportunity costs. A positively skewed labor supply curve indicates that people are responding to wage increases by enjoying less leisure time and more working hours. The labor supply curve can shift because it is influenced by several things, namely due to the birth and death of the working-age population (the number of working-age population), labor migration, labor welfare, household income, labor education, cultural change, information development, and career development (Borjas, 2000).

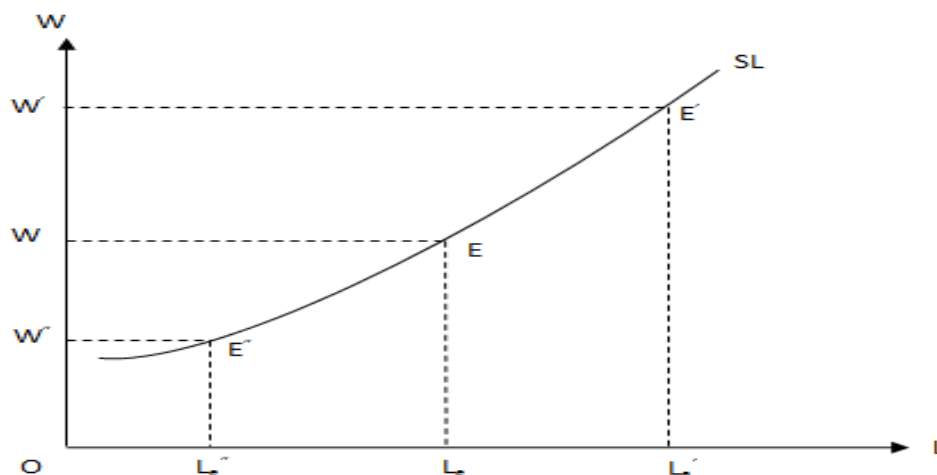


Figure 2.1. Labor Supply Curve

Source: McConnell, 2003

Description: W (wage) = Wage; L = Number of Employees

### 2.2. Socio-Economic Aspects of Married Women's Work Participation

There are many aspects that affect the participation of married women in the family economy, in terms of education, socio-cultural, socio-psychological, socio-physical and so on (Munandar, 1985). Reinforcing Munandar's opinion, Sayogyo (2002) revealed that the low socioeconomic pressure motivation of the husband as mentioned earlier, is a lack of ability caused by many factors. However, in general, it can be explained, the influencing factors are the level of education, type of work, professionalism, work experience which basically determines the amount of income of the husband. A person works to obtain certain socioeconomic conditions. Socioeconomic conditions are a state or position that is socially regulated and establishes a person in a certain position in the social structure of society. The granting of this position is accompanied by a set of rights and obligations that must be fulfilled by the status bearer (Koentjaraningrat, 1992). Complementing the opinions of Munandar (1985), Sayogyo (2002), Koentjaraningrat (1992), said that socio-economic status includes three factors, namely employment, education, and income.

The impact of wage increases on working hours depends on the net effect of income effects and substitution effects (McConnell 2003). If the substitution effect is more dominant than the income effect, the working hours of a household increase so that labor force participation increases. Labor force participation will decrease if there is non-labor income such as pensions,

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benefits for the unemployed, and income from wealth accumulation. Becker (1976) divides the time in 24 hours into three parts, namely consumption time, time for investment in human capital and time for work. Then related to the labor supply theory, the division of time is only divided into two parts, namely time for work and time not for work (leisure time).

### 2.3. Previous Research

Muhammad Faridi (2009), researched a number of factors that have a positive and significant impact on women's decision to work, employment status, husband's income, and asset ownership significantly reduce women's labor force participation. Arango and Carlos (2003) concluded that the level of work participation tends to be high in young women due to higher education. Yakubu A. Yakubu (2010) researched the factors that affect work participation in South Africa. The results of the study show that FLFP (Female Labor Force Participation) increases with the increase in education levels. The better educated women are, the more likely they are to participate in the labor market.

In 2014, Aramays Dallakyan and Rafael Bakhtavoryan researched the impact of factors affecting women's labor participation in rural Armenia. The results of the study showed: one of the most important factors affecting women's participation is the negative attitude of family members towards women's participation and lack of skills; Rural women with higher minimum education and secondary technical education are more likely to participate in the labor force relative to rural women with less higher education; Compared to a single rural woman, divorced or widowed rural women are more likely to participate in the labor force; The effects of the number of children in the household, knowledge of the Russian language and computer skills, marriage and monthly household income are statistically insignificant. Sangeeta Nagaich & Preeti Sharma (2014) researched education (literacy): Women's participation in Punjab is less compared to men, and it varies from region to region.

Azid, et al. (2010), in their research found that education has a positive effect on working hours and wages or income as well as the involvement of married women in the job market. In their view, education is an investment, therefore the higher the level of education, the higher the expected wage level will also be. Lisaniler and Feyza Bhatti (2001), a study conducted in Cyprus: that education is the main factor as the cause of high women's participation in the workforce. Munford (2003), explained that education has no effect on the work participation of British women, especially women who are highly educated. One of the reasons is the family love movement, where mothers want a bigger role in the household.

Kang Hufman and Jasen (2004), that an increase in wages will reduce the number of poor families, an increase in non-labor income will reduce labor supply. Majid (2012): that women in their development want to actualize themselves in development, by carrying out their transitional role as a workforce that actively participates in earning a living. However, the existence of domestic roles for married women such as taking care of children and households makes the decision of married women to work more complex. Majid (2012) revealed that the variables of education, the level of husband's income, and the number of family dependents have a positive and significant effect on the decision of married women to work.

Chinhui Juhn & Simon Potter T (2006) examined changes in work participation in the United States. The finding: High wages cause women to enter the job market. Marital status is a variable that influences other key women's decisions to participate in the labor market. Nguyen Thanh Binh (2012) researches the division of labor in Vietnamese households. The results of the study showed: Changing family functions and values include: In pre-industrial societies, most of the work took place in the household. However, there is a clear separation between family life and work life in industrial societies. Endale Alemu Hora (2014), the results of the study show that in the Bedele area. The position of women is low in the city government of Bedele in terms of participation in higher public leadership and decision-making positions as well as in community-based organizations such as "Idir". The lack of representation and participation of women has been linked to several factors and constraints.

Bilal Mehmood, Sama Ahmad, and Muhammad Imran (2015) examined economic and social factors that affect women's work participation in Muslim countries. The results of the study: finding and confirming the fact that women's roles today are much more diverse and complex than before; Today the women of the Muslim world are actively involved in economic activities; Their decision to work is influenced by the same and attractive drive as women in the western world; Estimates show that there is a positive relationship between higher education achievement and FLP (Female Labor Participation). Barry said that in the formal sector, the role of working women is usually much smaller. The majority of women working in the formal sector occupy less strategic positions. Barry (2009). Cogan (1999), used several variables, including: the amount of time allocated in the job market, wages, non-labor income, the cost of entering the job market, the time lost to earn income, and taste. Sanchez-Marcos (2005), in his research Family Composition and Married Female Employment, Fertility and Divorce in Spain: It was found that the increase in women's positions or positions was greatly influenced by education, non-labor income, a decrease in birth rates and a high divorce rate. The results of the study by Anbreen Bibi & Asma Afzal (2012) respondents education, number of dependents, family size, husband's income, family monthly expenses, positive attitudes of husbands and families towards women's work, job satisfaction, have a positive impact on the participation of married women in the labor force.

### III. RESEARCH METHODS

#### 3.1 Research Approach

This study uses a qualitative research method, namely a research procedure that produces descriptive data in the form of speech or writing and observable behavior of the people (subjects) themselves. This approach directly shows the setting and the individuals in that setting as a whole as Moleong (2004) said, qualitative research intends to understand about what the research subjects experience such as: behavior, perception, motivation, action and others holistically and by way of description in the form of words and language in a special context that is natural by utilizing various scientific methods. Qualitative research is concerned with all aspects inherent in social phenomena. Social structure is understood as a complex state that requires in-depth explanation and interpretation (Manzilati, 2009).

Research using a qualitative approach can be used to see the reality that does not stop at just a result (product/output), but how the process takes place and other realities that surround the process. For this reason, this study also wants to explore the factors that encourage women to get married in West Nusa Tenggara to play a productive role in the job market. Not only looking at their involvement in the job market, but also looking at why and how the dynamics of decision-making to participate in the job market, so that they can explore the reasons for married women entering the job market. basic assumptions about work, with all the problems and dynamics that accompany it. And what kind of coaching pattern is right to be able to bring about better socio-economic changes, especially for families, and also contribute to the development of the region.

The qualitative approach emphasizes subjectivism. The qualitative approach is a research procedure that produces descriptive data in the form of speech or writing and observable behavior of the people (subjects) themselves. This approach directly shows the setting and the individuals in that setting as a whole, the individuals in a very holistic limit (Alfin, 2015).

This research is a qualitative research with an ethnomethodological method, which focuses on reality that has a practical interpretation. It is an approach to human nature that includes meaning in real behavior. Each society in this concept has a local, organized situation, has a specific stereotype and ideology, including race, social class and gender. This approach will favor the lower society with a very populist ideology. The most appropriate method is dialogue. Ethnomethodology is a research methodology that studies how social behavior can be described as it is. The term ethnomethodology was proposed by Harold Garfinkel (Irawan, 2006).

Ethnomethodology is aimed at researching the rules of everyday social interaction that are based on common sense, that is, something that is usually taken for granted, the assumptions and assumptions behind it and the meaning that is understood together. The essence of ethnomethodology is to express the world of common sense from daily life (Irawan, 2006). Ethnomethodology, means the "method" that people use to solve problems in daily life. When expressed a little differently, the world is seen as a practical solution to problems continuously. Humans are seen as rational, but in solving everyday problems, they use "practical reasoning" instead of formula logic. The advantage of ethnomethodology itself is that this approach to study radically allows each situation to speak of itself without intervening in the (scientific) perspective of a researcher into it. Ethnomethodology itself is skeptical of any definition of the social world made by sociology. Ethnomethodology frees each situation to define itself (Maleong, 2004).

#### 3.2 Unit of Analysis

With the involvement of several actors in the job market, there are governments, entrepreneurs and workers as economic and social actors, so this study places married women individuals who play a productive role as a unit of analysis as well as an actor of information sources. The subject of this study is married women in West Nusa Tenggara who play a productive role (work) in the job market. The basic reason for the selection is that many studies on women's labor participation, but not specifically about married women, and generally raise economic-demographic variables, while this study raises socio-economic aspects, and to the knowledge of the researcher, so far related research generally uses quantitative methods.

#### 3.3 Research Informant

The intended informants for the data collection process in this study are:

- a. Married women who work in various economic sectors in West Nusa Tenggara as the main informants, of which 18 married women were selected as the main informants.
- b. Parties who are expected to contribute data (also serve as a data validation test) about the productive role of married women in West Nusa Tenggara, such as husbands, other household members, women's figures, and observers of women's labor issues.
- c. Supporting informants, such as regional officials who make policies related to employment (also serves as a data validation test), related to matters related to the productive role of married women in West Nusa Tenggara.

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The selection of informants is directed to those who are considered to have important data on the basis of their status and role relevant to the study. Informants are chosen solely to represent the information needed, not for the sake of population representation. The source of information used in this study is the subject as an informant (not passive). Complying with the context of the study and the focus of the study, the unit of analysis, apart from the single actor, also includes co-actors in an effort to meet the validity of the data, which includes: family members (husband & children).

### **3.4. Method/ Data Collection Techniques**

The data collected is verbal in the form of words, intonation, sentence description and reading of non-verbal data in the form of gestures, changes in facial expressions, and other subtle signs (which usually accompany words and speech). This is done because it prioritizes the process and meaning observed. The main data is sourced from married women who work. The techniques used in collecting data in this study are: the main technique is used in-depth interview, as a support is used observation and literature search/document analysis.

### **3.5. Data Validation Test**

To ensure that the data obtained is valid, meaning that the data collected provides information about the actual situation and is indeed relevant and contains important information.

To avoid data errors to be analyzed, the validity of the data needs to be tested in several ways as follows: Continuous data collection on the same research subject, Triangulation on other sources that can be accounted for, and if necessary, Checking by the research subject.

### **3.6. Data Interpretation Methods**

In ethnomethodology, research is not a unique scientific endeavor but rather a practical solution. The emphasis of ethnomethodology is to work qualitatively, suspending common sense assumptions and using one's own views more.

There is a lot of data to be analyzed, and there are various ways to analyze it. The data analyzed comes from various sources and various ways of obtaining it. According to Darlington and Scott (2002) there are several stages of the process of analyzing data: First, transcribing, which is copying the results of the recorded conversation between the informant and the researcher. The audio recording will be a transcript of the data that will be further analyzed. Second, becoming familiar with the data, which is to check the transcript again, listen to and match the transcript written. Third, coding is the process of creating categories and marking selected data, which is also known as indexing, categorization or classification then compiled systematically and then themes will be compiled based on the results of the data analysis. As a foothold as well as an analytical knife when necessary, relevant theories and supporting previous research results are used (Darlington and Scott, 2002).

## **IV. DISCUSSION**

### **4.1 Portrait of the Productive Role of Married Women in West Nusa Tenggara**

Married women in West Nusa Tenggara, working in various economic sectors/business fields such as agriculture, plantations, forestry, fisheries, industry, trade, services, and so on. They work with various job statuses, such as professionals, leadership and administrative personnel, administrative personnel and similar personnel, sales personnel, service personnel, agricultural personnel, and so on. Their work status also varies, such as: self-employed, namely those who work at their own risk without the help of others; Doing business with the help of household members/non-permanent employees, i.e. they run their business assisted by household members or non-permanent employees (for example: stall entrepreneurs who are assisted by their household members or other people who are given a fixed wage, itinerant hawkers who are assisted by their household members or a person who is paid only when helping, and others); doing business with permanent employees, i.e. they do their business by hiring paid permanent employees (these people are often defined as employers (Example: store owners by employing one or more permanent employees); Employees/laborers are those who work for other people or government or private agencies by receiving wages/salaries, including those who work as farm laborers or domestic assistants.

Many economic activities of married women are monitored for real, as well as as food entrepreneurs from seaweed-based ingredients, namely innovating to process seaweed into snacks. Their processed products are such as seaweed tortillas, seaweed sticks, seaweed coffee, seaweed dodol, seaweed crackers, seaweed satay, seaweed ice. Their production, spread across almost all West Nusa Tenggara souvenir sales outlets, can also be found in modern retailers. The tourism industry is also the mainstay of the West Nusa Tenggara regional government with its various tourist attractions. With the principle of turning leisure time into money, some of these married women carry out business activities by processing abundant natural products "captured" as business opportunities. The job that married women are also engaged in is doing business in the field of beauty salons. The



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beauty salon business is very promising because for women, body care is one of the needs that is no less important than other needs. Therefore, doing a beauty salon business is a great opportunity in the business world, especially for women.

Another alternative productive role option for married women from West Nusa Tenggara is to become an international migrant worker (especially in Middle Eastern countries) is an "idol" for some rural women. In addition to working to help increase family income in their own area, becoming an international migrant worker is a rational action for individual women to be able to get out of the various difficulties experienced by poor households in rural areas. These difficulties include: lack of employment, low ownership of agricultural land, and poverty. On the other hand, the opening of opportunities to work abroad with relatively easy requirements, family support, easy networking, and much higher wages when compared to wages in Indonesia are attractive for rural women to migrate to become international workers. Several factors driving rural women to become international migrant workers include low education, low women's access to jobs in the non-agricultural sector, and many other factors.

After being able to play a role in the household economy, providing space for married women to play a role in making important decisions related to household affairs such as renovating and building houses, educating family members, and buying land. The division of labor and decision-making in the family and household has led to gender equality, husbands are willing to be involved in reproductive-domestic roles, and vice versa, women are starting to enter productive roles (public roles). Other economic activities carried out by married women are in several economic sectors/formal and informal business fields. Become teachers/lecturers, nurses, doctors, prosecutors, and other State Civil Apparatus. They are also active in the political field, several strategic positions in provincial governments, as well as regencies/cities also place married women as leaders of the Regional Apparatus Work Unit Agency Office. Interestingly, those married women who work in the public sector are not positioned as the main breadwinners, they are "only" limited to helping the family economy. They are still housewives who do not abandon their duties as wives and mothers for their children. And they work outside the home, they have to get permission from their husbands. The husband allows his wife to work outside the home/in the public sector for various reasons and considerations. Some are for economic reasons, and some for social reasons. In general, (married) women understand that their main task is "inside the home", "outside the home" only as a form of self-actualization, or to help the family economy. Ultimately every married woman's career must "lose" to her obligations as an "angel" in her tiny home, take care of her children and be devoted to her husband. Such an understanding develops in society because there is an assumption that "there is no obligation for you, woman, because your husband is responsible for your maintenance and your children.

### **4.2 Interpretation of the Socio-Economic Aspects of the Productive Role of Married Women**

The results of the study showed that there was a change in the habits of the patriarchal society, where at first women were only at home to take care of the household, while the breadwinners were fathers (husbands). As science and technology evolved, development progressed, and the cost of living increased with the advancement of the times, married women began to "leave the house" to engage in productive public activities to help the family economy.

The phenomenon is that the activities of married women tend to separate themselves into industries that are socially similar to the roles they hold in the household, or the products they usually buy. This condition illustrates that the division of household labor emerged in the labor market in general when the stereotype of "women's work" and men's work was established. The status and position of married women both as wives and mothers, work and activities outside the home must be decent activities that have positive value for family life, especially not to reduce their honor and dignity as women (wives).

The development of the economic, social, political, and cultural situation has immediately brought various changes and shifts in the prevailing values. But as a logical consequence of the development of human civilization, what used to be "men's work" is now also done by women. The results of the observation show that there is community tolerance for women who are active outside the home, especially tolerance and permission from husbands. If all the activities carried out by married women are still at the limit of tolerance, then it is not a serious problem in the household for a wife to remain a farmer, trader, professional, practitioner, academic, artist, bureaucrat, politician, and other experts. From the results of observations/research, it shows that married women who work in the public sector, are always by agreement with their husbands so that it is relatively not a problem as long as household management is carried out properly according to the needs of each household.

### **4.3. Work is a Benefit of Return from Married Women's Resource Investment**

The theory of Human Capital explains that education is a form of investment. With a higher education, it is hoped that a person will have a greater opportunity to enter the job market and have the ability to earn income in the future. Education is a factor that causes women to participate in the job market. With a higher educational background, there is a tendency for women to enter the job market. Similarly, the husband's education, the higher the husband's education, the broader the horizon of thinking so as to provide opportunities for the wife to work. However, the opposite condition is true, where with higher education, the husband has a larger income so that he can meet the needs of the household. Therefore, wives tend not to work.

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The higher the level of education, the greater the probability of women working. As stated by Simanjuntak (1995), the higher the education, the more expensive the time will be, and the desire to work will be higher. On the other hand, the lower the level of education, the more limited access to jobs is. This limited access to education causes Their level of education can reflect knowledge in a rational way of thinking and acting. Women who have a high level of education will be able to seize better economic opportunities around them. With higher education, it will also improve the quality of work while increasing productivity. women to work in agricultural activities.

Increasing the level of education of the workforce can be used by changing positions or types of work. The high level of education today makes many early adult women enter the professional world by working. The 21st century, which is characterized by competition in the world of work and opportunities, is very open to women. Education and training are seen as investments whose rewards can be obtained a few years later in the form of increased labor output. For women who have a higher education, in general, they will not stay at home to take care of the household, but will look for a job.

The development of industry (technology), which means the availability of jobs suitable for women, opens up job opportunities for women. The advancement of education also contributes to the participation of married women in the workforce. The problem of difficult life is especially in families that are unable to encourage more women to work to earn a living. By being educated, and improving their skills through training, creating opportunities for them to adopt technological changes. The trained workers lead to better increases in productivity and wages.

### **4.4. Husband's Education Strengthens Shared Values of Women's Work Decisions**

If a standard that measures behavior (cultural values) becomes something common in a family/community and has been considered normal, then cultural values will be accepted and adhered to as something normative, then they can be considered as shared values. These shared values can then encourage married women to choose whether to enter the job market or not, although in fact the driver is not just an economic motive as has been understood based on standard economic theory thinking. The decision to work for married women is not solely decided by the labor force, but is decided with the husband and even with the in-laws. This situation explains that the family is a decision-making unit. Families must develop strategies to maximize the overall level of family decision-making.

Husband's education is important in the decision to work participation of married women. The husband acts as the head of the household and the main breadwinner of the household and directs the activities of the household members. For married women, the decision to participate in the labor force is influenced by the characteristics of the head of the household. Characteristics such as education level, employment status, and income level also determine the socioeconomic status of the household which ultimately affects women's participation in the labor market.

The higher the husband's education level, the more feasible the job obtained so that his working hours can be more suppressed. Education also raises aspirations and expectations for greater income and better livelihoods. Workers with higher education earn higher income because their education enhances their work ability and subsequently work ability increases productivity.

Educated husbands tend to earn more income, the economic status of the household is high and women's involvement in productive activities is low. In fact, they tend to encourage their wives to work to fill their free time for the sake of improving their economic and social status. On the other hand, husbands are not educated/poorly educated, have low productivity in the labor market so that household income levels are still low and women in households are encouraged to work. Ultimately, household poverty is the main reason for the economic aspect that encourages married women to work.

### **4.5. Wages/Salaries/Income Received For Working**

The income referred to in this article is the remuneration received either in the form of money or goods, paid by the company/office/employer. Rewards in the form of goods are valued at local prices. The Central Statistics Agency (2023) uses different terms to describe the wages workers receive. For workers with labor status, payment for the energy issued uses the term wages. Meanwhile, for non-labor workers, namely those who are self-employed and self-employed, use the term income. Income greatly affects the number of hours a woman works, wages are a component that plays a role in working hours that can change at any time, where if a person will tend to increase his working hours when he has a high wage, but if one day he feels that the wages he has received are enough then he will tend to reduce the number of hours he works.

The higher the wage, the more workers (married women) are willing to offer their labor. The participation of married women in economic activities is a necessity according to the development of the times, economic needs are increasing. Married women trying to earn income (work) can be caused by several things, including the willingness of women to be economically independent that is, trying to finance their living needs and maybe also the living needs of the people who are their dependents with their own income. In addition, there is a need to increase family income.



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Wages have a positive correlation with the hours of work offered. But after passing a certain limit, wages are no longer positively related, but negatively related to the number of hours of work offered. This happens when the wage level is so high, that most of the material needs can be met, people are no longer "interested" in money. They will allocate part of their time to leisure.

### **4.6. Family Income in Households of Working Married Women**

Household income is the main factor in building the socio-economic condition of the household. Alderman and Chistie (1989) found that increasing household income reduced women's work in the market and left home work unchanged. Women workers from low-income households tend to spend more time on productive activities compared to married women from high-income households. The husband's employment status and the level of her husband's income are one of the considerations for married women to play a productive role. This occurs in households that have economic vulnerability, where adult males in the household are responsible for household expenses.

Household income determines the motivation of married women to participate in work. Household income is the main benchmark of the socio-economic condition of the household. Apart from the relationship between household income and the productive role of married women, women with relatively wealthy economic conditions also play a role in the job market. The majority of married women choose to take a productive role (participate in the job market) to support the household economy. The results of the study show that married women from households living in mediocre economic conditions are more likely to participate in economic activities, supporting the paradigm that poverty forces married women to work.

### **4.7. Non-Labor Income which is the reason for working women get married**

Non-labor income is retirement benefits, benefits for the unemployed and income from wealth accumulation (Graddy, 1991). In this study, what is included in the non-labor income category is pension benefits, and asset ownership. Asset ownership allows influencing the productive role of married women in two ways. First, assets make households rich and financially stable and women are more likely to work. Alternatively, if households have assets, it may be easier for women, especially in the informal sector, to work in household businesses.

Non-labor income is one of the determinants for married mothers to play a role in the job market. For households that have non-labor income, it implies a level of household security in meeting household needs. Married women whose households have non-labor income, the tendency to work participation is low. Research shows that married women who come from families with low assets or do not have non-labor income/ non-wage income, have a tendency to play a productive role in the job market (for economic reasons), and generally work in the informal sector. Meanwhile, women marry from relatively wealthier households, choose to work for non-economic reasons, namely for community expansion, self-actualization, or for social interaction.

### **4.8. Household Expenditure on Married Women's Families**

The larger the family dependents, the greater the family expenses. It is a problem for families with a mediocre economy, not so for families with established economic conditions. This encourages married women to take a productive role to help their husbands meet their needs. For husbands with established socioeconomic status, wives not working outside the home are not a significant problem in the family economy because family expenses can be overcome by income from the husband.

For women who marry from lower middle families, work is to help the household economy so that the needs of clothing, food and housing are met. They are demanded by the state of economic limitations, while family expenses are increasing. They work in the non-formal sector, because the economy is limited, education is limited, so it is relatively difficult to work in the formal sector that requires certain educational requirements and skills. They do not work to replace their husbands as the main breadwinners, they only complement / help their husbands meet the needs of the family by participating in the job market.

Along with the development of the times and the increasing demands of life, it causes married women to have to support the family economy. There needs to be an alternative that is able to solve family economic problems. For those who are highly educated, they have better opportunities than those who are poorly educated or not educated at all. Similarly, for women who come from families with relatively established socioeconomic status, the issue of meeting decent needs is not a problem. Meanwhile, for women from the lower economic class, playing a productive role in the job market is a necessity to support the family economy.

## **V. CONCLUSION**

From the results of the study, it can be concluded that the socio-economic aspects are the reason for married women from West Nusa Tenggara to perform productive roles or participate in the job market by working that generates wages/salaries/income:

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- 5.1. Economic reasons, to help the family's economy. The high needs of the family and the increasing prices do not always go in the same direction as the increase in income, causing the wife to work also to help the husband in making a living for the family.
- 5.2. Social reasons, because they want to devote the knowledge they have gained in the context of self-actualization such as becoming a doctor, lecturer, teacher, nurse, bank employee, and others. And fill your free time with more productive things.
- 5.3. Subjective reasons, because they feel bored with the routine of taking care of the household or because of the assumption that by working socializing and their status is better than just being an ordinary housewife, and can have their own pocket money because they have their own source of income. The domestic role remains the main priority for working women, they remain housewives, and husbands are the heads of the family.
- 5.5. The findings of this study can be concluded that there are two major reasons why women get married in West Nusa Tenggara to play a role in the job market, namely because it is a "must", and because of a "desire". Low-income households (poor families) have a target level of income in line with the level of subsistence. That the productive role of married women will depend on the husband's ability to generate income compared to the income target. If the husband's income is below the income target, the wife will work more to achieve the subsistence needs. The closer household income is to the income target line, the less time women spend getting married to play a productive role, or the less hours they work in the job market.

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