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Analysis of Factors Influencing the Absorption of Female Labor in Mataram City

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ABSTRACT: This study aims to analyze the factors that influence the absorption of female labor in Mataram City. This study uses a quantitative approach with secondary data from 2010 to 2024 obtained from the Central Statistics Agency (BPS). The independent variables used in this study include the average length of schooling for women, married women, age, and minimum wage. The analysis method used is multiple linear regression with the help of EViews software. The results show that the average length of schooling, age, and minimum wage have a significant effect on female labor absorption, while married women do not have a significant effect on female labor absorption. Simultaneously, the average length of schooling for women, married women, age, and minimum wage have a significant effect on female labor absorption.

KEYWORDS: Average Years of Schooling for Women, Married Women, Age and Minimum Wage, Absorption of Female Labor.

I. INTRODUCTION

Women play a vital role in a country's economy, both in the formal and informal sectors. However, they still face numerous challenges in accessing equal employment opportunities to men. Factors such as gender discrimination, domestic responsibilities, and limited access to education and job training are often major barriers to women's full participation in the workforce (Mulyadi, 2015). Furthermore, many industrial sectors remain male-dominated, limiting opportunities for women to develop and attain higher positions in the job hierarchy.

The issue of gender equality in the workplace has become a global concern, including in Indonesia. Historically, women have often faced limited access to decent work due to social constructs that position them as primary household caretakers, while men are considered breadwinners (Mulyadi, 2015). However, developments have changed this paradigm. Women's access to education, technological advancements, and globalization have opened up greater opportunities for them to participate in the workforce (KemenPPPA, 2020).

Mataram City is the capital of West Nusa Tenggara (NTB) Province and serves as the region's main center of government, economy, and trade. With an area of approximately 61.30 km² divided into six districts, Mataram holds a strategic position as a hub for connectivity between regions on Lombok Island and between provinces. Its high urbanization rate and infrastructure advancements have made Mataram City a center of economic growth in NTB. According to data from the Statistics Indonesia (BPS) of Mataram City (2023), the dominant sectors in the city's economy are wholesale and retail trade, construction, and accommodation and food and beverages. Mataram City's Human Development Index (HDI) reached 80.09 in 2023, indicating a relatively high quality of life for its residents compared to other regencies/cities in NTB (BPS, 2024). However, employment challenges such as open unemployment, gender gaps in workforce participation, and unequal access to economic resources remain significant issues that need to be addressed (Bappeda Mataram City, 2023).

According to data from the Mataram City Statistics Agency (BPS) (2023), the number of productive-age women reached 150,073, exceeding the 147,525 men. However, the female labor force participation rate (TPAK) remains lower, at 61.41%, compared to 82.48% for men (BPS, 2024). This gap indicates that despite the substantial potential of women in the workforce, their absorption into the workforce remains limited.

This gap is a serious concern considering that Mataram City, as a major economic and trade center in West Nusa Tenggara, plays a strategic role in driving regional growth. Although the number of productive-age women in Mataram City exceeds that of men, their participation rate in the workforce remains significantly lower. The low female Labor Force Participation Rate (LFPR) indicates that women's workforce potential has not been optimally utilized, even though the city's industrial, trade, and service sectors continue to experience rapid growth. This indicates the existence of social and structural barriers that limit women's ability to contribute optimally to the regional economy. Factors such as high domestic burdens, lack of access to training and supporting

facilities, and persistent gender norms and stereotypes are key obstacles that must be addressed to increase women's participation in the workforce (Mulyadi, 2015).

Looking at year-to-year developments, data on the female TPAK over the past five years shows quite striking fluctuations. In 2024, the female TPAK reached 61.41%, up from 58.92% in 2023 and 51.60% in 2022. Previously, female participation was recorded at 58.00% in 2021 and 59.41% in 2020, while in 2019 the figure was only 53.12% (BPS, 2024). This fluctuation indicates that despite an increase in female labor participation over time, the consistency of female labor utilization remains unstable. This reinforces the suspicion that there are social, economic, and structural factors that dynamically influence women's involvement in the labor market in Mataram City.

The factors influencing female labor absorption are diverse. One key factor is education level. Human Capital Theory (Becker, 1991) states that the higher a person's education, the greater their chances of finding a better job. Women with higher education tend to have greater access to formal employment, which offers better wages and working conditions.

Marital status also influences women's participation in the workforce. According to New Home Economics theory (Mincer, 1974), married women tend to have lower labor force participation rates, especially if their husbands earn a relatively high income. This is due to the traditional division of roles within the household, where women primarily handle domestic work and reduce their involvement in the workforce.

Age is another factor influencing female labor absorption. The labor life cycle theory (Mincer, 1974) states that labor force participation rates tend to be higher in the productive age group (around 25–34 years) and decline with age due to various factors, such as family responsibilities or physical limitations.

The minimum wage also influences female employment. According to the International Labour Organization (ILO) (2018), the minimum wage plays a role in reducing the wage gap and encouraging women's participation in the workforce.

II. LITERATURE REVIEW

A. Labor Absorption

The workforce is an individual with specific potential and abilities that can be optimally utilized, possessing characteristics that align with specific categories, enabling them to work and contribute to development. Thus, the workforce can provide benefits both to themselves and to the wider community. As part of economic resources, the workforce refers to individuals who have jobs and the ability to create new job opportunities for others.

According to Law No. 13 of 2003 concerning the Republic of Indonesia, the workforce is defined as any person capable of performing work to produce goods and services to meet their own needs and those of the community. Broadly speaking, a country's population can be divided into two groups: the workforce and the non-workforce. Residents are included in the workforce if they have reached working age, namely 15-64 years old. Meanwhile, those not included in the workforce are those who have not reached the minimum working age.

B. Female Labor Force Participation Rate (LFPR)

The Labor Force Participation Rate (LFPR) describes the proportion of the workforce in a given age group compared to the total population in that age group (Nainggolan, 2009). This indicator is used to measure the percentage of the working-age population, both men and women, who are economically active in a country or region. The higher the LFPR, the greater the labor force. Conversely, a low LFPR may indicate that a large portion of the working-age population is not in the labor force, for example because they are still in school or taking care of the household, especially among women.

Labor absorption can be interpreted as the existence of a balance between demand and supply of labor which together can determine the balance of wages and labor balance.

1. Labor Demand

The Neoclassical concept states that labor supply tends to increase when wages rise, while labor demand tends to decrease when wages rise. Based on the assumption that all parties have full knowledge of the labor market, the Neoclassical concept states that the supply of labor and the demand for labor will always be equal.

2. Labor Supply

Labor supply is the amount of labor offered by employers at various wage levels within a specific time period. In classical theory, human resources are individuals who freely decide whether or not to work. This theory is based on consumer theory, where every human being aims to maximize satisfaction within the constraints they face (Sholeh, 2007:66). Labor supply includes all employed individuals in society, plus the number of people actively seeking work and those who should be involved in economic activity (Suroto, 1992:176).

C. Education

According to Gregory (2006) in Ganie (2017), education is the foundation of a country's primary human capital for achieving economic growth in the face of global competition. Meanwhile, according to Tirtarahardja & La Sulo (1994), education in the workforce serves as preparation for employment. Education aims to produce a population with highly productive graduates. The higher the productivity, the better the quality. In other words, the longer a person attends school, the greater their potential for productivity. This applies to women.

Women with limited access to education may be limited to jobs requiring manual skills or gravitate toward subsistence (blue-collar) sectors, while those with higher education have a greater opportunity to enter white-collar or professional jobs (Lupikawaty, 2021).

Human capital theory is an idea that views humans as a form of capital or capital goods, like other capital goods, such as land, buildings, machinery, and so on. Human capital can be defined as the totality of knowledge, skills, and intelligence possessed by a country's people. The human capital theory proposed by Becker (1985) explains that education can teach workers abilities, skills, and knowledge. Meanwhile, according to Hildebrand (1995) in Rasyidi et al., (2020), human capital quality includes nutritional levels, life expectancy, skills, knowledge, abilities, and attitudes.

D. Marital Status

Marital status is a legal and social condition that indicates whether a person is married, single, divorced, or bereaved by a spouse. In the context of demography and social sciences, marital status is used to classify the population based on their experience in marital relationships. This status not only serves as a legal indicator but also reflects an individual's social role within the structure of society.

According to the Central Bureau of Statistics (2023), marital status is divided into four main categories:

a) Unmarried, namely individuals who have never been married;
b) Married, namely individuals who are legally bound in a marriage relationship;
c) Divorced, namely individuals who have divorced and have not remarried; and
d) Divorced, namely individuals whose partner has died.

1. Social Role Theory

Social Role Theory, proposed by Alice Eagly (1987), explains that individual behavior and life choices are influenced by social roles attached to certain statuses, including marital status. Married women and men are expected to fulfill social roles as spouses, parents, or breadwinners, depending on prevailing gender norms.

2. New Home Economics (Becker, 1991).

According to New Home Economics (Becker, 1991), marital status is considered a factor determining the division of labor within the household, including decisions about labor market participation, childcare, and household consumption.

E. Age

According to the Big Indonesian Dictionary (KBBI), age is the length of time a person has lived or existed (since birth or being born). Age is a limitation or level of life that affects a person's physical condition (Iswantoro & Anastasia, 2013). As a person matures, their decision-making behavior becomes wiser because older people are more cautious and avoid excessive spending, as it would become a burden (Wijaya & Cholid, 2018).

Working age refers to individuals aged 15-64 (productive age) or individuals expected to be able to earn an income. A person's working age significantly determines their success in performing work, both physical and non-physical. Generally, older workers have weak and limited physical strength, while younger workers have strong physical abilities

F. Minimum Wage

According to Law No. 13 of 2003 in Article 1 paragraph 30 concerning employment, wages are the rights of workers/laborers received and stated in the form of money as compensation from employers or employers to workers/laborers which are determined and paid according to a work agreement, agreement, or statutory regulations, including allowances for workers/laborers and their families for work and/or services that have been or will be carried out (Virginanda, 2017).

Based on Ministerial Regulation No. 1 of 1999, the Minimum Wage is divided into 2, namely the Level I Minimum Wage in the Province, and the Level II Minimum Wage in the City/Regency. With the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 226 of 2000, the regulation was changed, which was originally called the Level I Minimum Wage to the Provincial Minimum Wage (UMP) and the Level II Minimum Wage to the Regency/City Minimum Wage (UMK). According to Ministerial Regulation No. 7 of 2013, the Minimum Wage is the lowest monthly wage consisting of the basic wage including

fixed allowances set by the Governor as a safety net. The UMP is the minimum wage that applies to all regencies/cities in a province. The UMK is the minimum wage that applies in the regency/city area (Kertiasih, 2017).

III. RESEARCH METHODS

This type of research is descriptive quantitative research. According to Sugiyono (2017), descriptive quantitative research is used to explain various conditions, situations, or phenomena involving various research variables based on actual events that can be interviewed and observed through documentary materials. This research will analyze the absorption of female labor in Mataram City.

This study uses secondary data from 2010 to 2024. The primary data source is secondary data. The secondary data was obtained from various sources, including BPS, SAKERNAS, and the Ministry of Manpower. The analysis method used is quantitative, using multiple linear regression analysis using EViews software.

The variables to be analyzed in this study can be identified as:

1) Average Years of Schooling (X1)
2) Married Women (X2)
3) Age (X4)
4) Minimum Wage (X5)
5) Female Labor Absorption (Y)

VI. RESEARCH RESULTS AND DISCUSSION

A. RESEARCH RESULTS

1. Classical Assumption Test

a. Normality Test

Table 4.1 Normality Test

Jarque-Bera	0.100309
Probability	0.951082

Based on the results of the normality test using the Jarque-Bera test, a statistical value of 0.100309 was obtained with a probability value of 0.951082. Since the probability value (p-value) is greater than 0.05, it can be concluded that the residual data is normally distributed. Thus, the normality assumption in the regression model has been met and the model is suitable for use in further analysis.

b. Multicollinearity Test

Table 4.2 Multicollinearity Test

C	NA
X1	2.328090
X2	1.717572
X3	1.885445
X4	3.083801

The results of the multicollinearity test in Table 4.2 show that all independent variables have Variance Inflation Factor (VIF) values below 10, ranging from 1.71 to 3.08. This value is below the general tolerance limit (VIF < 10), which means there are no symptoms of multicollinearity among the independent variables in the regression model. Thus, each independent variable does not have a high linear relationship with each other and can be used together in the model without compromising the validity of the analysis results.

c. Heteroscedasticity Test

Table 4.3 Heteroscedasticity Test

Prob. F (4,10)	0.4415
Prob. Chi-Square (4)	0.2350
Prob. Chi-Square (4)	0.3777

Based on the results of the heteroscedasticity test using the Breusch-Pagan-Godfrey method, the F-statistic probability value was obtained at 0.4415, the Chi-Square probability value was 0.2350, and the Chi-Square (Scaled) probability value was 0.3777. All three probability values are greater than the 0.05 significance level, so it can be concluded that there are no symptoms of heteroscedasticity in the regression model. This means that the variance of the residuals is constant or homoscedastic, so the model meets one of the classical assumptions of linear regression and the estimation results can be considered valid.

d. **Autocorrelation Test**

Table 4.4 Autocorrelation Test

F-Statistic	5.523859
Prob Chi-Square	0.1298

Based on the results of the autocorrelation test shown in Table 4.9, the F-Statistic value is 5.523859 with a Chi- Square probability of 0.1298. Since the probability value is greater than the 0.05 significance level, it can be concluded that there is no autocorrelation in the regression model. Thus, the model has met the classical assumption of being free from autocorrelation, which means that the residuals between observations are not correlated with each other and the regression model is suitable for further analysis.

2. Hypothesis Testing

a. **Partial Test (t-Test)**

Table 4.5 Results of T-Statistic Test

Variabel	Coefficient	Std.Error	t-Statistic	Prob.
C	269.3582	74.50522	3.615293	0.0047
X1	3.739172	1.810973	2.064730	0.0659
X2	0.133094	0.558244	0.238421	0.8164
X3	2.690098	0.879979	3.057009	0.0121
X4	4.94E-06	2.18E-06	2.266815	0.0468

Based on the results of the data processing, the independent variables X3 and X4 are significant at alpha 5% or H0 is rejected and Ha is accepted, while variable X1 is not significant at alpha 5% but significant at alpha 10% so that H0 is rejected and Ha is accepted and X2 is not significant at alpha 5% or alpha 10% so that H0 is accepted and Ha is rejected.

b. **Simultaneous Test (F Test)**

Table 4.6 Simultaneous Test (F Test)

F-Statistic	7.704202
Prob (F-statistic)	0.004215

Based on the estimation results, the f-statistic probability value obtained is 0.004215 or less than 0.05 (5%), this indicates that the independent variable (X) has a significant influence on the dependent variable (Y). This means that the average length of schooling, female marital status, age, and minimum wage on female labor absorption in Mataram City in 2010-2024.

c. **R^2 Test (R-Squared Test)**

Table 4.7 R^2 Test (R-Squared Test)

R-Squared	0.755003
Adjusted R-squared	0.657004

Based on the estimation results, the correlation coefficient value (R = 0.657004) indicates a positive relationship between the independent variable and the dependent variable with a closeness of 65.7%. Meanwhile, the R-Squared value (R^2) is 0.755003 (75.5%), meaning that the independent variable (X) has a 75.5% influence on the dependent variable (Y) and 24.5% is influenced by other variables outside the model.

B. **Discussion**

1. The Influence of Average Years of Schooling on the Absorption of Female Labor

The regression estimation results show that the Average Years of Schooling (X1) variable has a coefficient of 3.739172 with a probability value of 0.0659. Because this probability value is less than 0.10, at the 10% significance level ($\alpha = 0.10$), H_o is rejected and H_a is accepted, meaning this variable has a positive and significant effect on female labor absorption in Mataram City. This positive coefficient indicates that every one-year increase in female average years of schooling can increase female labor absorption by 3.739172, assuming other variables remain constant.

This finding aligns with the Human Capital theory proposed by Becker (1985), which states that education is a form of human capital investment that can improve individual skills, knowledge, and productivity. The higher a person's education level, the greater their chances of being absorbed into the labor market, as they are perceived to possess better abilities and competencies. This is reinforced by Hildebrand's (1995) opinion in Rasyidi et al., (2020), that the quality of human capital includes knowledge, skills, and attitudes, all of which can be obtained through the formal education process.

Furthermore, these results are consistent with research conducted by Guszalina, Endang, and Maulida (2022), which found that women's average years of education had a significant and elastic positive relationship with female labor absorption in Riau Province. Education is considered capable of increasing women's capacity to enter and compete in the workforce. Similar research by Anannty, Kusuma et al. (2025) also showed that average years of schooling significantly influenced the Female Labor Force Participation Rate (TPAKP) in Riau Province, which is essentially an indicator of women's involvement in the labor market.

Thus, these research findings confirm that education plays a crucial role in increasing female labor participation and absorption, as explained in Human Capital theory, where investment in women's education can improve the quality of human capital, ultimately positively impacting labor absorption. Therefore, policies that support access to and quality of education for women are essential to strengthen their position in the labor market.

2. The Influence of Married Women on the Absorption of Female Labor

The estimation results show that the probability value of the Married Women variable is 0.8164, greater than the 5% significance level ($\alpha = 0.05$), so that H_o is accepted and H_a is rejected. Thus, it can be concluded that women's marital status has a positive but insignificant influence on female labor absorption. This means that an increase in the number of married women does not significantly affect their increased involvement in the labor market. This finding can be explained through Social Role Theory (Alice Eagly, 1987) which states that social norms and gender roles influence individual decisions, including work participation. In societies that still adhere to traditional role divisions, married women are often directed more towards carrying out domestic responsibilities such as taking care of the household and children, so that their involvement in the world of work is limited or secondary.

Furthermore, the New Home Economics approach developed by Becker (1991) also supports these findings. Within this framework, marital status is considered an important variable in determining the allocation of time and energy between domestic work and the labor market. Within households, role specialization often occurs based on economic efficiency; married women are more likely to be focused on household work, especially if the male partner's income is sufficient. Therefore, although married women can and may desire to work, factors such as household responsibilities, childcare, and social norms often inhibit their participation in the workforce.

This research also aligns with the results of a study by Rofi (2023) entitled "Women's Workforce Participation with Widow Status in the West Java Labor Market." In his research, Rofi stated that widow status does not significantly influence the probability of entering the labor market, but does influence the likelihood of being absorbed into the labor market. This strengthens the argument that marital status, whether married or widowed, is not the sole primary determinant of women's decisions or abilities to be absorbed into the labor market — other factors such as type of employment, economic sector, education, and household economic conditions play a greater role.

3. The Influence of Age on the Absorption of Female Labor

The estimation results show that the Age variable has a probability value of 0.0121, which is smaller than the 5% significance level ($\alpha = 0.05$). Thus, H_o is rejected and H_a is accepted, which means that age has a positive and significant effect on female labor absorption. This means that the older a woman is within the productive age range, the greater her chances of being absorbed into the labor market.

Theoretically, these results are consistent with the Human Capital Theory proposed by Becker (1985), which states that the older a person is, the greater the opportunity for them to acquire work experience, skills, and accumulated knowledge useful in the workplace. Productive age, particularly between 25 and 54, is considered a time when individuals achieve a balance between energy, productivity, and social responsibility, making them more attractive to employers.

Furthermore, within the framework of labor economics, age is also considered an indicator of a person's level of readiness

and maturity for work, particularly since individuals of productive age generally have completed formal education and begun actively earning a living. This explains why age has a significant influence on female labor absorption.

This finding is supported by research by Saraswati and Rachmawati (2022) on "The Effect of Age on Female Labor Force Participation in Indonesia," which states that women in the productive age group have a higher tendency to participate in the labor market compared to younger women (unmarried or in school) or older women (retired or dependent). This study shows that age has a positive and significant relationship with women's involvement in economic activities.

4. The Effect of Minimum Wages on the Absorption of Women's Labor

The estimation results show that the probability value of the Minimum Wage variable is 0.0468, smaller than 0.05 ($\alpha = 5\%$), which means that H_o is rejected and H_a is accepted. Thus, it can be concluded that the Minimum Wage variable has a positive and significant effect on female labor absorption in Mataram City. This indicates that every increase in the minimum wage will encourage an increase in the number of women absorbed in the labor market. In theory, this result is in line with New Home Economics proposed by Becker (1991), which states that an individual's decision to enter the labor market is influenced by the economic benefits of working. In this context, the higher the minimum wage offered, the greater the economic incentive for women to work, because the potential income earned increases and can cover the opportunity cost of not doing household work.

These results are further supported by research by Kenraraswati et al. (2019), which shows that the minimum wage has a significant partial effect on labor absorption in Jambi Province. These findings consistently demonstrate that an adequate minimum wage policy can be a significant stimulus in encouraging increased labor force participation, including for women. Increasing the minimum wage not only creates attractiveness for the formal sector but can also improve the quality of life and bargaining power of female workers in the labor market.

5. The Influence of Average Years of Schooling, Married Status of Women, Age, and Minimum Wage on the Absorption of Female Labor

Based on the results of multiple linear regression estimation, the F-statistic probability value of 0.004215 is obtained, which is smaller than the significance level of 0.05. It can be concluded that simultaneously, the variables of average years of schooling, marital status, age, and minimum wage have a significant effect on female labor absorption in Mataram City in the period 2010–2024. Average years of schooling show a positive effect on female labor absorption, which means that the higher the education of women, the greater their chances of being absorbed in the workforce. This result is in line with the Human Capital Theory proposed by Becker (1985), that education is an important investment in improving individual skills and productivity. Furthermore, married women also have a significant effect on labor absorption. In the local context of Mataram City, married women remain active in the labor market, most likely due to household economic demands. This finding is in accordance with the research of Rizma et al. (2023) which shows that marital status influences women's labor participation, especially in the manufacturing industry sector. Furthermore, age shows a positive and significant effect, meaning that the more mature women are within the productive age range (25–54 years), the greater their chances of being absorbed into the labor market, due to their greater experience and work readiness. Finally, the minimum wage variable also has a positive effect, indicating that increasing the minimum wage can be an incentive for women to enter the formal labor market. Therefore, these four variables simultaneously and significantly explain variations in the rate of female labor absorption in Mataram City.

CONCLUSIONS

Based on the data analysis and discussion, the following conclusions can be drawn:

1. Simultaneously, the variables average years of schooling, married status, age, and minimum wage significantly influence female labor absorption in Mataram City during the 2010–2024 period. This is evidenced by the F-statistic probability value of 0.004215, which is less than $\alpha = 0.05$.
2. Partially:

a. Average years of schooling have a positive and significant influence on female labor absorption. The higher a woman's average years of schooling, the greater her likelihood of being absorbed into the workforce.

b. Married women do not significantly influence female labor absorption.

c. Age has a positive and significant influence on female labor absorption. This aligns with human capital theory, which considers the productive age (especially 25–54 years) to be the optimal period for work involvement.

d. Minimum wage has a positive and significant influence on female labor absorption. Increasing the minimum wage encourages increased participation of women in the labor market because it is more economically attractive.

3. The results of this study indicate that increased education, productive age, and adequate minimum wage policies are important factors in encouraging women's labor participation in Mataram City. Marital status is also an important consideration because it relates to women's domestic and social responsibilities.

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