

# Analysis Of Factors Affecting Job Participation and Income Of Female Migrant Workers In Denpasar City

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## Analysis Of Factors Affecting Job Participation and Income Of Female Migrant Workers In Denpasar City

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**Abstract.** Migration is one of the three components of population growth besides births and deaths. The large number of migrants in Bali Province, especially Denpasar City, indicates that the decision to migrate is quite high. Looking at the composition of the female migrant population, which dominates, this shows that the number of women migrating to Denpasar City is higher than the male population. This research aims to analyze the direct and indirect influence of education level, number of dependents and husband's employment status on the amount of working hours and income of female migrant workers. The number of samples used in this research was 100 samples. The analysis techniques used are descriptive analysis techniques and path analysis. The results of this study show that the level of education and number of family dependents have a positive effect on the amount of working hours, work experience does not have a negative effect on the amount of working hours, female migrant workers with the employment status of working husbands devote fewer working hours compared to respondents whose husbands do not work. , level of education, work experience and number of family dependents have a positive effect on income, female migrant workers with employment status and working husbands earn lower income than respondents whose husbands do not work, the number of hours worked has a positive effect on income, the number of hours worked mediates the effect education level, work experience, number of family dependents and husband's employment status on the income of female migrant workers.

**Keywords:** Education level , work experience; Family dependents; Husband's employment status; Migrant women's income

### INTRODUCTION

The quality of human or community life is influenced by many things, including population density, the availability of facilities provided by the state for community welfare, the lifestyle adopted by the community, the norms that apply in an area and so on. Population is one of the important indicators in a country (MacGaffey & Barnes, 1990). In reality, it is population density that really influences the quality of life of the community, because high population density will cause many problems related to population problems, for example poverty, housing, employment opportunities and so on. The problems that arise will have an impact on reducing the quality of life of the community.

Migration is one of the three components of population growth besides births and deaths ( Mantra, 1978 ). The process of population mobility (migration) within a country is a natural process that will channel surplus labor in regions to the modern industrial sector in cities that have higher labor absorption capacity. However, in reality, the level of migration

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from rural areas to urban areas in developing countries has far exceeded the level of job creation or addition, so that migration which is currently taking place so rapidly has exceeded the absorption capacity of industrial sectors in urban areas (Todaro, 2006).

According to the 2020 Population Census Long Form, Denpasar City is the region with the highest number of migrant residents compared to other regencies/cities in Bali Province, namely 40,378 people or 27.56 percent of the total number of recent migrants in Bali Province. According to the Central Statistics Agency (2020), recent migrants are those who have moved within the last 5 years (starting from 5 years before the census). With an area of 127.78 km<sup>2</sup> the population density of Denpasar City has reached 5,687.96 people/km<sup>2</sup>. Badung Regency is the region with the highest migrant population after Denpasar City, with a total migrant population of 26,016 or 17.75 percent. The area with the lowest migrant population is Bangli Regency with a migrant population of 5,440 people or only 3.7 percent of the total current migrant population in Bali Province.

Seeing the large number of migrants in Bali Province, especially Denpasar City, indicates that the decision to migrate is quite high. The motivation for a person to migrate or move from one place to another is due to economic motives and social motives that exist in their environment or personally. This motif developed because of economic inequality between one region and another. Todaro (2008) states that the main motive is a rational economic consideration, where someone moves to the city because of the hope of getting a better job according to their wishes and earning a higher income than that obtained in the countryside or in the area where they live.

The high number of incoming migration will increase the problem of population density and can lead to high unemployment (Martini, 2013) in Trendyari & Yasa (2014). This condition can give rise to various social and economic problems, which ultimately reduce the level of welfare of the population. Therefore, according to Djojohadikusumo (1994: 210), many development economists are of the opinion that the main problems facing developing countries in the future revolve around mass population migration from villages to cities.

Based on the results of the 2020 Long Form Population Census, the total number of male and female migrant residents is 146,527 people. The female migrant population dominates with a population of 80,537 or 54.96 percent, while the male migrant population is 65,990 people or 45.04 percent of the total migrant population in Bali Province. Looking at the composition of the female migrant population, which dominates, this shows that the number of women migrating to Denpasar City is higher than the male population. The higher proportion of the female population compared to the male population provides great opportunities for

women to be able to contribute in all fields, both education and work. This is in line with the framework of women's emancipation, some working women consider that their role in nation and state development is not optimal if they only stay at home.

The role of women in development is continuously encouraged in all aspects of life. Women have equal opportunities in the field of education so that more and more women have a good education. In general, the reason women work is to help the family economically Handayani & Artini (2009). Apart from that, the increasing needs and demands of life that must be met encourage women to work outside the home. This is supported by global economic conditions, especially for basic household needs, the prices of which are creeping up day by day (Kusmayadi, 2017). According to Oka in Kusmayadi (2017), Balinese women in particular view that work is a dharma so they continue to carry out dual roles in the public sector, namely roles in society and work.

Aspects that influence women's decisions to work are divided into external and internal aspects of the household. The external aspect comes from supply and demand in the labor market. In contrast, internal aspects are related to individual and household characteristics. Where individual characteristics, education is the main aspect that influences working women. On the other hand, in terms of household characteristics, the number of dependents, the arrival and background of the partner have quite an important role in the probability of women working ( Jalilvand, 2013) . Apart from that, in Nilakusmawati & Susilawati's (2012) research , the last level of education, the total family expenditure, the husband's income, the number of family responsibilities, and the husband's main type of work influenced a woman's decision to work.

## RESEARCH METHODS

This research was conducted in Denpasar City as the capital of Bali Province. The city of Denpasar was chosen because this city is the area with the highest number of migrant residents compared to other regencies/cities in Bali Province. The city of Denpasar is often a destination for migrant residents to fulfill their daily needs, whether due to economic or social needs. In this study, the population was determined based on the distribution of married female migrants in Denpasar City according to the Central Bureau of Statistics, Long Form Results of the 2020 Population Census, with a total of 14,777 people . Calculation of the sample size is based on the Central Statistics Agency, Long Form Results of the 2020 Population Census according to the distribution of married female migrants in Denpasar City with a total of 14,777 people. So the number of samples taken was 100 female migrants in Denpasar City. The sample

criteria in this study were married women with recent migration status . Where the residents are female migrants who live based on provincial boundaries with a record of having moved within the last 5 years and are currently working in Denpasar City. The sampling method in this research uses nonprobability sampling techniques , namely quota sampling and accidental sampling techniques. The collected data was then analyzed using path analysis . The structural equation of path analysis is as follows:

$$Y_1 = \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 D + e_1 \dots\dots\dots (2)$$

$$Y_2 = \beta_5 X_1 + \beta_6 X_2 + \beta_7 X_3 + \beta_8 D + \beta_9 Y_1 + e_2 \dots\dots\dots (3)$$

Information:

- $Y_2$  : Income
- $Y_1$  : Number of working hours
- $X_1$  : Education level
- $X_2$  : Work experience
- $X_3$  : Number of family dependents
- Dummy ( $X_4$ ) : Husband's employment status
- $\beta_1 \dots \beta_9$  : Regression coefficient for each variable X
- $e_1, e_2$  : Error

**RESULTS AND DISCUSSION**

**Results of Descriptive Statistical Analysis**

**Table 1 .  
Results of Descriptive Statistical Analysis**

| No | Variable                    | Obs | Mean      | Std. Dev  | Min     | Max       |
|----|-----------------------------|-----|-----------|-----------|---------|-----------|
| 1  | Level of education          | 100 | 10.4      | 3.43      | 0       | 16        |
| 2  | Work experience             | 100 | 10.4      | 6.04      | 2       | 28        |
| 3  | Number of Family Dependents | 100 | 1.86      | 1.14      | 0       | 5         |
| 4  | Husband's Employment Status | 100 | 0.59      | 0.49      | 0       | 1         |
| 5  | Number of Working Hours     | 100 | 38.44     | 11.01     | 21      | 70        |
| 6  | Income                      | 100 | 3,347,000 | 1,663,054 | 800,000 | 9,000,000 |

Source: Processed Primary Data, 2024

Table 1 shows that the number of samples used in this research was 100 samples. The results of the descriptive analysis show that the minimum education level value is 0, which

means that the respondent has no education, with the average value of the respondent's education level being 10 years and the highest being 16 years. The work experience variable shows that the average work experience of respondents is 10 years with the shortest work experience being 2 years and the longest being 28 years. The variable number of family dependents shows that the minimum value is 0 which means that in this study there are several respondents who do not have family dependents in one kitchen, the maximum value shows that the highest number of dependents is 5 people with the average respondent having a number of dependents of 2 people in one kitchen. The husband's employment status variable uses the values 1 and 0 because this variable is a *dummy variable*. The number 1 indicates that the respondent has a husband who is working, while the number 0 indicates that the respondent has a husband who is not working. The variable number of working hours shows that the average working hours spent by respondents in one week is 38 hours with the minimum working hours being 21 hours and the longest being 70 hours. Based on the respondent's total income, the average income of respondents in one month is IDR 3,347,000.00 with the minimum income being IDR 800,000.00 and the highest income being IDR 9,000,000.00.

**Direct Effect Test Results**

**Table 2**  
**Direct Influence on Working Hours**

| Variable                    | Coef.  | Std. Errr | z     | p value | 95% CI |        |
|-----------------------------|--------|-----------|-------|---------|--------|--------|
|                             |        |           |       |         | Lower  | Upper  |
| Level of education          | 0.778  | 0.223     | 3.48  | 0,000   | 0.340  | 1,216  |
| Work experience             | 0.446  | 0.140     | 3.19  | 0.001   | 0.171  | 0.720  |
| Number of Family Dependents | 3,162  | 0.699     | 4.52  | 0,000   | 1,792  | 4,532  |
| Husband's Employment Status | -5,106 | 1,591     | -3.21 | 0.001   | -8,225 | -1,987 |

Source: Primary data processed, 2024

Based on the results of the analysis of substructural path 1 shown in the table above, the following structural equation is obtained:

$$Y_1 = \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 D + e_1$$

$$Y_1 = 0.778 X_1 + 0.446 X_2 + 3.162 X_3 - 5.106 D + 0.34$$

**Table 3**



## Direct Effect on Income

| Variable                    | Coef.   | Std. Errr | z     | p value | 95%CI   |        |
|-----------------------------|---------|-----------|-------|---------|---------|--------|
|                             |         |           |       |         | Lower   | Upper  |
| Level of education          | 8,895   | 3,078     | 2.89  | 0,004   | 2,863   | 14,927 |
| Work experience             | 7,375   | 1,908     | 3.86  | 0,000   | 3,635   | 11,116 |
| Number of Family Dependents | 21,212  | 9,976     | 2.13  | 0,033   | 1,659   | 40,764 |
| Husband's Employment Status | -47,535 | 21,733    | -2.19 | 0,029   | -90,130 | -4,940 |
| Hours of Work               | 4,932   | 1,300     | 3.79  | 0,000   | 2,384   | 7,481  |

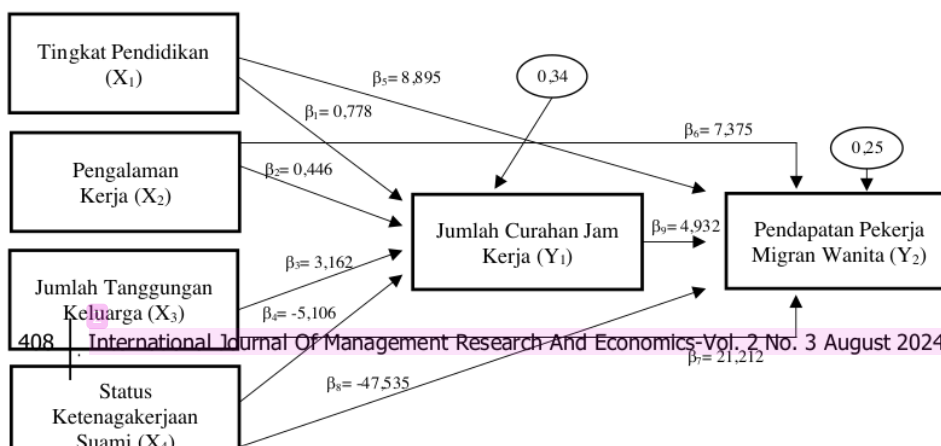
Source: Primary data processed, 2024

Based on the results of the analysis of substructural path 2 shown in the table above, the following structural equation is obtained:

$$Y_2 = \beta_5 X_1 + \beta_6 X_2 + \beta_7 X_3 + \beta_8 D + \beta_9 Y_1 + e_2$$

$$Y_2 = 8.895 X_1 + 7.375 X_2 + 21.212$$

Based on the results of the substructural 1 and substructural 2 path analysis tests, it can be explained in diagram form in the image below.



1. **Direct Influence of Education Level, Work Experience, Number of Family Dependents and Husband's Employment Status on the Number of Working Hours of Female Migrant Workers in Denpasar City**

*beta coefficient* value was obtained at 0.778 and had a *p-value* of  $0.000 < 0.05$ . This means that  $H_1$  is accepted and  $H_0$  is rejected, then the education level variable ( $X_1$ ) directly has a positive and significant effect on the number of working hours ( $Y_1$ ). The *beta coefficient* is 0.446 and has a *p-value* of  $0.001 < 0.05$ . This means that  $H_0$  is accepted and  $H_1$  is rejected. The work experience variable ( $X_2$ ) does not directly have a negative and significant effect on the number of working hours ( $Y_1$ ). The *beta coefficient* is 3.162 and has a *p-value* of  $0.000 < 0.05$ . This means that  $H_1$  is accepted and  $H_0$  is rejected, so the variable number of family dependents ( $X_3$ ) directly has a positive and significant effect on the number of working hours ( $Y_1$ ). The *beta coefficient* is -5.106 and has a *p-value* of  $0.001 < 0.05$ . This means that  $H_1$  is accepted and  $H_0$  is rejected, then female migrant workers with a working husband's employment status devote fewer working hours than female migrant workers with a husband's employment status who are not working.

2. **Direct Influence of Education Level, Work Experience, Number of Family Dependents, Husband's Employment Status and Number of Working Hours on the Income of Female Migrant Workers in Denpasar City**

*beta coefficient* value obtained was 8.895 and had a *p-value* of  $0.004 < 0.05$ , meaning that  $H_1$  was accepted and  $H_0$  was rejected, so the education level variable ( $X_1$ ) directly had a positive and significant effect on income ( $Y_2$ ). The *beta coefficient* is 7.375 and has a *p-value* of  $0.000 < 0.05$ , which means that  $H_1$  is accepted and  $H_0$  is rejected, so the work experience variable ( $X_2$ ) directly has a positive and significant effect on income ( $Y_2$ ). The *beta coefficient* is 21.212 and has a *p-value* of  $0.033 < 0.05$ , which means that  $H_1$  is accepted and  $H_0$  is rejected, so the variable number of family dependents ( $X_3$ ) directly has a positive and significant effect on income ( $Y_2$ ). The *beta coefficient* is -47.535 and has a *p-value* of  $0.029 < 0.05$ , which means that  $H_1$  is accepted and  $H_0$  is rejected, so



female migrant workers with a working husband's employment status earn lower income than female migrant workers with a husband's employment status who is not. Work. The beta coefficient is 4.932 and has a  $p$ -value of  $0.000 < 0.05$ , which means that  $H_1$  is accepted and  $H_0$  is rejected, so the variable number of working hours ( $Y_1$ ) directly has a positive and significant effect on income ( $Y_2$ ).

**Indirect Effect Test Results**

**Table 4**  
**Indirect Effect on Income**  
**Through Hours of Work**

| Variable                    | Coef.   | Std. Errr | z     | p value | 95%CI   |        |
|-----------------------------|---------|-----------|-------|---------|---------|--------|
|                             |         |           |       |         | Lower   | Upper  |
| Level of education          | 3,838   | 1,496     | 2.56  | 0.010   | 0.905   | 6,772  |
| Work experience             | 2,198   | 0.901     | 2.44  | 0.015   | 0.432   | 3,963  |
| Number of Family Dependents | 15,594  | 5,365     | 2.91  | 0.004   | 5,078   | 26,110 |
| Husband's Employment Status | -25,184 | 10,281    | -2.45 | 0.014   | -45,336 | -5,034 |

Source: Primary data processed, 2024

From the table above, a  $p$ -value of  $0.010 < \alpha (0.05)$  is obtained with a calculated  $z$  value of  $2.56 >$  table  $z$  value (1.96), then  $H_0$  is rejected and  $H_1$  is accepted so it can be concluded that the amount of hourly work ( $Y_1$ ) is a mediating variable between the effect of education level ( $X_1$ ) on income ( $Y_2$ ). The  $p$ -value is  $0.015 < \alpha (0.05)$  with a calculated  $z$  value of  $2.44 >$  table  $z$  value 1.96, then  $H_0$  is rejected and  $H_1$  is accepted so it can be concluded that the number of working hours ( $Y_1$ ) is mediating variable between the effect of work experience ( $X_2$ ) on income ( $Y_2$ ). The  $p$ -value is  $0.004 < \alpha (0.05)$  with a calculated  $z$  value of  $2.91 >$  table  $z$  value (1.96), then  $H_0$  is rejected and  $H_1$  is accepted so it can be concluded that the number of working hours ( $Y_1$ ) is a mediating variable between the influence of the number of family dependents ( $X_3$ ) on income ( $Y_2$ ). The  $p$ -value is  $0.014 < \alpha (0.05)$  with a calculated  $z$  value of  $-2.45 >$  table  $z$  value 1.96, then  $H_0$  is rejected and  $H_1$  is accepted so it can be concluded that the number of working hours ( $Y_1$ ) is a mediating variable between the influence of husband's employment status ( $X_4$ ) on income ( $Y_2$ ).

## CONCLUSIONS AND SUGGESTIONS

Based on the results of the analysis described in the previous chapter, several conclusions can be drawn to answer the research problem formulation, namely as follows:

- 1) Education level and number of family dependents have a positive and significant effect on the working hours of female migrant workers in Denpasar City. This means that the higher the level of education and number of family dependents, the more likely female migrant workers will work.
- 2) Work experience does not have a negative and significant effect on the working hours of female migrant workers in Denpasar City. This means that the higher the work experience, the more skilled the workers become, but this does not have the implication of reducing their working hours.
- 3) Female migrant workers with the employment status of a working husband devote fewer working hours compared to respondents with a husband's employment status who do not work.
- 4) Education level, work experience and number of family dependents have a positive and significant effect on the income of female migrant workers in Denpasar City. This means that the higher the education, work experience and number of family dependents one has, the more influence it will have on increasing the income of female migrant workers in Denpasar City.
- 5) Female migrant workers with a working husband's employment status earn lower incomes compared to respondents whose husbands do not work.
- 6) The number of working hours has a positive and significant effect on the income of female migrant workers in Denpasar City. This means that the higher the number of working hours spent, the more influence it will have on increasing the income of female migrant workers in Denpasar City.
- 7) The number of working hours mediates the influence of education level, work experience, number of family responsibilities and husband's employment status on the income of female migrant workers in Denpasar City. This means that when a worker's level of education, work experience, number of family dependents and husband's employment status increase, it will not necessarily be possible to immediately increase income without increasing the amount of working hours.

Based on the results of research that has been carried out, it would be best for female migrants in Denpasar City to further improve their education and abilities so that they can

increase the income they earn. The educational level of migrant women in Denpasar City is still relatively low, this is shown by the results of the analysis that out of 100 respondents, 2 of them had never studied, 3 of them had not finished elementary school. A total of 10 respondents had the status of only completing elementary school and 35 of them had the status of completing junior high school, this shows that 50 percent of respondents had a level of education below standard, considering that the compulsory education program in Indonesia is 12 years long. The length of time a person takes education will be able to develop their potential and abilities so they can face the challenges of the modern world. For this reason, female migrant workers in Denpasar City should be able to improve their education and abilities.

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