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FACTORS AFFECTING MARRIED WOMEN'S WORK PARTICIPATION IN THE PROCESSING INDUSTRY SECTOR IN PELALAWAN DISTRICT

Abstract: This study was conducted to determine the effect of wage level, education level, age, husband's income level and expenditure level on married women's work participation in the manufacturing industry sector in Pelalawan Regency. In addition, the study aimed to identify the most influential variables among these factors on married women's work participation in the same sector and region. This study used a special sampling method, with a total of 64 respondents, and data analysis was conducted using multiple linear regression assisted by Eviews 10 software program. The research findings show that collective wage rate, education level, age, husband's income level and expenditure level have a statistically significant effect on the labor participation of married women in the manufacturing industry sector in Pelalawan Regency. Individually, wage level (X1) has a significant and positive effect on married women's work participation, education level (X2) has a significant and positive effect on married women's work participation, while age (X3) has a significant and negative effect on married women's work participation. Similarly, husband's income level (X4) has a significant and negative influence on married women's work participation and expenditure level (X5) has a significant and negative influence on married women's work participation. Among the five independent variables, education level is the most dominating factor affecting married women's work participation in the manufacturing industry sector in Pelalawan Regency. The cumulative effect (R2) of these three variables on the dependent variable is 63%, and the remaining 37% is influenced by other variables that have not been examined in this study.

Key words: Participation, Women, Industry.

Language: English

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Introduction

National development aims to create quality human resources. Improvements in women's quality of life can be achieved through development in the labor market. Women have taken on the role of the labor market in Indonesia as part of human resources, and have made a major contribution. According to data from the Indonesian Central Bureau of Statistics (2023) in August 2021, the labor force participation rate (TPAK) for men reached 83.87 percent, while the TPAK for women reached 53.41 percent. Although the labor force participation rate of men remains higher than that of women, there has been a significant increase in women's TPAK from 53.34 percent in 2021 to 53.41 percent in 2022.

The high number of women entering the labor market has a positive impact on economic growth, because it provides a positive response to the increase in the number of available workers, as stated (Maryam, 2021). The abundant availability of labor not only encourages economic growth, but is also the result of economic development itself. As mentioned by Malik (2016), during the period from 1970 to 2000, Indonesia experienced structural changes in its economy towards a sector that was more oriented towards the non-agrarian sector. These changes also affect the employment structure and job opportunities in the country.

The role of the agricultural sector in national production or gross domestic product (GDP) tends to continue to decline, replaced by the trade and services sector as well as the industrial sector which continues to experience significant increases. According to Mc Cawley in (Sumilat & Wahyuni, 2020) around 80% of the workforce in the industrial sector lives in rural areas, and almost half the majority of these workers are women. Apart from that, Pelalawan Regency is also experiencing a change in economic structure from the agricultural sector to the industrial sector.

Pelalawan Regency, which is located in Riau Province, has an economy dominated by sectors such as processing industry, agriculture, forestry, plantations, wholesale trade and retail. The economic structure in this region is greatly influenced by the role of these sectors in the production of goods and services. In 2021, the two sectors that dominate are the processing industry, which reaches 48.40 percent, and the agriculture, forestry and fisheries sector at 41.13 percent. However, in 2022, the processing industry will increase to 49.14 percent, while the agriculture, forestry and fisheries sectors will decrease to 39.95 percent (Pelalawan Central Statistics Agency, 2022).

The growth of the processing industry sector has

experienced rapid development and has had an impact on increasing labor participation in this sector. The job opportunities available in this industrial sector also encourage women to join the workforce (Teja 2015). This can be seen from women's work participation which is lower than men's work participation. When compared with other areas in Riau Province, Pelalawan Regency has the lowest absorption capacity for women in the processing industry sector.

According to the Indonesian Central Statistics Agency (2023), male labor participation in the processing industry sector in 2022 will reach 11,000 people, while women will only be around 1,897 people. The low number of female workers in the processing industry sector indicates limited employment opportunities for women. The structure of the female workforce is closely related to changes in economic structure, which is based on added value (GRDP) and reflects regional dependence on various production sectors.

The number of female workers in the processing industry sector in Pelalawan Regency in 2022 in the large industrial sector is 242 people, medium industry is 398 people, then small industry is 1,184 people and household industry is 73 people (Department of Manpower and Riau Province Transmigration, 2023). According to the Pelalawan Central Statistics Agency (2022), large industry makes the largest contribution to the GRDP of Pelalawan Regency, because there is the Crude Palm Oil (CPO) industrial sector and the pulp and paper pulp industry which supports the large industrial sector. Data on female workers is based on 23 companies in the Crude Palm Oil (CPO) industrial sector and the pulp and paper pulp industry in Pelalawan Regency.

Many women involved in large industrial sectors are influenced by various factors. Firstly, the wage factor, where high wages offered by the labor market certainly encourage someone to enter the labor market (Uppun, P., & Ramadhan 2022). The wages women earn can be used to supplement and meet their daily needs.

Second, the educational factor, which involves an element of prestige, especially for highly educated women who see work as a means to prove or actualize themselves (Putri and Purwanti 2012). Women currently have better access to education, so that more women who have a good education will have greater job opportunities.

Apart from educational factors, productive age factors also encourage married women to enter the labor market (Rochmawati et al., 2018). Based on the

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Pelalawan Central Statistics Agency (2023), the highest level of female work participation occurs in the 35-44 year age group. Meanwhile, the work participation rate of women in the 55-60+ year age group is lower, this is due to the fact that in the 40-60 year age range, women's work productivity tends to decline. According to Annazah (2021), the older a woman is, the greater her risk of experiencing health problems, but on the contrary, young women tend to be more likely to choose to work compared to older women. Therefore, good management of the productive age group can have a positive impact on the country's economic performance.

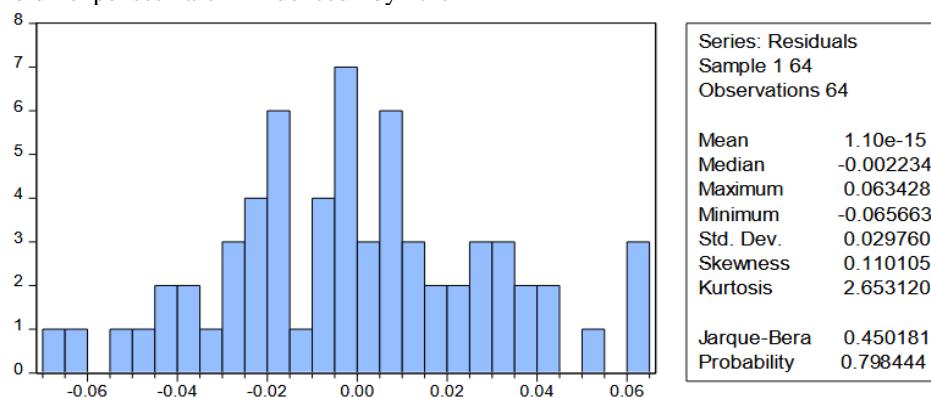
Economic factors also play a role in the decision women to work, especially if the household economic conditions are low and the husband's income is deemed insufficient for the family's needs. Therefore, women look for work to increase household income (Handayani et al., 2020). A husband's income can be measured by the district/city minimum wage, which is an important indicator in determining a person's income level.

According to data from the Pelalawan Regency Central Statistics Agency in 2022, it appears that every year the minimum wage in Pelalawan Regency has increased, and in 2023, the minimum wage in Pelalawan Regency will reach IDR 3,287,623. The minimum wage level received by a person reflects the individual's income level and consumption level.

Married women's work participation often relies on their husband's ability to generate income. A married woman's decision to work is greatly influenced by her husband's income level. Wives usually work harder to help with household costs if they feel their husband's income is still insufficient, to help meet household needs (Dewi, 2018).

Household expenditure is also an economic factor that influences women's work participation, the greater the level of household expenditure, the higher the work participation rate of married women (Direja 2021). The number of dependents in the family will influence the amount of family expenses, in this case family needs.

Household expenses are influenced by the



Picture 1. Normality Test.

Source: Eviews Data Processing Results, 2023

number of family members, the greater the number of family members who have to support the greater the household expenses. Having large household expenses that must be met, the wife feels the need to increase her working hours.

Factors that influence the work participation of married women in the processing industry sector in Pelalawan district include wage level, education level, age, husband's income level and expenditure level.

RESEARCH METHODS

The research involved a population of research subjects consisting of 189 female workers who worked in five large industrial companies in Pelalawan Regency. The sampling method used in the research is purposive sampling, which is included in the non-probability sampling category. The sample used in this research was 64 women who were married and worked in five large companies, located in Pelalawan Regency. The research methodology applied is a quantitative approach, using primary and secondary data. One method used by researchers to collect data is through the use of questionnaires. In this research, cross section data is used to analyze multiple linear regression using the Ordinary Least Squares (OLS) method. Multiple linear regression analysis is used to assess the correlation between two or more independent variables and the dependent variable (Y) (Wirawan 2017).

RESULTS AND DISCUSSION

Normality Test Results

The normality test is used to evaluate the distribution of data in the variables used in the research. When checking the assumption of normality, the Jarque-Bera (JB) test was used. If the calculated JB probability exceeds 0.05, then the data is considered to have a distribution that is close to normal. However, if the calculated JB probability is less than 0.05, then the data is considered not to follow a normal distribution (August 2015). The results of normality testing using the Jarque-Bera test can be seen in Picture 1.

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Judging from the results of the previous normality test, it can be concluded that the Jarque-probability of 0.798444 exceeds the threshold of 0.05,

which indicates that the data in this research variable can be considered to follow a normal distribution.

Variables	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.500730	33312.36	NA
LOG(WAGE)	0.002504	40594.99	1.337276
LOG(EDUCATION)	0.005703	2924.242	1.486193
LOG(AGE)	0.000968	816.6302	1.608291
LOG(SUAM_REVENUE)	0.000546	8707.589	1.364107
LOG(EXPENSE_HOUSEHOLD)	0.000886	13939.48	1.397497

**Table 1. Multicollinearity Test Results
Variance Inflation Factors
Sample: 1 64**

Source: Eviews 2023 Data Processing Results

Multicollinearity Test Results

According to Ghazali (2016) the purpose of the multicollinearity test is to find out whether the independent variables in the regression model are correlated with each other. Variance Inflation Factor (VIF) is a technique used to assess multicollinearity. Table 1 shows that if the VIF value is less than 10, then there is no evidence of a multicollinearity problem.

Table 1 shows that each variable in this study has a VIF (Variance Inflation Factor) which is below 10. Wage level has a VIF of 1.337276, education level of 1.486193, age of 1.608291, husband's income level of 1.364107 and household expenditure level of 1.397497. From these results, there is no

multicollinearity between the independent variables. As a result, the data in this study met the requirements of the multicollinearity test.

Heteroscedasticity Test Results (Glejser)

The heteroscedasticity test is carried out to determine whether there is inequality in the residual variance from one observation to another in the regression model (Ghozali 2016). Decisions in the heteroscedasticity test are taken based on a probability greater than the significance level (0.05), which indicates that the model does not experience heteroscedasticity.

Table 2. Heteroscedasticity Test Results (Glejser)
Heteroskedasticity Test: Glejser

F-statistic	2.156468	Prob. F(5,58)	0.0714
Obs*R-squared	10.03266	Prob. Chi-Square(5)	0.0743
Scaled explained SS	9.168872	Prob. Chi-Square(5)	0.1025

Source: Eviews Data Processing Results, 2023

Based on table 2 it is known that the valueThe chi-square probability is 0.0743 > 0.05, so it can be stated that in this regression, there is no

heteroscedasticity problem.

Multiple Linear Regression Results

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Table 3. Multiple Linear Regression Results
 Dependent Variable: LOG (PEREMPUAN_WORK PARTICIPATION)
 Method: Least Squares

Variables	Coefficient	Std. Error	t-Statistics	Prob.
C	3.597451	0.707623	5.083854	0.0000
LOG(WAGE)	0.134445	0.050039	2.686833	0.0094
LOG(EDUCATION)	0.284165	0.075519	3.762828	0.0004
LOG(AGE)	-0.147119	0.031118	-4.727838	0.0000
LOG(HUSBAND'S_INCOME)	-0.076012	0.023369	-3.252711	0.0019
LOG(HOME_EXPENSESLADDER)	-0.059659	0.029762	-2.004549	0.0497
Adjusted R-squared	0.680783	dependent var		3.867436
Adjusted R-squared	0.680783	dependent var		0.054897
Adjusted R-squared	0.031016	schwarz info criterion		-4.019552
Adjusted R-squared	0.055796	akaike criterion		-3.817156
Adjusted R-squared	134.6257	likelihood ratio test		-3.939818
Adjusted R-squared	27.87162	hausman test		2.195111
Adjusted R-squared	0.000000	(F-statistic)		

Source: Eviews Data Processing Results, 2023

The results of this research identify variables that have an impact on married women's work participation in the processing industry sector in Pelalawan Regency, as documented in table 3. The following are the results of the multiple linear regression analysis in this research:

$$\text{LogY} = 3.597451 + 0.134445\text{LogX1} + 0.284165\text{LogX2} - 0.147119\text{LogX3} - 0.076012\text{LogX4} - 0.059659\text{LogX5}$$

Based on the equations in the multiple linear regression results in Table 3, we can interpret them as follows:

a. The constant value is 3.597451. This shows that if all independent factors are considered constant or fixed, then the work participation of married women in the processing industry sector in Pelalawan Regency is around 3.597451%.

b. The coefficient value for the wage level variable (X1) is positive at 0.134445. The results of this coefficient indicate that an increase in wage levels of 1% will result in an increase in the participation of married women working in the processing industry sector by around 0.134445%.

c. The coefficient value for the education level variable (X2) is positive at 0.284165. The results of this coefficient indicate that an increase in education level of 1% will result in an increase in the participation of married women working in the processing industry sector by around 0.284165%.

d. The coefficient for the age variable (X3) has a negative value of -0.147119. This illustrates that every 1% increase in the age of married women will reduce the work participation of married women in the processing industry sector by around 0.147119%.

e. The coefficient value of the husband's income level (X4) has a negative coefficient value of -

0.076012. The results of this coefficient show that every 1% increase in the husband's income level will reduce the work participation of married women in the processing industry sector by 0.076012%.

f. The coefficient value of household expenditure level (X5) has a negative coefficient value of -0.059659. The results of this coefficient show that every 1% increase in household expenditure levels will reduce the work participation of married women in the processing industry sector by 0.059659%.

Coefficient of Determination Results (R2)

The coefficient of determination is used to measure how big or far the independent variable is from the dependent variable. The coefficient of determination has a value of 0.680783 according to the results of multiple linear regression analysis which can be seen in table 3. This means that around 68 percent of the variation in married women's work participation in the processing industry sector in Pelalawan Regency can be explained by the wage level variable, education level, age, husband's income level and expenditure level have been included in this regression model. Meanwhile, the remaining 32 percent is influenced by other factors not included in this regression model.

Simultaneous Test Results (F Test)

The F test is used to assess the influence of independent factors on the dependent variable together. The significance level of this test has been set at 5% or 0.05. The F test probability value of 0.0000 is less than 0.05 based on the findings of multiple linear regression analysis in table 3. Therefore, it can be concluded that the variables wage level, education level, age, husband's income level and expenditure level together have significant influence

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on the work participation of married women in the processing industry sector in Pelalawan Regency.

Partial Test Results (t Test)

This test uses significance criteria, where a significance value of less than 0.05 indicates a significant influence between the independent variable and the dependent variable. The following are the results of the multiple linear regression analysis in Table 3:

1. Wage Level has a significance value of $0.0094 < 0.05$, so it can be concluded that the wage level variable partially has a significant effect on the work participation of married women in the processing industry sector in Pelalawan Regency.

2. Education level has a significance value of $0.0004 < 0.05$, so it can be concluded that the variable level of education partially has a significant effect on the work participation of married women in the processing industry sector in Pelalawan Regency.

3. Age has a significance value of $0.0000 < 0.05$, so the Age variable partially has a significant effect on the work participation of married women in the processing industry sector in Pelalawan Regency.

4. The significance level for the husband's income level variable is $0.0019 < 0.05$. Therefore, partially the husband's income level variable has a significant effect on the work participation of married women in the processing industry sector in Pelalawan Regency.

5. The significance level for the husband's income level variable is $0.0497 < 0.05$. Therefore, partially the husband's income level variable has a significant effect on the work participation of married women in the processing industry sector in Pelalawan Regency.

Discussion

The Influence of Variables: Wage Level, Education Level, Age, Husband's Income Level, and Expenditure Level Simultaneously

The research results show that simultaneously, the husband's education level, age and income level influence the work participation of married women in the processing industry sector of Pelalawan Regency, with a probability F value of 0.0000 which is lower than 0.05. This confirms that the husband's education level, age and income level have a significant influence on the work participation of married women in the processing industry sector of Pelalawan Regency.

Research by Klasen et al., (2020) shows a number of factors that influence changes in women's participation rates in the labor market. In a number of countries, including Blovia, Brazil, India, Jordan, South Africa, Tanzania, and Vietnam, they conducted comparative comparisons. Their study findings show that the main determinants influencing the level of women's involvement in the labor market include

disparities in women's and family characteristics, as well as social, institutional, and economic barriers. In addition, education level, age and income have a significant influence on married women's work participation, especially in countries with lower economic levels.

The Influence of Wage Level Variables on Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

The results of the analysis in this study reveal that the work participation of married women in the processing industry sector in Pelalawan Regency is influenced positively and significantly by the education level variable. This can be seen from the positive coefficient value of 0.134445 and the significant probability F, which is 0.0094 which is less than 0.05. The results of this coefficient indicate that the work participation of married women in the processing industry sector in Pelalawan Regency will increase along with higher wage levels. Increasing the wife's income helps the husband to meet the family's needs.

According to neo-classical economic theory, it is explained that women's participation in the labor market depends on the variable wages offered. If the market offers high wages (exceeding expected expectations) then women's participation in the labor market will increase (Maryam 2021).

Explanations in the research also reveal that the reason married female workers work in the processing industry sector in Pelalawan Regency is that the wages offered by the company are very high. The high wages earned by wives help to meet the family's needs. The results of this research are in line with Purwanti, E., & Rohayati (2015) who stated that increasing the income level of female workers, their work participation will also increase, the income of female workers obtained from the work of female workers is influenced by the level of participation of women themselves. in work.

The Influence of Educational Level Variables on Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

The results of the analysis in this study reveal that the work participation of married women in the processing industry sector in Pelalawan Regency is influenced positively and significantly by the education level variable. This can be seen from the positive coefficient value of 0.284165 and the significant probability F of 0.0004 which is less than 0.05. The results of this coefficient indicate that the work participation of married women in the processing industry sector in Pelalawan Regency will increase along with higher levels of education. This can increase married women's income and improve overall welfare.

In the formal sector in large companies in the processing industry sector of Pelalawan Regency, the

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education pursued by female workers is a major concern. On average, married female workers complete their final education within a period of 16-18 years in the processing industry sector of Pelalawan Regency. This shows that education is very important to form knowledge and work experience which can later improve skills. With skills, companies expect good and increased productivity from the workforce.

The Influence of Age on Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

The results of the analysis in this study reveal that the age variable has a significant and negative influence on the work participation of married women in the processing industry sector in Pelalawan Regency. This result can be seen from the probability that F is significant at 0.0000, which is less than 0.05, and the negative coefficient value is -0.147119. The results of this coefficient indicate that the older married women are, the more their work participation in the processing industry sector in Pelalawan Regency will decrease.

Dwi (2020) also explains that work participation tends to decline after reaching old age. This is in accordance with the fact that at that age, many people enter retirement and may be physically unable to work anymore. In research, Berliana and Lukmi (2016) also support this finding by showing that women who are married and older have a lower probability of working more than 40 hours a week.

These results are related to the characteristics of the respondents, married women who work in the processing industry sector are predominantly in the 33-35 year age range which is classified as productive age. The decline in work participation at older ages can be caused by the decline in productivity that usually occurs with increasing age and declining health conditions.

The Influence of Husband's Income Level on Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

The results of the analysis in this research include the husband's income level variable which has a significant and negative influence on the work participation of married women in the processing industry sector in Pelalawan Regency. This can be seen from the significance of the F probability which reaches 0.0019, which is smaller than 0.05, as well as the negative coefficient value of -0.076012. The results of this coefficient indicate that the higher the husband's income, the lower the work participation of married women in the processing industry sector in Pelalawan Regency.

Explanations in the research also reveal that the reason married female workers work in the processing industry sector in Pelalawan Regency is to meet family or household needs. The high needs

of the family and the increase in prices of goods which are not always matched by an increase in income cause wives to help their husbands in earning a living for the family. A husband's ability to generate income has a major impact on how much married women participate in the labor market. Wives will work to help with household costs if their husband's income is still insufficient, as revealed in research by (Epinda, et al 2021).

The Influence of Expenditure Levels on Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

The results of the analysis in this research variable level of expenditure have a significant and negative influence on the work participation of married women in the processing industry sector in Pelalawan Regency. This can be seen from the significance of the F probability which reaches 0.0497, which is smaller than 0.05, as well as the negative coefficient value of -0.059659. The results of this coefficient indicate that the higher the level of expenditure, the lower the work participation of married women in the processing industry sector in Pelalawan Regency.

The results of this research are not in line with Maryam's (2021) opinion that if the level of expenditure is high, the level of work participation will also increase. This is because household expenditure follows the needs of household members who are dependent on the household.

Women who work in the processing industry sector, especially large industries, on average have a small number of dependents so the costs they incur for education are not too large. The company also provides facilities such as houses, electricity, etc., so expenses do not become large.

Dominant Factors that Influence Married Women's Work Participation in the Processing Industry Sector in Pelalawan Regency

Based on the research results in table 3, it can be concluded that the largest regression coefficient is owned by the independent variable wage level (X1) of 0.134445, education level (X2) of 0.284165, while age (X3) has a coefficient of -0.147119, husband's income (X4) is -0.076012 and the expenditure level has a coefficient of -0.059659. The coefficient value shows that the education level variable has the strongest or dominating influence on the work participation of married women in the processing industry sector in Pelalawan Regency. This means that married women's work participation in the processing industry sector, especially large industries, tends to increase along with the increase in women's education level.

According to Sukarniati (2019), the dominant factor influencing work participation among married women is education. Increasing women's education

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has also increased work participation among women, including married women. This result is also in line with the opinion according to Dwi (2020) that women who have a high level of education usually do not carry out household tasks at home, but rather participate in the labor market. The results of this study show that women are married and have an educational level those with higher education are more likely to choose to work compared to women with lower education. Additionally, women with higher educational backgrounds may have access to a wider variety of jobs, including greater flexibility in working hours.

According to Herlina (2020), the level of education on married women's employment opportunities has a higher significance coefficient than the influence of age, wages, husband's income and industrial sector. This shows that the role of education is very dominant in increasing the participation of married women in the labor market. Therefore, it is better to emphasize efforts to empower the younger generation of women by increasing access to education as preparation for a career in the processing industry sector, especially in large companies.

CONCLUSION

Based on the results of research on the work participation of married women in the processing industry sector in Pelalawan Regency, from the regression results that have been obtained, it can be concluded that simultaneously wage level, education level, age, husband's income level and expenditure level have a significant influence on women's work participation. who are married in this sector. Partially, wage levels and education levels have a positive and significant influence on the work participation of married women in the processing

industry sector in Pelalawan Regency. Meanwhile, age, husband's income and level of expenditure have a negative and significant influence on married women's work participation in this sector.

The most dominant factor influencing married women's work participation in the processing industry sector in Pelalawan Regency is the education variable, because the high level of education of married women who work increases the probability of married women working and they are more likely to choose to work rather than stay at home to care. children and taking care of the household.

SUGGESTION

1. Companies are expected to be able to adjust the minimum wages set by the government.

2. The Pelalawan Regency government is expected to improve the quality of education and equal distribution of infrastructure related to education in order to expand employment opportunities for married women, especially in the processing industry sector in order to reduce the unemployment rate and the government should make it easier for married women who want and have the ability to work in companies and agencies.

3. It is hoped that the government and companies can select women of productive age to work in the processing industry and also provide special jobs that can be done by married women of productive age.

4. For future authors who want to research the same problem, they can also add new variables which are considered to also influence the work participation of married women in the processing industry sector in Pelalawan district.

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ISRA (India) = 6.317
ISI (Dubai, UAE) = 1.582
GIF (Australia) = 0.564
JIF = 1.500

SIS (USA) = 0.912
PIHII (Russia) = 3.939
ESJI (KZ) = 8.771
SJIF (Morocco) = 7.184

ICV (Poland) = 6.630
PIF (India) = 1.940
IBI (India) = 4.260
OAJI (USA) = 0.350

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