FEMALE LABOR WORKING INTENSITY: A STUDY CASE IN A CONSTRUCTION JOB

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Abstract

This paper analyzes demographic and socio-economic characteristics of female labor in Bantul District. The characteristics are measured by their education, ages, marital status, number of children, house location, distance from workplace, and salary. The contribution of female labor to their families are analyzed by arithmetic mean. To model the behaviour of female labor work intensity, this paper uses salary, number of children, distance to work location, husband income, and dummy variables on free rice program, health insurance program, and house location. Using a multiple regression model, it finds that variables significantly increase work intensity are salary and husband's income, while those significantly decreases work intensity are number of children, distance to workplace, and rice free program.

Keywords: *Demogrphic characteristics, socio economics, female worker contribution, salary*
JEL classification numbers: *J21, J22*

Abstrak

Penelitian ini menganalisis karakteristik demografi and sosial ekonomi buruh wanita di Kabupaten Bantul. Karakteristik responden yang diteliti adalah pendidikan, usia, status pernikahan, jumlah anak, daerah tinggal, jarak tempuh ke tempat kerja, and upah. Kontribusi pekerja wanita ke keluarga dianalisis menggunakan mean aritmetik. Untuk memodelkan perilaku intensitas pekerja wanita, penelitian ini menggunakan variabel-variabel independen pendapatan kerja, jumlah anak, jarak tempuh ke tempat kerja, pendapatan suami, serta tiga buah variabel dummy berupa kepemilikan jatah beras miskin, kepemilikan asuransi kesehatan, dan domisili responden. Analisis regresi ganda menemukan bahwa variabel yang berpengaruh positif terhadap intensitas kerja adalah pendapatan pekerja and pendapatan suami, sedangkan yang berpengaruh negatif adalah variabel jumlah anak, jarak tempat kerja, and kepemilikain raskin.

Kata kunci: Karakteristik demografi, sosial ekonomi, kontribusi pekerja wanita, pendapatan kerja
JEL classification numbers: J21, J22

INTRODUCTION

The female citizens proportion in Indonesia in recent years has been over 50% of Indonesia's population, a hugh potential human resource development (Fadah and Yuswanto, 2004). However, this potential has not been utilized in productive activities. Female citizens contribute significantly to the economy and to improve the welfare of households and communities. This is demonstrated by the role of women as housewives, as well as their participation in augmenting the family income (see, for example, Zulyanti, 2003). Today, many Indonesian women do work that used to be only men who can do. They are not reluctant to become drivers, mechanics, laborers, astronauts, and even become president. They tried to get a job to meet their needs. They do not reluctant to do jobs that require muscle power, including construction work (Angelina, 2009).

Construction work is a job that always open for those who want to work. Everyone can do it if they are healthy and have a strong will. Due to limited job opportunities and increasing labor force, female workers are often found working as a construction worker. The development process increases the physical construction of office buildings, schools, places of worship, recreation or other buildings that support community life (Salmah, 1997). These need labors, includes female labors.

Various factors influence female labor to participate in the labor market such as marital status, age, area of residence (rural/urban), salary, religion, education level, husband’s income for married women, and others (Fadah and Yuswanto, 2004). Based on preliminary observations on and interviews with female workers in various construction projects in Yogyakarta, most of them are from Bantul. Salmah (1997) found that women construction workers are mostly from rural areas. Initially they worked as a laborer in the village, but the salary does not cover the basic needs. In addition, the job is of casual ones, so they can not rely on this jobs to support their lives, made them to look for jobs into the city.

Refering to Population Registration Data of the end of 2007, Bantul District population was 831,657, spread over 75 villages and 17 sub districts (*kecamatan*). Of these, 408,780 souls were male and 422,877 were female. Bantul District population at the end of 2006 was 820,541. It means that during one year, there was a population

growth of 1.4%. With a total area of 506.85 km2, the population density in 2007 Bantul was 1641 people per km2 and the number of households at 233,286. This means that there are four members in a family (www.yogyakarta.bps.go.id).

Realizing the importance of female labour, the authors investigate their characteristics as well as their motivation to do such jobs. This paper focuses on the female labor in construction works in Bantul. Some issues will be analyzed. First, the demographic and socioeconomic characteristics of the construction female worker in Bantul. Second, the contribution made by female workers on family income. Third, the determinants of female labor intensity of the work. We hope that the results will be of importance to help increasing both the economic development as well as helping the women labour to increase their salary, wealth, and wellbeing.

Theoretical Background

Female workers are females who regularly do a job in a routine and continuously in a certain long period to produce or get something in the form of material objects, money, services or ideas (see for example Septiningsih, 1994). According to Indonesian Law No. 14 of 1969, labor is any person that is able to carry out work inside or outside the employment relationship in order to produce goods or services to meet community needs.

The motivation that encourages married women to work varies. The most famous of them are to supplement the family income, to become independent from the husband, to avoid boredom, to compensate dissatisfaction in marriage, to utilize skill and expertise, and to obtain the social status of (read Septiningsih 2004). According Fadah and Yuswanto (2004) the decision of women to participate in the labor market are affected not only by marital status, but also influenced by age, area of residence (urban or rural), income, religion, education level, husband’s income level, the female's education, and regional unemployment rates. The ultimate reason for women to work is their low social background, thus requiring them to work. Suryawati (2005) describes the severity of multidimensional poverty, which is a fact for most people of Indonesia.

The definition of job in general is an effort to accomplish goals. In terms of economics, a job is an activity undertaken to produce goods or services for its own use

and to get a reward. A job can also be defined as an activity undertaken for the purpose of maintaining a person or group of people living in a given environment through activities in such a way that they can find their true-self. Thus, a job is not just an activity to change the physical environment or a raw material into goods that can be consumed or exchanged to get in return - as well as not just providing services to get the rewards - but a job is a part of human life to obtain human dignity. A job is basically a container of human activities that allow to express ideas. It also means freedom to be creative. It also means a tool to create products and to form social networks, because a human being exists not only for himself, but also for others (Siregar, 2003).

Female labor have some fundamental rights that absolutely must be protected by the state (Sari, 2004). First, the right to equal payment for equal work. According to the International Labor Organization (ILO), the national average wage of women was slightly higher than two-thirds of the wages received by male workers. Second, the right to equal opportunities. This means that women have an equal opportunity to compete in all kinds of jobs, especially jobs that previously were not open to women. The right to equal opportunities is recorded in the ILO Convention 111, ratified into law No.21/1999, ILO Convention No.156. Third, the right to not receive discriminatory treatment in the workplace. Women workers also have the right to be free from all forms of inhumane treatment and free from discrimination. They are also entitled to fair and fair working conditions, as well as decent salary for themselves and family (Law No.39/1999, UDHR, Law No.7/1984). Fourth, the rights related to women's reproductive role. The rights related to reproductive function of female laborers are protected by law Article 11-16 of Law No.7/1984, Article 49 of Law No.39/1999 and Law No.13/2003.

Indonesian Govnerment Policy Program for the Poor

Indonesian government as state officials have made some program to provide assistance for the poor. The government programs that have been rolled up to now are the Community Health Insurance program (*Jamkesnas* or health card) and the Rice for Poor program (*Raskin*).

Jamkesmas is a social assistance program for health care for the poor and the affordless. This program is the replacement of the health insurance program for the poor (*Askeskin*) created previously. All participant program has the right to basic health services including outpatient health services and inpatient and advanced level of referral outpatient health services, advanced hospitalization, and emergency services.

Raskin program is an attempt of the government to improve food security and provide protection to poor families through the distribution of rice which is expected to reach poor families where each family will receive a minimum of 10 kg to 20 kg of rice per family per month, with the net price of Rp 1,000 per kg at the distribution point. *Raskin* program objective is to provide assistance and improve food access or open the poor families in order to meet the needs of rice as an effort to improve food security at household level through the sale of rice to beneficiary families at subsidized prices with a predetermined amount.

Minimum wage policies issued by the government is not always good for the economy in general. One of the suggestions is that the government should be neutral, in the sense of not siding with one party, the unions or employers. If the government is pro-labor, employers will have difficulty and could shut down his business and led to further unemployment. If the government is pro-employer, the minimum wage would be really small that will reduce workers wealth. More about the minimum wage accommodative, please read Suparjan and Suyatna (2001).

Literature Review

Not many papers discussed the topic, especially in Indonesia. Among them are as follows. Fadah and Yuswanto (2004) analyzed the demographic and socioeconomic characteristics of female laborers and their contribution to the family income in Jember. The dependent variables analyzed were the intensity of the work, while the independent variables are respondent's income, number of children, and the distance from the house to the job sites. They used descriptive analysis, difference between means test, and multiple linear regression analysis. Research results show that there are differences in the intensity of labor between married and nont married women workers. They also foind that partially, only sources of income that affect the intensity of work.

Septiningsih and Na'imah (2004) analyzed the impact of married women working. They use a qualitative method with a single case study or embedded case strategy study. They investigate the impact of working married women on their careers and their household, as well as the obstacles encountered on the job. The analysiss are conducted by combining three components of analysis, namely analysis of data reduction, data presentation, and conclusions drawing before, during, and after the implementation of parallel data collection. The technique is called as flow analysis model. From the research results, it can be interpreted that married women work because of economic and non-economic motives.

Zulyanti (2003) examined women's labor productivity in a cigarette factory in Malang. She also analyzes the contribution of female labor and the factors that influence women's labor income. Research conducted in the village of Kebunagung, Pakisaji District, Malang regency, East Java. The sampling method in this study carried out by chance (Accidental Sampling). Analysis of the data it uses the percentage analysis and multiple linear regression analysis. The analysis shows that simultaneous independent variables influence the dependent variable. Major contributions of the independent variables of 99.8% and the remaining 0.2% is explained by other factors such as educational factors, age, and so forth. A possible flaws of the study is that is used a non random sampling to conduct an inferential analysis.

METHODS

Descriptive Analysis

The descriptive analysis tool used in this paper is the percentage analysis and an arithmetic mean. Analysis of the percentage of the study is intended to describe the general nature of the respondent (Dajan, 1991: 376). The percentage formula is as follows.

$$\text{Percentage} = \frac{n_1}{N} \times 100\% \quad (1)$$

where n_1 = the number of respondents who have a certain character, and N = total number of respondents.

The analysis of arithmetic mean is used to answer question about the contributions made by female workers on family income. Arithmetic mean of analytical formulae used is as follows:

$$\bar{x} = \frac{f(x)}{N} \tag{2}$$

where $\bar{x}$ = mean value, n = number of observations, and $f(x)$ = weight of the corresponding answers. Furthermore, women's contribution to family income workers formulated as follows:

$$E(KPW) = \frac{E(PI)}{E(PK)} \times 100\% \tag{3}$$

where $E(KPW)$ = average female worker contribution, $E(PI)$ = the average income of the wife, and $E(PK)$ = average family income.

Multiple Regression Analysis

Multiple regression analysis is used to model the behavior of female workers intensity. The model that will be used in this study are as follows:

$$IK_i = \beta_0 + \beta_1 PR_i + \beta_2 JA_i + \beta_3 JTK_i + \beta_5 PS_i + \beta_6 D1_i + \beta_7 D2_i + \beta_8 D3_i + \varepsilon_i \tag{4}$$

where
IK = Intensity of work,
PR = per day income of respondents (Rp),
JA = Number of children of respondents,
JTK = Distance from the residence of workers to the workplace (km),
*D*1 = Dummy variable of *Raskin* program membership (1 = member, 0 otherwise).
*D*2 = Dummy variable of *Jamkesmas* program membership (1 = member, 0 otherwise)
*D*3 = Dummy variable of house location (0 = rural, 1 = city).

To make sure the the econometric model produces Best Linear Unbiased Estimator (BLUE), we conduct some tests on the classical assumptions. These tests include testing autocorrelation and heteroscedasticity on the residuals of the regression results. To run the regression, we use the method of ordinary least square (OLS). To help finding the results, we use Eviews software package version 3.0 and SPSS software package version 15. The results of the data analysis are presented in the incoming section.

RESULTS

Data from the survey of 31 respondents are outlined in the following Table.

Table 1. Raw Data

No.	(Work Intensity (hour per 4 weeks) (Y)	Monthly Respondent's Salary (X1)	Number of Respondent's kids (X2)	House to Job's site Distance (km) (X3)	Monthly Husband's Salary (Rp) (X4)	Raskin (D1)	Jamkes-mas (D2)	House Location (Desa/kota) (D3)
1	160	600000	3	40	1125000	1	1	0
2	180	950000	2	20	0	1	1	0
3	192	700000	2	27	750000	0	0	0
4	192	500000	0	8	1000000	0	0	1
5	160	600000	2	40	1000000	1	1	0
6	192	600000	3	10	700000	0	0	0
7	192	600000	2	10	1125000	1	1	0
8	192	600000	2	18	1125000	1	1	1
9	192	600000	3	19	700000	0	0	0
10	192	650000	2	39	1000000	1	1	0
11	168	500000	0	20	1125000	1	1	1
12	192	744000	3	29	1000000	1	1	0
13	192	768000	4	27	1125000	1	1	0
14	80	300000	3	36	1125000	1	1	0
15	192	600000	2	9	700000	1	1	1
16	192	600000	0	22	700000	0	0	1
17	168	500000	0	20	600000	1	1	1
18	192	720000	2	40	1125000	1	1	0
19	168	500000	2	30	800000	0	0	0
20	192	600000	2	7	1000000	1	1	0
21	192	720000	3	36	1075000	1	1	0
22	192	600000	2	25	1125000	1	1	0
23	168	600000	2	38	700000	0	0	0
24	192	650000	1	24	800000	0	0	1
25	160	600000	4	31	1125000	1	1	0
26	80	300000	2	41	1075000	1	1	0
27	168	500000	0	32	1125000	1	1	1
28	192	720000	3	35	1000000	1	1	0
29	192	500000	0	32	1000000	0	0	1
30	192	600000	2	28	650000	0	1	0
31	160	600000	3	28	1050000	1	1	0

Source: Interviews with Respondents

Analysis of Respondent's Characteristics

To find out the demographic characteristics and economic characteristics of respondents who becomes the object of this study we used the percentage analysis. The results of the analysis of the percentage are as follows.

First, the analysis of the characteristics of respondents by education. Based on Table 2, it can be seen that of the 32 respondents who becomes the object of this study which had elementary education are as many as 15 people or 46.9%, junior high school-educated respondents constitutes 31.3%, and high school educated respondents constitutes 21.9%.

Table 2. Respondents Percentage based on Education

Education Level	Frequency	Perentage
Elemtary School	15	46.9
Junior High School	10	31.3
Senior High School	7	21.9
Total	32	100%

Second, analysis of the characteristics of the respondents by age. Based on the analysis of the percentage of the characteristics of education in Table 3, it can be seen that of the 32 respondents who becomes the object of this study were aged between 41-45 years as many as 11 people or 34.4%. In addition, 28.1% of respondents aged between 36-40 years , 15.6% of respondents aged 31-35 years, 12.5% of respondents aged less than or equal to 25 years, 9.4% of respondents aged between 26-30 years.

Table 3. Respondents Percentage based on Age

Age	Frequency	Perentage
<= 25 year old	4	12.5
26 - 30 year old	3	9.4
31 - 35 year old	5	15.6
36 - 40 year old	9	28.1
41 - 45 year old	11	34.4
Total	32	100%

Third, analysis of the characteristics of respondents by marital status. Based on

the analysis of the percentage on status characteristics in Table 4, it can be seen that of the 32 respondents who becomes the object of this study who were married are as many as 27 people or 84.4% and 15.6% of respondents to another unmarried status.

Table 4. Respondents Percentage based on Marital Status

Marital Status	Frequency	Perentage
Not married	5	15.6
Married	27	84.4
Total	32	100%

Fourth, analysis of the characteristics of respondents by number of children. Based on the analysis of the percentage on status characteristics in Table 5, it can be seen that of the 32 respondents who becomes the object of the study, respondents who had 2 children are 14 people or 43.8%. In addition, 28.1% of respondents have 3 children, 18 , 8% of respondents do not have children, 6.3% of respondents had 4 children, and 3.1% of the respondents have children one new person.

Table 5. Respondents Percentage based on number of Kids

Number of Kids	Frequency	Perentage
0	6	18.8
1	1	3.1
2	14	43.8
3	9	28.1
4	2	6.3
Total	32	100%

Fifth, the analysis of the characteristics of respondents by region live. Based on the analysis of the percentage of the characteristics of living area in Table 6, it can be seen that of the 32 respondents who becomes the object of the study, respondents living in rural areas are as many as 23 people or 71.9% and 28.1% of respondents lived in urban areas.

Table 6. Respondents Percentage based on Region Live

Region Live	Frequency	Perentage
Rural	23	71.9
Urban	9	28.1
Total	32	100%

Sixth, the analysis of the characteristics of the respondents based on mileage from home to the workplace. Based on the analysis of the percentage of the mileage characteristics in Table 7, it can be seen that of the 32 respondents who becomes the object of the study, respondents who have lived with the distance between the place of work between 31-40 km where as many as 12 people or 37.5%. In addition, 31.3% of respondents lived with the distance between the place of work less than or equal to 20 km, 28.1% of respondents within 21-30 km, and 3.1% of respondents is more than 40 km.

Table 7. Respondents Percentage based on Milage from Home to Workplace

Mileage	Frequency	Perentage
<= 20 km	10	31.3
21 - 30 km	9	28.1
31 - 40 km	12	37.5
> 40 km	1	3.1
Total	32	100%

Seventh, the analysis of the characteristics of respondents by salary. Based on the analysis of the percentage of the income characteristics in Table 8, it can be seen that the majority of respondents in this study who have salary of Rp 600,000 are 14 people or 43.8%. In addition, 18.8% of respondents have an income of Rp 500,000 and the rest of the income ncome varies from Rp 300,000 to Rp 950,000.

Table 8. Respondents Percentage based on Salary

Salary	Frequency	Perentage
300.000	2	6.3
500.000	6	18.8
600.000	14	43.8
620.000	1	3.1
650.000	2	6.3
700.000	1	3.1
720.000	3	9.4
744.000	1	3.1
768.000	1	3.1
950.000	1	3.1
Total	32	100%

Mean Arithmetic Analysis

Based on calculations it is known that the average salary of the respondent is Rp 601,312.50, while the average of husband's income is Rp 927,343.80, so that the total family income is Rp1.528.656. Thus, the contributions made by women workers on family income is calculated as follows:

$$E(KPW) = \frac{601.312,5}{1.528.656,0} \times 100\% = 39,34\%$$

It can be seen that the contribution of women workers to the family income is 39.34%, a quite large contribution.

Linear Multiple Regression Analysis

The results of multiple regression analysis with the dependent variable intensity of female workers (IK) is set forth in Table 9.

Table 9. Regression Analysis Results

Variable	Coefficient	t-Statistic	Prob.
C	42.75975	2.088808	0.0475
PR	0.000222	10.17246	0.0000
JA	-6.214366	-1.848376	0.0769
JTK	-0.957945	-3.893669	0.0007
PS	5.52E-05	4.689074	0.0001
D1	-41.95803	-3.161417	0.0042
D2	19.64861	1.485388	0.1505

D3	4.767781	0.555387	0.5838
R-squared	0.855687	F-statistic	20.32929
Adjusted R-squared	0.813596	Prob(F-statistic)	0.000000

Test on Autocorrealtion

An autocorrelation test is a test on the correlation in the residuals resulted from the regression analysis. In this paper, we use the Breusch Godfrey test. If the chi-square probability is less than 0.05, we can reject H_0 that there is no autocorrelation. Autocorrelation test results using the Breusch-Godfrey is as follows:

Table 10. Breusch-Godfrey Test Result

Breusch-Godfrey Serial Correlation LM Test:			
F-statistic	0.393647	Probability	0.679249
Obs*R-squared	1.105589	Probability	0.575340

The results of the test shows that the Chi-square probability is 0.575340, exceeding 0.05. thus we can not reject H_0 that there is no serial correlation in the model built model.

Test on Heteroscedasticity

To detect heteroskedasticity in this study, we use the method of White. The test results are presented as follows:

Table 11. Heteroskedasticity Test Results

White Heteroskedasticity Test:			
F-statistic	1.199171	Probability	0.347878
Obs*R-squared	12.71759	Probability	0.312183

The results of the test shows that the Chi-square probability is 0.312183, exceeding 0.05. thus we can not reject H_0 that there is no heteroscedasticity in the model built.

Partial Significance Test (The t Test)

Partial significance test is a statistical test to determine the effect of each independent variable on the dependent variable at a certain level of significance. From

Table 9 we can see that all variables has probability of less than 5%, except *JA* (distance from house to workplace), *D*2 (Dummy variable for *Jamkesnas* program membership) and *D*3 (Dummy variable for house location). This means that those variable are significant at 5% level. However, *JA* can be said to be significant at 8% level.

The regression results shows that salary of respondents have a positive influence on the intensity of labor of women. When income is high, workers are becoming more eager to work. Number of children negatively affect the intensity of female labor women (at 8% significance level). When a mother has a lot of children, they have to stay at home most of time to look after the little ones, reducing their work intensity. The distance of the workplace from labor's home has a negative influence on the intensity of labor of women. This indicates that the income of working women are classified as very low, so the distances, which increases the transportation costs, reduces the intensity of their work. Husband's income has a positive influence on the intensity of female employees work. As a family is getting richer, they are more eager to collect more money, because they start to know what money can buy. This means that the more income they receive, the more diligent they work. This strengthens the expectation that their income was still very low.

Now we will analyze the influence of three dummy variables included in the model. First, the membership of raskin program negatively influences female labor's intensity to work. This indicates that when a family has enough stock of rice, their very basic needs, they feel safely enough that the reduce their work intensity. Second, the ownership *Jamkesnas* evidently did not affect the intensity of women's work. This indicates that the workers do not put health as a key requirement in the household. Third, the house location, in the city or in the countryside, apparently did not affect the intensity of working women. This indicates that female labors, both from city or countrysied, have the same working intensity.

Overall Test (The F Test)

The Overall test (using *F* distribution) is used to test the fignificance of the overall effect of independent variables on the dependent variable. The test is performed by comparing the value *F*-test itung with *F*-critical at a certain significance level, say

5%. If *F*-test is bigger than *F*-critical, we can reject H_0 that there is no overall influence on the dependent variable. But we can do it easily by simply looking at probability of the *F*-test. If the *F*-test is less than 5%, we can reject H_0 that there is no overall influence on the dependent variable. The results of the analysis of the test in Table 9 shows that the *F*-test is equal to 20.32929. This value is greater than the value of *F*-critical which is 2.42, so it can be stated that the independent variables have a significant effect on the dependent variable. These results were confirmed by the probability of *F*-test of 0.00000.

In addition, it is worthwile to give comment on the coefficient determination or R^2, a goodness of fit measure. It measures the variation in dependent variable explained by the variation in independent variables. The regression results shows that the R^2 value is 0.855687. it can be infer that about 86% of the variation in dependent variable is explained by varition in the model, a quite good measure.

CONCLUSIONS

This study analyzes the demographic and socioeconomic characteristics of female labors in the District of Bantul. The analysis was conducted on the characteristics of the respondents which are education, age, marital status, number of children, living area, distance from home to workplace, and salary. To determine the contribution of women workers to the family, the arithmetic mean analysis is conducted. In addition, this paper also modeling the behavior of the intensity of female workers to find out their motivation to work. Independent variables included are labor income, number of children, distance to workplace, husband's income, and three dummy variables on raskin program membership, health insurance program ownership, and location of the respondents.

The results of the analysis of demographic and socioeconomic characteristics are as follows. Female labor's education are mostly elementary school followed by junior high shool and senior high school. Most of female labor's age are between 41-45 years, followed by the age between 36-40 years, 31-35 years of age, the age is less than or equal to 25 years, and aged between 26-30 years. The percentage of married labor

women is bigger than the non married ones. Most labor women have two kids, followed by those with 3 kids, 4 kids, and 1 kid. The percentage of workers who live in the village is bigger than those living in the city areas. Most female labor's have to travel for 31-40 km from their house to the workplace, followed by those who have travel for 20 km or more, 21-30 km, and more than 40 km. Most families have the monthly income of Rp 600,000, followed by family income of Rp 500,000. These twom family groups constitutes 62% of the whole respondents.

The analysis of contributions found that the contributions made by women workers of the family income is big enough that an average of 39.34%. The multiple regression analysis found that variables with positive influence on the intensity of work are respondent's income and their husband's income, while those with negative effects are a number of kids, distance from home to workplace, and membership of *Raskin* program. The analysis also found that membership of *Jamkesnas* program and workers hose location did not affect the intensity of female labor.

When a mother has a lot of kids, she has to spend most of her time to look after the yong ones, reducing her intensity to work. Furthermore, the farther the residence to the workplace would affect the intensity of work. The distance, time spent, transportation cost, and risk lower the intensity of one's work. The membership of *Raskin* program lowers female labor's work intensity. With the increasing number of poor families receive Raskin certainly their primary needs are met, reducing their motivation to go to work.

The higher women workers wage, the higher their intensity work. This indicates that the level of wages they get is still low, so an increase in income from the salary does not reduce the intensity to work.

Female labors are as important as men labors. Female labors contribute significantly to the economic survival and well-being of households and communities. The presence of female workers were able to raise her family's welfare.

Respondents' income and husband's earnings increase the female labor's intensity of work. If the government wishes to reduce the poverty level, it can maximize the potential of female labors. It can be done by providing wider opportunities for housewives (women) to earn extra income (work). It can also be done by increasing

their skills through various skill training.

This study used 32 respondents. The sample size looks small compare to the population. But the authors assume that the studied population is relatively homogeneous, so that the sample is fairly representative. The authors hope that this pilot project can be investigated in a larger sample size.

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