UDC 331

ALLOCATION OF BALI WOMEN'S WORKING TIME AND ITS EFFECT ON WELFARE IN THE INFORMAL SECTOR: A CASE STUDY OF KLUNGKUNG DISTRICT

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ABSTRACT

This study aims to analyze the effect of the wife's education, the number of dependent members, the frequency of traditional activities, the presence of children under five and the husband's income on the working hours spent; to analyze the effect of wife's education, number of dependents, frequency of traditional activities, presence of children under five and husband's income on welfare; to analyze the indirect effect of the wife's education, the number of dependents, the frequency of traditional activities, the presence of children under five and the husband's income on welfare through the outpouring of working hours. The population of this research is women workers in the informal sector who are married. The number of samples in the study amounted to 155 respondents. The analytical tool used is descriptive analysis and inferential analysis. Findings of this research are wife's education and the frequency of customary activities have a positive and significant effect on the work hours of female workers in the informal sector; the existence of children under five and husband's income has no positive and significant effect on the working hours of women workers in the informal sector; the frequency of customary activities has a positive but statistically insignificant effect on the welfare of women workers in the informal sector; the wife's education and husband's income have no positive and significant effect on the welfare of female workers in the informal sector and the distribution of working hours mediates the education of wives and the frequency of traditional activities on the welfare of women workers in the informal sector.

KEY WORDS

Time allocation, wife's education, number of dependents, frequency of traditional activities, having toddlers, husband's income, working hours and welfare.

The role of working women has changed economic conditions and influenced social demands. Working women have tremendous pressure on career development and are required to always be active in all activities outside of their work. The female workforce has been in the progress of the era of women's emancipation which is marked by the active role of women in the labor market. However, women also have the responsibility to carry out household chores. This causes women to experience role conflicts between the implementation of duties in the domestic sector and the public sector (Noviani, 2019). The work pressure faced by working women can become a workload, so that they are always faced with a choice to stop working or look for other work alternatives.

According to the Bali Province Central Statistics Agency for 2011-2019, Klungkung Regency has a percentage of women's income contributions above the average percentage of women's income contributions in Bali Province. Klungkung Regency has a percentage of women's income contribution which is in the range of 40 percent for the last eight years, followed by Karangasem Regency which has occurred only for the last seven years. The percentage of women's income contribution in Bali Province in Klungkung Regency can be seen in Table 1.

Based on the status of the job, it can be grouped into 7 (seven) job statuses including: (1) self-employed; (2) trying to be assisted by temporary workers / family members; (3) trying to be assisted by permanent workers; (4) workers / employees; (5) non-agricultural casual workers; (6) agricultural free workers; (7) family workers who are not paid or can be broadly divided into two, namely (1) Formal and (2) Informal. Formal employment status includes

business status assisted by permanent workers and work status as laborers / employees. Meanwhile, the rest are grouped into informal employment status, namely trying to be assisted by temporary workers / family members, non-agricultural casual workers, and family workers.

Table 1 – Percentage of Women's Income Contribution in Bali Province

Regency / City	Percentage of Women's Income Contribution in Bali Province by Regency / City (Percent)								
	2011	2012	2013	2014	2015	2016	2017	2018	2019
Jembrana Regency	37,42	37,98	38,45	38,92	38,43	-	38,54	38,47	38,73
Tabanan Regency	34,22	34,46	34,62	34,78	35,69	-	36,55	37,22	38,28
Badung Regency	35,26	35,28	35,92	36,58	35,63	-	35,93	36,35	36,52
Gianyar Regency	35,12	35,41	35,77	36,14	36,64	-	37,25	37,42	37,94
Klungkung Regency	42,26	42,97	43,90	44,86	46,11	-	46,20	46,19	46,73
Bangli Regency	34,00	35,61	35,94	36,28	37,27	-	37,28	37,27	38,19
Karangasem Regency	40,76	41,03	41,25	41,46	42,40	-	42,45	43,02	44,11
Buleleng Regency	37,45	37,51	38,17	38,84	38,88	-	38,89	38,93	39,29
Denpasar City	39,41	39,84	40,70	41,58	42,16	-	42,18	42,19	42,62
Bali Province	34,91	35,21	35,58	35,96	36,39	37,39	37,68	37,87	38,61

Source: BPS Bali Province, 2020.
*Note: *) In 2016 Sakernas was adjourned.*

In 2019 the number of formal workers in Klungkung Regency reached 47,248 people or 45.28 percent, while the number of informal workers was 57,109 people or 54.72 percent. In Table 1.3 it can be seen that the group of workers in the informal sector is more involved in women than men, which is 62.35 percent.

The number of informal workers in Klungkung Regency in 2019 was almost 60 percent, each of which has a status as free workers of 5.91 percent, family workers of 13.78 percent, trying to be assisted by temporary laborers of 16.37 percent and doing their own business. by 18.66 percent. For formal workers as much as 40.71 percent work as laborers / employees / employees, the rest are residents who work with business status assisted by permanent workers, namely 4.56 percent.

Table 2 – Percentage of Working Population According to Formal and Informal Job Status in Klungkung Regency, 2019

Group of Workers	Man	Woman
Formal	52,47	37,65
Informal	47,53	62,35

The informal sector is also not part of household production for final consumption (for example subsistence farmers, imputation of self-owned rental services, or households that employ domestic domestic workers such as domestic helpers, gardeners, drivers, baby sitters, and others) (BPS, 2018). Women workers in the informal sector, have poor living and working conditions and are not hygienic which is uncontrollable, which results in health conditions. There is no standard in accepting female workers to enter the informal sector, whose conditions are very vulnerable (Mohapatra, 2012).

Chen et al. (2014) explored the factors affecting women's labor force participation in China's rural and urban areas. The study concluded that both individual (age, education) and family factors (husband's occupation, childcare and family size) play a more important role in determining women's labor force participation in China. Eapen (2014) investigated the problem of female sex segregation for work and the passage of time it was not profitable for her work. This study reveals that most women are engaged in low-income work. On the other hand, most women are employed in informal jobs such as, cooking, beauty salons and domestic helpers (Mohamed, 2016).

A mother who has low education will choose to become self-employed on the grounds that she can take care of her child through work in the informal sector. It can be said that

almost all low-educated family members with high financial pressure are involved in work with their own business status. The existence of assets owned by a family has a strong influence on doing business. The level of education variable affects a person's decision to work in the informal sector. There are reasons that may occur in workers with higher education participating in the formal sector, but on the other hand, workers with low education become entrepreneurs in the informal sector (Gillani, 2017).

Workers who have a low standard of living and are classified as vulnerable groups, such as unemployed, less educated, and those from rural areas, usually use informality as a way to overcome the socio-economic challenges faced in daily life. Simply put, the informal economy is used to overcome economic backwardness, to improve the standard of living and economic status in the community (Efendic, 2018).

LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

Welfare according to the Central Bureau of Statistics is a condition in which all the physical and spiritual needs of the household can be met according to the level of life. Welfare is an order of social, material and spiritual life and livelihood followed by a sense of safety, decency and tranquility of oneself, household and community both physically and spiritually which enables every citizen to make the best possible fulfillment of physical, spiritual and social needs. for themselves, households, and society by upholding human rights. According to BPS (2017) changes in the level of welfare are studied according to eight fields which include Population, Health and Nutrition, Education, Employment, Levels and Patterns of Consumption, Housing and Environment, Poverty, and other Social Affairs which are used as references in efforts to improve the quality of life. Subjective well-being (subjective well-being) is a person's perception of his life experience, which consists of cognitive evaluation and affection for life and represents psychological well-being (Ariati, 2010).

According to Sidauruk and Woyanti (2014), the pouring of working hours is the number of working hours that a person allocates as labor. The theory of labor leisure choice is the choice of individuals to use their time to work or not work (leisure). Every working hour used for leisure will reduce the time for work and vice versa. Each individual has different preferences in determining the choice of allocating the amount of time they have for work and their spare time (Rahmadi, 2018).

BPS (2018) defines informal sector companies as companies that are not legally incorporated. Apart from that, the activities of fostering the informal sector also lack clarity, which results in government agencies not having an integrated responsibility to promote or regulate the informal sector. Women workers in the informal sector, have poor living and working conditions and are not hygienic which is uncontrollable, which results in health conditions. There is no standard in accepting female workers to enter the informal sector, whose conditions are very vulnerable (Mohapatra, 2012).

A mother who has low education will choose to become self-employed on the grounds that she can take care of her child through work in the informal sector. It can be said that almost all low-educated family members with high financial pressure are involved in work with their own business status. The existence of assets owned by a family has a strong influence on doing business. The level of education variable affects a person's decision to work in the informal sector. There are reasons that may occur in workers with higher education participating in the formal sector, but on the other hand, workers with low education become entrepreneurs in the informal sector (Gillani, 2017).

Bali, especially Klungkung City which is thick with its cultural customs, makes married women to follow their husbands, have an obligation in community activities around their area of residence. The regulation on the involvement of women in society is very dominant, both from the beginning to the end of the process of a series of activities in the area. Moral sanctions are still a matter of fear in public relations. Guilt from absence on customary activities exists. The rules that have been mutually agreed upon must be obeyed and carried out as appropriate according to local regional regulations. Various kinds of activities that

involve women to directly engage in local customary activities, make women have to be good at managing time to work and take care of the household. Indeed, all forms of community activities, especially local customary activities, are not separated from the form of mutual cooperation, which has costs to carry it out. This time and cost is needed in carrying out the local customary activities that have been mutually agreed upon.

The tight schedule of women's activities is usually handled by dividing the work time, which is expected to run optimally. Women who have higher education, of course, do not want to be a burden on their family life. Women's expectations in balancing between work and free time to be able to participate in traditional activities, as well as her ability in taking care of the household, are huge and make it a difficult choice for women's life. In this case, women want a balance between work and free time, which in this case is used for customary activities.

The informal sector is a home business that is carried out with the aim that women who work in it can divide their time between working and taking care of the household, it can be said that this informal business is very flexible. Working in the informal sector does not require high production costs in marketing so it can save costs. This informal business that is carried out by women aims to get additional family income and is carried out according to their wishes and abilities. Women who work in the informal sector do their jobs by getting support from various parties, both from family and friends and relatives, so that they feel comfortable and happy to do work in the informal sector so far (Mehtap, 2019).
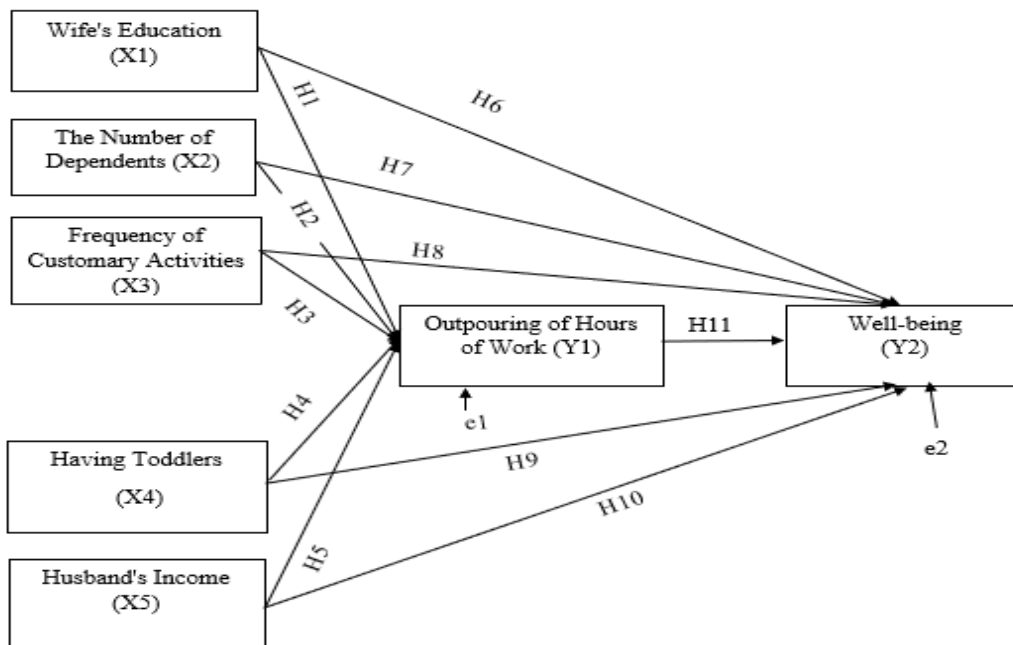

Figure 1 – Research Framework

METHODS OF RESEARCH

This study used an associative quantitative research design supported by primary data. The data used are primary data collected through structured interviews. Furthermore, the collected data were analyzed using path analysis. Research variables include exogenous variables, intervening variables and endogenous variables. The exogenous variables consist of the wife's education, the number of dependents, the frequency of traditional activities, the age of the youngest child and the husband's income. The intervening variable is the amount of work hours spent, while the endogenous variable is welfare. The research location is in Klungkung Regency in two districts, namely Klungkung District and Banjarangkan District. The scope of research on female workers in the informal sector who live permanently in the research area.

The population used in this study is the population of 19,719 women workers in the informal sector who have the status of self-employed, trying to be assisted by temporary laborers, free agricultural workers and non-agricultural free workers. The population size was obtained from Sakernas Data for Klungkung Regency 2019. The sample size in this study was determined using the Slovin formula as follows (Sugiyono, 2016).

$$n = \frac{N}{1+N(e)^2}$$

Information:
N = number of population / total population;
n = Number of samples;
e = error tolerance.

$$n = \frac{19.719}{1 + 19.719\,(0{,}08)^2}$$

Based on the Slovin formula, the sample size is at least 127 respondents. In this study, the sample used was 155 respondents. The increase in the number of samples was carried out in order to expand the reach of the research. The sampling method used was non-probability sampling, namely purposive sampling. Purposive sampling or judgment sampling, which is sampling based on certain considerations or criteria. The criteria used in this study are women workers in the informal sector who are married carried out by accidental sampling. Furthermore, the scientific purposive sampling approach is combined with snowball sampling, meaning that interviews with the respondent sample are carried out by snowballing as long as it is in accordance with the criteria for women who are married and work in the informal sector.

RESULTS AND DISCUSSION

Based on the results of research in 2020, the average education of the wife is at the junior high school (junior high school) and above with a successful year of 9.7742. The wife's highest education is at the tertiary level (Associate's / Bachelor's degree) so that she does not attend school for the lowest level. The average number of dependents for a female worker in the household is only one person. The lowest value for the number of dependents is in the absence of dependents in the family and the highest number of dependents is five people.

The average frequency of customary activities carried out by female workers is six, with the lowest score not participating in customary activities and the highest score reaching 24 times in the last six months participating in customary activities. Most of the female workers do not have toddlers work full time. The husband's income averages 2.5 million Rupiah with the lowest husband's income at 150 thousand Rupiah and the highest is 9 million Rupiah. The wife's average working hour spent was 48 hours, with the lowest value being 37 hours and the highest being nearly 60 hours a week. The perception of the wife's income welfare is a reason to work and earn income independently.

Based on the analysis results show that the value of β = 0.638 with a significant value of 0.000 for the wife's education variable. This means that the wife's education has a positive and significant effect on the working hours of Balinese women workers in the informal sector. The higher the wife's education, the more her working hours will be spent. The findings in the field indicate that most of the respondents have primary school education (SD) to senior high

school (SLTA). There are a relatively small number of female workers who do not attend school until they reach college. This is due to the division of work time during the pandemic.

Table 3 – Result of Regression Model 1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	42,843	0,444		96,598	0,000
	Wife's educ level	0,638	0,030	0,714	21,440	0,000
	N of dependent HH members	0,128	0,138	0,030	0,926	0,357
	Frequency of customs event	0,312	0,036	0,275	8,774	0,000
	Having toddler	-5,064	0,368	-0,441	-13,776	0,000
	Husband's income level	-1.17E-06	0,000	-0,499	-15,658	0,000

a. *Dependent Variable: Working hours.*
Source: Data processed, 2020.

The value of β = 0.128 with a significant 0.357 for the variable number of dependents means that the number of dependents has a positive and insignificant effect on the work hours of female workers in the informal sector. This can happen where the large number of family dependents is one of the reasons women work to help their husbands and the number of dependents is not a reason not to work for female workers in the informal sector.

The value of β = 0.312 with a significance of 0.000 for the variable of the frequency of customary activities means that the frequency of customary activities does not have a negative and significant effect on the work hours of female workers in the informal sector. This means that the more time that is used for customary activities, the more working hours will be needed to fill the gap in time at work, namely by reducing rest time and vacation time and replacing it for work.

The value of β = -5.064 with a significance of 0.000 for the variable of the existence of children under five, which means that the presence of children under five has a negative and significant effect on the working hours of female workers in the informal sector. This means that the more children under five are present in the family, the less female workers spend working hours, because they have to take care of children who are still under five and need the assistance of their mothers.

The value of β = -0,000 with a significance of 0,000 for the husband's income variable, which means that the husband's income has a positive and significant effect on the work hours spent on women workers in the informal sector. This means that the higher the income of the husband, the less number of hours of work of female workers as wives. The husband as the head of the household has the main obligation to meet all the needs of the family.

CONCLUSION AND SUGGESTIONS

Based on the results of the analysis and discussion in the previous chapter, several conclusions can be drawn as follows wife's education and the frequency of traditional activities have a positive and significant effect on the working hours of women workers in the informal sector. The existence of children under five and husband's income has no positive and significant effect on the working hours of women workers in the informal sector. The frequency of customary activities has a positive and insignificant effect on the welfare of women workers in the informal sector. Wife's education and husband's income have no positive and significant effect on the welfare of female workers in the informal sector. Spending working hours mediates the education of wives and the frequency of traditional activities on the welfare of women workers in the informal sector.

The suggestions that the author can provide include women workers need to improve the quality of education and skills for the younger generation so that they can compete in the labor market for both the formal and informal sectors, so that later they can improve family welfare in addition to improving welfare for themselves. For local and central governments, activities to empower women's skills in micro-business activities are needed through and providing assistance in the form of business loans to greatly increase the ability to do

business and increase the volume of business and trade. This women's empowerment activity needs to be supervised both at the regional and central levels, with the aim of knowing the resulting impacts in a sustainable manner. For female workers who work indoors while caring for children, having a business in the home industry sector is very suitable.

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