

FACTORS AFFECTING THE LEVEL OF LABOR FORCE PARTICIPATION (TPAK) OF DISTRICT/CITY WOMEN IN BALI PROVINCE

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Abstract

This study aims to analyze the effect of investment, education, MSE, and household consumption expenditure simultaneously and partially on the Female Labor Force Participation Rate (TPAK) in regencies/cities in Bali Province. The data used is secondary data on 9 districts/cities in Bali Province obtained from the Bali Provincial Statistics Agency from 2017 to 2022 (6 years). This study combines time series and cross section data (panel data) with a total of 54 observation points. This research is an associative quantitative research. The data collection method of this research is the non-behavioral observation method. This research uses an associative explanation approach. The data analysis technique used in this research is multiple linear regression analysis. The results showed that simultaneously investment, education, MSE, and household consumption expenditure had a significant effect on the TPAK of women in districts/cities in Bali Province. Partially, investment, education, MSE, and household consumption expenditure have a positive and significant effect on the TPAK of women in regencies/cities in Bali Province.

Keywords: LFPR female, investment, education, district/city minimum wage, household consumption expenditure

INTRODUCTION

Development is a process in society that includes economic and social processes to improve life. The growth of the labor force continues to increase every year, so employment opportunities must be provided so that the labor market can accommodate all people. Economic and demographic motives are the main factors that influence whether someone works longer or less hours (Rachma, 2020). According to the World Health Organization (WHO) (in Putra, 2019), gender refers to the characteristics of women and men, including the norms, roles and relationships between men and women that are formed by society. Men are usually identified with masculine characters, while women are generally associated with feminine characters.

Historically, women's contributions have often been undervalued both domestically and globally, encompassing spheres such as societal roles and political realms. Describing women's involvement in economic growth and labor force participation proves intricate, reflecting evolving patterns in economic development, educational achievements, fertility rates, employment dynamics, societal norms, and

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demographic shifts across different nations (Thaddeus et al., 2022). The International Labor Organization (ILO) defines the labor force participation rate (TPAK) as a metric that indicates the percentage of the working-age population actively engaged in the labor market, including those employed or actively seeking employment, relative to the total working-age population (ILO, 2022).

Gender inequality in the employment sector is one of the obstacles in Indonesia's development process. A person's involvement at work reflects their level of independence and well-being. The pandemic may also increase gender inequality, putting women in more difficult positions. (KPPPA, 2020). The economic development of a country inherently involves the entire community, including the crucial role played by women. The duties and roles of women have increased in this modern era. Women not only participate in household activities, but they also participate in various aspects of community life that require their role.

One of the 17 Sustainable Development Goals (SDGs) to be achieved by 2030 is gender equality. This goal entails endeavors to eradicate discrimination and all types of violence against women, whether in public or private spheres, including issues like human trafficking and sexual exploitation (Ningrat, 2022). The facts say that there is still gender inequality in developed and developing countries which is a challenge and a focus for successful development (United Nations, 2021). Gender equality is a multifaceted concept rooted in normative principles such as anti-poverty, anti-exploitation, and income equality (Miotto & Vilajoana-Alejandre, 2019). Social constructs perpetuated by society across various domains social, economic, political, religious, and educational, underlie women's experiences of inequality (Suhaeny, 2020).

Bali Province has a strategic role in Indonesia's development, the livelihood of this province is the tourism sector and still relies on the agricultural sector. Employment problems are a complex issue in Bali Province. This province, which consists of 8 districts and 1 city, is driven by the tourism sector known as the "Leading Sector". This sector has the potential to change the economic structure of the province through rapid migration flows and urbanization, helping to create more jobs. Therefore, this will have an impact on the employment sector, namely the increase in the number of people of productive age, or working age (Budiarto & Urmila Dewi, 2015 in Wiasih & Karmini, 2021).

The Bali Province Gender Inequality Index (IKG) in 2022 increased by 0.056 points to 0.321 compared to 2021 which was recorded at 0.265. The increase in IKG in Bali Province was caused by declining performance in the reproductive health dimension and labor market inequality between men and women (BPS Bali Province, 2023). It cannot be denied that gender inequality still occurs in the lives of Balinese people. Gender inequality among women in Bali primarily results from two key factors: external influences originating from outside the individual, such as societal norms and cultural values that neglect women's advancement; and internal factors arising from within women themselves, including insufficient self-confidence, feelings of inadequacy, and a lack of motivation to pursue progress due to various personal reasons (Masruroh, 2022).

Apart from that, the thing that causes women's Labor Force Participation Rate (TPAK) is cultural factors and norms which are still dominant in most societies. This culture places traditional roles above transitional roles, so that many women tend to choose to stay at home and consider themselves responsible for taking care of the

family, so they are reluctant to join the job market (Nuraeni, 2021). Increasing women's involvement in economic activities is critical to narrowing the gender gap in human capital. This can increase the productivity of women in the labor force and increase their contribution in various sectors of the economy (Altuzarra et al., 2019). The goal is to increase socio-economic benefits for the country, including promoting economic growth (Akhtar et al., 2020). In the context of finance, there are different characteristics between men and women. Men tend to be more confident in taking financial risks than women. However, women are better at financial planning than men (Herawati and Dewi, 2020).

The Labor Force Participation Rate (TPAK), as defined by Kurniasari (2022), measures the ratio of the workforce to the working-age population. This indicator, according to Prabawati and Urmila Dewi (2018), assesses the contribution of the productive-age population to development by quantifying the active workforce, encompassing both men and women. Table 1 presents the Labor Force Participation Levels (TPAK) for Regencies/Cities in Bali Province from 2017 to 2022.

Table 1. Bali Province Labor Force Participation Rate (TPAK) According to Regency/City 2017-2022

Regency/City	Bali Province Labor Force Participation Rate According to Regency/City (Percent)					
	2017	2018	2019	2020	2021	2022
Jembrana	78.62	77.30	67.36	75.92	81.26	80.60
Tabanan	71.33	77.29	75.42	75.47	74.98	76.93
Badung	70.43	71.15	72.60	72.69	72.52	72.80
Gianyar	78.17	78.96	76.11	71.27	69.88	80.26
Klungkung	77.07	77.87	76.05	75.27	72.83	79.81
Bangli	84.14	85.72	83.11	82.20	82.09	83.36
Karangasem	78.37	82.28	80.61	80.75	81.15	85.39
Buleleng	75.44	76.60	69.51	75.07	73.08	75.38
Denpasar	73.91	73.52	71.70	70.91	68.67	72.37
Bali province	75.24	76.56	73.77	74.32	73.54	76.86

Source: BPS Bali Province, 2023

According to data from the Central Statistics Agency (BPS) of Bali Province in Table 1, the Labor Force Participation Rate (TPAK) in the Regencies/Cities of Bali Province shows a tendency to fluctuate. Specifically, in 2022, TPAK is projected to increase compared to the previous year, due to the number labor Bali Province experienced an increase after the COVID-19 pandemic and the event approached G20 Summit which took place in Bali Province. Judging from the Regency/City, Denpasar City has a lower TPAK compared to other regions, namely 72.37 percent in 2022. This shows that the supply of labor in Denpasar City is lower. Factors that prevent workers from entering the labor market, namely lack of knowledge, household duties, discrimination in the workplace, and high costs (of education) are largely the causes of low TPAK in

Denpasar City (Dalilah, 2021). Judging from the lack of information and factors Limited education should be a focus on the importance of financial management to be able to improve welfare.

Badung Regency, known as the center of economic activity, also tends to have the second lowest TPAK compared to other regions. Then, Badung Regency's TPAK reached 70.43 percent but in 2022 it will increase to 72.80 percent, becoming the second lowest. Meanwhile, Karangasem Regency has the highest TPAK in Bali Province, reaching 85.39 percent in 2022. The higher the TPAK figure indicates that the higher the labor supply available. Several factors influence the Labor Force Participation Rate (TPAK) in an economy, including family income level, age structure, wage level, and education level (Sumarsono, 2003:47).

The COVID-19 pandemic stands out as one of the most impactful disasters of the 21st century (Zenker & Kock, 2020). Its effects on the economy of Bali Province have been profound, particularly on activities crucial to the main sector, namely tourism. The policy of limiting community activities and limited tourist visits, both domestic and foreign, to Bali, one of the world's mainstay destinations, has had a big impact on the order of economic activities and the labor market. Restrictions on community activities and reduced tourist visits to Bali, a global tourist hotspot, have significantly impacted economic activities and the labor market. The World Health Organization (WHO) declared the outbreak of the new Severe Acute Respiratory Syndrome Coronavirus-2 (SARS-CoV-2) virus and named the disease Coronavirus Disease 2019 (COVID-19) on February 11, 2020. By March 2, 2020, the Indonesian Government officially acknowledged the continued spread of COVID-19, which posed significant challenges in containment efforts (Ayupijaya, 2021).

To curb the spread of COVID-19, both central and regional governments have enforced large-scale social restrictions (PSBB), community activity limitations (PKM), stay-at-home advisories, and physical distancing measures. This crisis is expected to affect not only unemployment and underemployment rates but also working conditions, wages, and access to social protection. Consequently, vulnerable groups who are most susceptible to the repercussions of a weakened labor market will be adversely affected (Ayupijaya, 2021). Compared with other provinces in Indonesia, Bali's economy experienced the largest decline during the COVID-19 pandemic and recovered the slowest. Bali's economy is dominated by tourism, making it very vulnerable to economic changes throughout the world and within the country. The government must immediately intervene to reorganize Bali's economy after the COVID-19 pandemic because the policy of restricting people's mobility has worsened the economy and made it more difficult for it to recover (Monoarfa, 2021).

The COVID-19 pandemic, which has persisted for over a year, has shaken the economy, especially the tourism sector in Bali. As a major international tourist destination, Bali's economy is experiencing a downturn due to the absence of tourist visits. So far, Bali's development performance has generally been relatively good from economic, social, political and security aspects. However, in 2020, Bali faced the most severe economic contraction compared to other provinces in Indonesia, namely -9.31%. This condition continues to occur, and is even predicted to decline in 2021 (Monoarfa, 2021).

One of the economic challenges in Bali Province is the generally low educational attainment and skill levels of its workforce, which contributes to lower labor productivity in the region. General employment conditions in Bali Province according to gender in 2017-2022, as shown in Table 2.

Table1. General Conditions of Employment in Bali Province According to Gender 2017-2022

Description/Item	2017			2018		
	L	P	Total	L	P	Total
PUK	1,619,455	1,616,108	3,235,563	1,677,629	1,668,273	3,345,902
Workforce	1,340,290	1,094,160	2,434,450	1,391,369	1,170,149	2,561,518
- Work	1,315,707	1,082,600	2,398,307	1,365,393	1,160,314	2,525,707
- Unemployment	24,583	11,560	36,143	25,976	9,835	35,811
TPAK (%)	82.76	67.70	75.24	82.94	70.14	76.56
Description/Item	2019			2020		
	L	P	Total	L	P	Total
PUK	1,704,962	1,695,246	3,400,208	1,732,365	1,722,762	3,455,127
Workforce	1,395,043	1,113,251	2,508,294	1,398,823	1,169,096	2,567,919
- Work	1,368,520	1,100,486	2,469,006	1,304,692	1,118,727	2,423,419
- Unemployment	26,523	12,765	39,288	94,131	50,369	144,500
TPAK (%)	81.82	65.67	73.77	81	68	74.32
Description/Item	2021			2022		
	L	P	Total	L	P	Total
PUK	1,759,253	1,749,837	3,509,090	1,786,173	1,776,969	3,563,142
Workforce	1,397,487	1,183,036	2,580,523	1,501,373	1,237,166	2,738,539
- Work	1,309,572	1,132,282	2,441,854	1,423,780	1,183,290	2,607,070
- Unemployment	87,915	50,754	138,669	77,593	53,876	131,469
TPAK (%)	79.44	67.61	73.54	84.06	69.62	76.86

Source: BPS Bali Province, 2023

Based on Table 2 , it shows that the population of working age women and men increases every year, but the working female workforce decreased in 2019 to 1,100,486 thousand people and the unemployed female workforce increased from 2019 to 2022, while the unemployed female workforce increased from 2019 to 2022. men continue to increase every year. This means that if the unemployed female workforce increases, work productivity will decrease and this will have an impact on economic growth.

One of the main factors causing the decrease in women's labor force participation, especially those who are looking for work or are unemployed, is the labor

market's inability to absorb the growing number of workers each year. The number of jobs available is not sufficient to keep up with the increasing number of job seekers. Apart from that, layoffs by companies to reduce production costs also contribute significantly, which are often triggered by the economic crisis or other factors that force companies to lay off workers. The impact of this problem on workers, especially women, is increasingly growing and complex along with developments in the employment sector. (Ussyarovi & Siskarossa, 2023). Gender inequality between women and men has been an ongoing issue, and the COVID-19 pandemic is considered a factor that could exacerbate this gap (Supartinah & Anwar, 2021).

Investment is a critical factor that can influence the level of female labor force participation. It serves as a fundamental requirement for economic advancement (Zakaria, 2019). Investment involves allocating funds into an asset for a specific period with the aim of generating income or increasing capital. According to Ummah (2021), the Harrod-Domar theory suggests that enhancing production equipment can boost production capacity, leading to higher employment levels. This situation is significantly influenced by the expansion of the workforce and the realization of investments. As the workforce expands, it is expected that the Labor Force Participation Rate (TPAK) will rise, alongside increased investment which has the potential to impact TPAK. This is attributed to the additional capital effect that stimulates development, thereby enhancing job opportunities and contributing to economic growth across various sectors (Murialti & Hadi, 2022).

Based on research Khariza (2019) concluded that foreign capital investment has a significant and positive impact on the labor force participation rate. This means that every increase in foreign capital investment causes an increase in the number of workers absorbed. The results of this research show that the more foreign investors invest, the higher the level of labor force participation and labor absorption. In line with this research, it confirms that foreign capital investment is an important factor in supporting the continuity of a business, both on a national and international scale, which plays a crucial role in the economy by enhancing labor force participation (Tarigan, 2018).

Bali Province is one of the regions that actively contributes to investment to support national economic growth. This province is famous for its global tourism sector, a destination that is of interest to many investors, both from within and outside the country. However, the economic crisis facing Bali, especially those that depend on tourism, is increasingly experiencing a decline with Community Activity Restrictions (PKM), which reduces people's purchasing power and stops tourism activities. This situation presents special challenges for workers in the tourism sector who have experienced layoffs or lost their jobs, especially for those who do not have established investments. Investors during COVID-19 are more careful in investing their capital, considering the decline in people's purchasing power and uncertain future income projections from these investments. In the context of national development, Investment plays a pivotal role as a source of funds driving the economy and has the potential to transfer technology that can enhance workforce skills. Additional investment also has the potential to increase production and create more jobs, thereby increasing income and overall community welfare (Mahmut et al., 2019). Limited capital

and lack of investment in production infrastructure can hinder increased economic growth. This condition also has the potential to reduce labor productivity due to limited capital availability. As a result, state income becomes limited, which reduces the amount of savings that can be used for capital formation(Alvaro, 2021).

Based on investment realization in Bali Province, a decline was recorded in 2020. Therefore, the government needs to make adjustments or update policies to encourage investment in Bali. Amidst the COVID-19 pandemic, investment plays a crucial role in increasing regional income. Thus, it is necessary to adjust existing policies to increase investment and reduce obstacles that affect the licensing process and investment implementation (Mahayekti, 2022).

Another factor that influences the level of female labor force participation is education. This is very important to increase work productivity. Population and workforce must be the main focus in economic development efforts, because this is related to effective employment opportunities. Investment in education is considered a priority in improving human resources, which is an important indicator in the dynamics of long-term economic growth. Higher levels of education increase alternatives for finding work. Simanjuntak (1985:42) It is stated that the higher a person's level of education, the greater the value of their time. A person whose time is relatively expensive tends to substitute his time for work activities. This influence is especially true for women who have higher education and do not stay at home to take care of the household, but women will also contribute to the labor market.

Human capital refers to the reservoir of knowledge, skills, talents, education, and training possessed by individuals, contributing to their diverse abilities in the labor market. This theory underscores how education enhances worker productivity and efficiency by boosting cognitive abilities and economic prowess, stemming from investments in human capital. Formal education is viewed as an investment in human capital, esteemed as equivalent to or even more valuable than investments in physical capital. According to Human Capital Theory, investing in human capital leads to substantial growth in economic output (Banyuning, 2021).

Based on Arthur Lewis's theory, the advancement of women's roles in the workforce is shaped by the advancement of women's education. The higher a woman's level of education, the more valuable her time is. Individuals with a high value of time tend to divert their free time to work (substitution effect). The real impact of education can be seen in women who have higher education, not only staying at home to take care of the household, but also entering the job market (Payaman, 2001; 53).

The third factor that can influence women's TPAK is the Regency/City Minimum Wage (UMK). The minimum wage is a policy variable or intervention in the economic market mechanism by setting a basic value above the market balance point. Another injustice that is still visible in the employment sector is the difference in wages between female and male workers in the same type of work. This is due to the assumption that men have greater physical strength, so they are considered entitled to receive higher wages. Minimum wage levels vary across regions, with higher-wage offerings generally corresponding to regions with higher economic statuses. An increase in wage levels usually also has an impact on increasing work participation rates and increasing competition for jobs (Suryawan and Dewi, 2018).

Minimum wages are fundamental to employment and have a significant impact on the economy in Bali Province. Efficiency wage theory emphasizes that the minimum wage aims to increase labor productivity, which in turn increases the company's production output and increases labor demand. This theory also states that minimum wages can increase job opportunities and economic growth (Ardiana Dewi and Gde Bendesa, 2020).

Minimum wage policy is a wage system commonly implemented in many countries, which can be viewed from two main perspectives. First, the minimum wage functions as a protection mechanism for workers to ensure that the value of wages does not fall below the standards needed to meet daily living needs. Second, this policy also acts as a protective tool for companies to maintain worker productivity. (Gianie, 2009:71). According to Harahap's research (2020), the minimum wage has a notable and beneficial impact on Women's TPAK in Simalungun Regency from 2012 to 2019. Implementing minimum wage policies is a strategy aimed at promoting active labor participation in the economy.

High wage levels in the labor market can increase people's interest in joining the labor market, while low wage levels can reduce people's interest in being involved in the workforce and prefer not to work or enter the non-labor force (Yuliani, 2018). This means that minimum wage policies have an important role in increasing the Labor Force Participation Rate (TPAK) of women in a country or region because increasing the minimum wage can improve people's welfare. In the long term, this can create new jobs by encouraging the growth of new businesses.

The fourth factor that can influence women's participation in work is household consumption expenditure. The proportion of expenditure used to purchase food in total household expenditure can reflect the level of family welfare. The average expenditure per individual in the household, included in the household consumption expenditure category, is the parameter used to measure this. The main factor that influences consumption expenditure is income, as income increases, consumption expenditure also tends to rise.

Keynes's theory of consumption posits that people's spending is influenced by their income; as income rises, so does consumption expenditure. This increased consumption across society leads to greater demand for goods and services, thereby stimulating increased production. According to research by Hikmah (2018), household expenditures positively affect the labor participation of married women in Indonesia. Rising expenditures necessitate higher incomes, motivating women to seek employment. In households reliant on a single income, increased expenses prompt married women to enter the workforce, as dual-income households are perceived as better equipped to manage rising costs.

The workforce needed for production and distribution activities will go hand in hand. This is the impact of high public consumption activities (Sari & Sugiharti, 2022). To make these goods and services, producers will increase production factors, one of which is labor. With increasing household consumption, community welfare and employment opportunities will increase. The level of welfare is influenced by household consumption (Supartawan & Nyoman Saskara, 2022).

RESEARCH METHODS

The research design employed a quantitative approach to examine the correlation between various investment variables (X_1), education (X_2), Regency/City Minimum Wage (UMK) (X_3), and household consumption expenditure (X_4) with female TPAK (Y) in the Regency/City of Bali Province. To analyze the data, a multiple linear regression analysis using a panel data model was utilized. Utilizing panel data, as suggested by Widarjono (2016), offers several advantages. It combines both time series and cross-sectional data, resulting in a larger dataset and increased degrees of freedom. Furthermore, integrating information from time series and cross-sectional data helps address issues that may arise from omitted variables.

RESULTS AND DISCUSSION

Data Analysis Results

Selection of the Best Model

1) Chow Test (Chow Test)

To select the initial model, statistical testing is conducted using the Chow test. This test serves the purpose of determining the optimal model choice between Common Effect (CEM) and Fixed Effect (FEM). The objective of the Chow test is to compare these two models and determine which one is most suitable for the research at hand. During this test, there are certain conditions to consider. The null hypothesis (H_0) in the Chow test assumes the presence of a common effect, while the alternative hypothesis (H_a) assumes a fixed effect. If the test results indicate acceptance of the null hypothesis, then the Common Effect model is deemed appropriate. Here are the estimation results obtained from the Chow test:

Table 3. Chow Test Results

Redundant Fixed Effects Tests
Equation: Untitled
Cross-section fixed effects test

Effects Test	Statistics	df	Prob.
Cross-section F	5.885852	(8.41)	0.0001
Chi-square cross-section	41.296545	8	0.0000

Based on Table 3, the Chow test results show that the probability value of Cross Section F and Chi Squares is less than 0.05, which means rejecting the null hypothesis. So in testing panel data to be the best model chosen is the Fixed Effect method.

2) Hausman Test (Hausman Test)

A test conducted in determining the use of the method between the Random Effect model or the Fixed Effect model is called the Hausmant test. The result of this test is that the value whose probability is less than 0.05 is significant, meaning that it rejects the null hypothesis. Therefore, in testing panel data that should be used is the Fixed Effect method. Vice versa, if this test has a probability value of more than 0.05 or

means accepting the null hypothesis, the best panel data test is to use the Random Effect method in a study.

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Table 4. Hausman Test Results

Correlated Random Effects - Hausman Test

Equation: Untitled

Cross-section random effects test

Test Summary	Chi-Sq. Statistics	Chi-Sq. df	Prob.
Random cross-section	3.563654	4	0.4683

Based on Table 4, indicates that the value of the cross section random probability is 0.4683 which shows more than the significant value of 0.05, meaning that the panel data test that should be used is the Random Effect model.

3) **Lagrange Multiplier Test(LM Test)**

The Lagrange Multiplier (LM) test is a test that aims to determine whether the Random Effect model or the Common Effect model is the best choice for use in panel data testing. Based on the chi-squares distribution with a degree of freedom equal to the number of independent variables can be seen for this LM Test. If the feasible model after the Chow Test and Hausman Test is FEM, then the LM test does not need to be done. However, if the Chow Test results indicate that the feasible model is REM, then the LM test needs to be carried out as the last stage in determining the best model between CEM or REM.

Breusch Pagan developed this Random Effect significance test. In his method, it centers on the residual value of the OLS method. If the Breushc-Pagan sign value is less than 0.05 then the best model chosen is Random effect, otherwise if the sign value is more than 0.05 then the best model chosen is Common effect. The following are the LM test results:

Table 5. LM Test Results

Lagrange multiplier (LM) test for panel data

Date: 06/22/24 Time: 21:06

Sample: 2017 2022

Total panel observations: 54

Probability in ()

Null (no rand. effect) Alternatives	Cross- section One-sided	Period One-sided	Both
Breusch-Pagan	18.22922 (0.0000)	0.011471 (0.9147)	18.24070 (0.0000)
Honda	4.269570 (0.0000)	0.107103 (0.4574)	3.094775 (0.0010)
King-Wu	4.269570 (0.0000)	0.107103 (0.4574)	2.731893 (0.0031)
SLM	5.804720 (0.0000)	0.678826 (0.2486)	-- --
GHM	-- --	-- --	18.24070 (0.0000)

Based on Table 5, it shows a sign value of $0.000 < 0.05$, so the model chosen is common effect. From the results of the three model selection tests above, the researcher concluded that the best model to use in analyzing is the Random Effect model.

Classic assumption test

Before researchers conduct the f test and t test, the first thing to do is the classic assumption test which has the aim of knowing whether or not there are deviations from the classical assumptions. The tests carried out were Normality, Autocorrelation, Multicollinearity and Heteroscedasticity tests.

1) Normality Test Results

The normality test has the aim of knowing whether the normal distribution of the independent and dependent variables in the regression model. Determination of normality can use the Kolmogorov Smirnov test with the basis for decision making, namely if the significance value is above 0.05 or 5%, the data is normally distributed. The following results of the normality test are shown in Table 6 below:

Table 6. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residuals		
N		54
Normal Parameters, b	Mean	.0000000
	Std. Deviation	449.15287170
Most Extreme Differences	Absolute	.105
	Positive	,065
	Negative	-.105
Statistical Tests		.105
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the normality test results in Table 6, it shows that the Asymp sig value is 0.200 which has a value greater than the significance level of 0.05. Based on the basis of decision making, it can be concluded that the data is normally distributed and can be used for further analysis.

2) Autocorrelation Test Results

The purpose of the autocorrelation test is to determine if there is a correlation between the residuals of a linear model at time t and the residuals at time t-1. This helps to identify the presence or absence of autocorrelation, which can be assessed using the Durbin-Watson test (DW-Test). If the DW value falls between the du value and (4-du), it indicates that there is no autocorrelation. The results of the autocorrelation test are presented in Table 7 below.

Table 7. Autocorrelation Test Results

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.745a	,568	,552	538.12604	2,143

a. Predictors: (Constant), PKRTP, MSE, Investment, Education

b. Dependent Variable: TPAKP

According to the results of the autocorrelation test in Table 7, the Durbin-Watson (DW) value is 2.143 at a 5% significance level, with a sample size of 54 and four independent variables. The Durbin-Watson table provides a du value of 1.7234 and a value of 4-du equal to 2.2766. Since the DW value of this equation falls within the range $du < DW < 4-du$, or $1.7234 < 2.143 < 2.2766$, it can be concluded that there is no autocorrelation issue in the regression model.

3) Multicollinearity Test Results

A Tolerance value greater than 0.10 or a Variance Inflation Factor (VIF) less than 10 indicates the absence of multicollinearity. The outcomes of the multicollinearity test are displayed in Table 8 below:

Table 8. Multicollinearity Test Results

		Coefficients^a	
		Collinearity Statistics	
Model		Tolerance	VIF
1	Investmet	,678	1,476
	Education	,576	1,632
	MSE	,708	1,413
	PKRTP	,586	1,673

a. Dependent Variable: TPAKP

The data analysis results in Table 8 show that the Tolerance values for the independent variables are all greater than 0.10: investment has a Tolerance value of 0.678, education 0.576, UMK 0.708, and PKRTP 0.586. Similarly, the Variance Inflation Factor (VIF) values are all below 10: investment has a VIF value of 1.476, education 1.632, UMK 1.413, and PKRTP 1.673. These Tolerance and VIF values indicate that there is no multicollinearity among the independent variables in the regression model.

4) Heteroscedasticity Test Results

A good regression model is characterized by homoscedasticity, meaning that heteroscedasticity is absent. This study tests for heteroscedasticity using the Glejser test. If the significance value is less than 0.05, heteroscedasticity is present; if the significance value is greater than 0.05, heteroscedasticity is not present.

Table 9. Heteroscedasticity Test Results

		Coefficients^a			
		Unstandardized Coefficients		Standardize d Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	1192.723	396.155		3,011
	Investmen t	-.217	,219	-.158	-.991
	Education	,580	,843	,328	,688
	MSE	-3,095	1,857	-.260	-1,667
	PKRTP	-.400	,465	-.410	-.860

a. Dependent Variable: ABRESID

The results in Table 9 indicate that the significance values for the variables investment, education, UMK, and PKRTP are all greater than 0.05, suggesting that heteroscedasticity is not present.

Simultaneous Influence of Investment, Education, UMK, and Household Consumption Expenditures on Women's TPAK in Districts/Cities in Bali Province

To examine the combined impact of investment, education, UMK, and household consumption expenditure on the Women's Labor Force Participation Rate (TPAK) in Regencies/Cities in Bali Province, the F test is employed. The F statistic

essentially indicates whether all the independent variables in the model collectively influence the dependent variable (Suyana, 2016:56). This test is performed by comparing the calculated F value with the F table value, as well as the significance value with the significance level used in the research (Suyana, 2016:38).

Table 10. F Test Results

ANOVA^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12318731.690	4	3079682.922	14,114	,000b
	Residual	10692130.010	49	218206.735		
	Total	23010861.700	53			

a. Dependent Variable: TPAKP

b. Predictors: (Constant), PKRTP, MSE, Investment, Education

Based on Table 10, the variables investment, education, UMK, and PKRTP collectively have a significant impact on TPAKP, as evidenced by a calculated F value of 14.114 and a significance level of 0.000, which is less than 0.05. This result supports the acceptance of H1 and the rejection of H0, indicating that investment, education, UMK, and PKRTP together influence TPAKP.

Partial Influence of Investment, Education, UMK, and Household Consumption Expenditures on Women's Labor Force Participation Levels (TPAK) in Districts/Cities in Bali Province.

The analysis technique to answer the research objectives and prove the research hypothesis is the t test. The results of the partial significance test (t test) for each independent variable on the dependent variable are described as follows

Table 11. T Test Results of Multiple Linear Regression Analysis Coefficients^a

Unstandardized Coefficients			Standardized Coefficients			
Model	B	Std. Error	Beta	t	Sig.	
1	(Constant)	6,872	638,565	13,948	,000	
	Investment	,472	,353	,258	2,519	.018
	Education	,613	,359	,342	2,667	,008
	MSE	,372	,993	,314	2,244	,022
	PKRTP	,706	,749	,289	3,080	,003

a. Dependent Variable: TPAKP

Based on Table 11, the multiple linear regression equation is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \mu_i$$

$$Y = 6.872 + 0.472X_1 + 0.613X_2 + 0.372X_3 + 0.706X_4 + \mu_i$$

Information :

Y = Female Labor Force Participation Rate (TPAKP).

α = (Intercept) Constant

X₁ = Investment

X₂ = Education

X₃ =Regency/City Minimum Wage (UMK)

X₄= Women's Household Consumption Expenditures (PKRTP)

$\beta_1, \beta_2, \beta_3, \beta_4$ = Regression Coefficient Variables

Following the procedure for submitting partial regression coefficients described in Chapter III, the regression analysis results were obtained using SPSS software. Table 4.18 reveals that the investment variable has a t-value of 2.519, which is greater than the t-table value of 2.009, with a significance of 0.018. Therefore, H₀ is rejected and H₁ is accepted, indicating that the investment variable has a positive and significant effect on TPAKP. Similarly, the education variable shows a t-value of 2.667, exceeding the t-table value of 2.009, with a significance of 0.008, leading to the rejection of H₀ and acceptance of H₁, signifying that the education variable positively and significantly affects TPAKP.

The UMK variable has a t-value of 2.244, higher than the t-table value of 2.009, with a significance of 0.022. Hence, H₀ is rejected and H₁ is accepted, meaning the UMK variable positively and significantly influences TPAKP. Lastly, the PKRTP variable has a t-value of 3.080, surpassing the t-table value of 2.009, with a significance of 0.003. Consequently, H₀ is rejected and H₁ is accepted, demonstrating that the PKRTP variable positively and significantly impacts TPAKP.

Coefficient of Determination

The Coefficient of Determination (R²) assesses the extent to which the model explains variability in the dependent variable. A low R² suggests that the independent variable offers limited explanation for the variation in the dependent variable, whereas an R² approaching one indicates that the independent variable provides substantial information for predicting the dependent variable. In this study, Adjusted R² was

preferred due to its consideration of multiple independent variables. The outcomes of the coefficient of determination test are presented in Table 12 below:

Table 12. Coefficient of Determination Results

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.745a	.568	.552	538.12604

a. Predictors: (Constant), PKRTP, MSE, Investment, Education

b. Dependent Variable: TPAKP

Based on the coefficient of determination test results from SPSS, it is evident that the Adjusted R² value stands at 0.552, equivalent to 55.2%. This indicates that 55.2% of the variation in the dependent variable, TPAKP, can be accounted for by the independent variables investment, education, UMK, and PKRTP while the remaining 44.8% is influenced by factors beyond those examined in this study.

Discussion

The Effect of Investment on Women's Labor Force Participation Levels (TPAK) in Districts/Cities in Bali Province

Based on the results of data analysis, it shows that the investment variable coefficient is 0.472 with a significance level of 0.018, which is smaller than the real level used, namely 0.05, which means that the investment variable has a positive and significant effect on TPAKP. This means that if investment increases by one million rupiah, then TPAKP will increase by 0.472 percent assuming other variables are constant.

A theory developed almost at the same time by Roy F. Harrod in England and Evsey D. Domar in the United States. These two experts used different calculation processes, but gave the same results, so they were both considered to have put forward the same idea and it was called the Harrod-Domar Theory. This theory as a whole complements Keynes' theory, where Keynes sees economic growth in the short term (static conditions), while Harrod-Domar sees economic growth in the long term (dynamic conditions). Harrod-Domar based his theory on free market principles without government intervention. However, his conclusions suggest that the government needs to regulate the amount of investment in order to maintain a balance between the supply and demand of goods.

Investment refers to expenditure or spending in the business sector with the intention of adding or replacing capital goods, which will increase the production capacity of goods and services within a certain period of time. Based on Table 4.5, district/city investment levels in Bali Province are fluctuating. The largest level of investment was in Badung Regency amounting to 6,408,708. The largest Bali Province investment in 2018 was 18,632,129, this is because Badung Regency has Domestic Investment (PMDN) and Investment Highest Foreign Capital (PMA). The problem faced regarding investment policy in Bali Province is the imbalance of development activities between regions and between sectors. This imbalance is clearly visible in investment activities in each Regency/City in Bali Province. The prominent investment in Bali

Province is the tourism sector and most of it is in Badung Regency and Denpasar City. Besides that, In the examination by the Supreme Audit Agency (BPK), there was a problem, namely that the Bali Provincial Government's efforts to encourage increased capital investment in 2020 were not optimal. Apart from that, business empowerment and promotion of investment potential outside Sarbagita have not been adequately supported.

Research by Khariza (2019) found that foreign investment significantly influences the level of labor force participation, with a positive relationship observed. This implies that an increase in incoming foreign investment leads to a corresponding rise in the number of employed workers. Anugrawati's (2022) study further supports this perspective, concluding that the investment variable positively and significantly affects labor force participation levels in Indonesia.

The Influence of Education on Women's Labor Force Participation Levels (TPAK) in Districts/Cities in Bali Province

Based on the results of data analysis, it shows that the coefficient of the education variable is 0.613 with a significance level of 0.008, which is smaller than the real level used, namely 0.05, which means that the education variable has a positive and significant effect on TPAKP. This means that if education increases by one year, TPAKP will increase by 0.613 percent assuming other variables are constant.

Human capital encompasses all the abilities (knowledge and skills) that individuals possess. Theodore W. Schultz first introduced Human Capital Theory, which posits that both knowledge and skills serve as forms of capital that can be invested in. Educational level denotes the percentage of school-aged children in a particular educational stage within their corresponding age group. This concept regards humans as a type of capital akin to machines, technology, land, money, and materials. Human capital manifests through knowledge, ideas, creativity, skills, and productivity. Various forms of human capital investment include formal education, informal education, work experience, health and nutrition, and migration.

Education involves cultivating human abilities and behavior. The average duration of schooling represents the mean years spent in formal education by individuals aged 15 and older. According to Table 4.6, the educational attainment of women in districts and cities within Bali Province shows annual increases. Denpasar City has the highest average education level at 11.15 years. As per data from the Central Bureau of Statistics (BPS), the average schooling duration for women in Bali Province was 8.71 years in 2022. Additionally, proficiency in technology is crucial for effectively utilizing and leveraging technological resources.

Mansour et al. (2020) conducted research titled "Modernization And Female Labor Force Participation In Oman: Spatial Modeling of Local Variations," which found that both education and urbanization significantly positively influence the prediction of female labor force participation. Similarly, Altuzarra et al. (2019) in their study "Economic Development and Female Labor Force Participation: The Case of European Union Countries" concluded that women's education positively impacts female labor force participation.

The Influence of UMK on Women's Labor Force Participation Levels (TPAK) in Districts/Cities in Bali Province

Based on the data analysis results, it is evident that the coefficient for the UMK variable is 0.372, with a significance level of 0.022, which is lower than the specified threshold of 0.05. This indicates a positive and significant impact of the UMK variable on TPAKP. Specifically, an increase of one million rupiah in UMK is associated with a 0.372 percent increase in TPAKP, assuming other variables remain constant.

The efficiency wage theory developed by Cafferty in 1990 in (Handayani & Puspasari, 2020) predicts that if a worker who receive high wages will be able to fulfill their basic physical needs. With these needs met, workers will feel calm at work, be able to concentrate fully, and be able to maximize their thoughts and energy at work. The minimum wage is the lowest amount of wages that an employee receives in a month while working.

The general wage setting system is implemented to reduce exploitation of laborers/workers. MSE districts/cities in Bali Province based on Table 4.7 increases every year. The largest MSEs namely Badung Regency amounting to 2.80 million rupiah. This is because Badung Regency is the economic center of the tourism sector in Bali Province. In 2022 there will be a district with a UMK below the UMK value for Bali Province, namely Bangli, but it has started to regenerate from the previous year. Apart from that, equal distribution of economic activity is still concentrated in southern Bali Provinces such as Badung and Denpasar which is a concern.

Increased worker productivity enhances company profits during the production process, thereby necessitating an expanded workforce. Economic status is gauged by the labor force participation rate among individuals aged 15 years and older, encompassing both women and men. A higher index value indicates a larger gender gap, which can have a more pronounced adverse effect on human resource development. Research conducted by Izzah and Nyoman Budiantara (2020) indicates that the UMK variable positively affects the percentage of female labor force participation (TPAK) in West Java. Similarly, Sri Haryanti's study in 2022 reveals a positive relationship between the UMK variable and the level of female labor force participation (LFPR) in Rokan Hilir Regency.

The Influence of Household Consumption Expenditures on Women's Labor Force Participation Levels (TPAK) in Districts/Cities in Bali Province

Based on the results of the data analysis, the coefficient for the PKRTP variable is 0.706, with a significance level of 0.003, which is less than the specified threshold of 0.05. This indicates a positive and significant impact of the PKRTP variable on TPAKP. In practical terms, if PKRTP increases by one million rupiah, TPAKP is expected to increase by 0.706 percent, assuming that all other variables remain constant.

According to Sukirno (2000:337), consumption theory refers to household expenditures on final goods and services, aimed at fulfilling the needs of the consumers making those expenditures. Keynes stated that the key factor in his analysis is consumption, which is influenced by several factors such as income levels. Keynes' macro consumption function describes the relationship between national income and consumption expenditure at a constant price level. Existing income is current national

income. The national income variable in Keynes's consumption function is absolute national income, which can be contrasted with relative income, permanent income and so on. So in general, Keynes's consumption theory states that (large or small) people's consumption is strongly influenced by the amount of income. Meanwhile, savings do not have a significant impact on changes in the amount of goods and services consumed by society (Mankiw, 2007:425).

Household consumption expenditure includes household expenditure on goods and services for consumption purposes. According to the Central Bureau of Statistics, per capita expenditure represents the expenses allocated for consumption by every household member monthly, encompassing purchases, gifts, or self-production, divided by the total number of household members. A higher per capita expenditure correlates with increased female labor participation in the formal sector. The annual per capita expenditure of women in districts and cities within Bali Province tends to vary from year to year. Denpasar City is the city with the highest per capita expenditure for women every year, in 2022 Denpasar women's per capita expenditure will be 19.38 million rupiah.

Peresearch carried out (Bano & Merjaya, 2022)The household consumption variable has a significant positive influence simultaneously and partially in Indonesia. The economic potential for development is achievable through a multitude of economic activities, encompassing consumption, distribution, and production. High consumption will result in high market demand. High demand results in high productivity where the workforce that must participate will also be higher, in other words the demand for labor will increase. In line with research (Wahyuningtias, 2019) conducting research entitled "Analysis of Factors that Influence the Level of Labor Force Participation on the Island of Java" indicates that household factors exert a significant impact on the level of labor force participation.

CONCLUSION

Based on the findings and discussions presented in the preceding chapter, several conclusions can be drawn to address the research questions, as follows:

- 1) Investment, education, Regency/City Minimum Wage (UMK), and Household Consumption Expenditure simultaneously has a significant effect on the Regency/City Women's Labor Force Participation Rate (TPAK) in Bali Province.
- 2) Investment, education, Regency/City Minimum Wage (UMK), and Household Consumption Expenditure districts/cities partially have a positive and significant effect on the Regency/City Women's Labor Force Participation Rate (TPAK) in Bali Province.

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