

CHAPTER V

SUMMARY AND CONCLUSION

This chapter summarizes the main findings regarding the determinants of women's work participation in West Sumatra. Research implication and recommendations for future research are also discussed.

5.1 Research Summary

1. Women's age is affecting women's work participation. Women in the age of 25 - 39, 40 - 54, 55 - 64 years old are more likely to work than women in the older age or over 65 years old. On the other hand, women in the age of 15 - 24 years old is not affecting women's work participation. Women in the age of 25 - 54 years old are basically in their prime age. This implies that they can be more productive in the workforce rather than younger women who pursue education over work. In addition, the higher probability to work might be because the younger age (compared to 65 years old and over) still have good physical health so that can be more productive to involve in the labour market.
2. Income should be the most important factor that determine women's work participation. The estimation result reflects that own-income is important as it shows a significant and positive association with women's work participation. The result indicates that women with income higher than or equal to 3million rupiah are more likely to work than women with income less than or equal to 2.9 million rupiah.
3. The household size is affecting women's work participation as the probit regression estimation showed. The estimation is indicating that the bigger the family size or the higher the number of family member is the lower the participation of women into the labour force. This would be means that women spend more time at home doing the domestic work as the family member increases.
4. Educational attainment is one of the major factors that affect the labour force participation generally. Compared to the categories of no education (reference category) women with primary and secondary education are less likely to work. While those who completed the tertiary education are more likely to work than those with no education.
5. Working women will have different participation seen from where they reside. Women who live in urban areas are less likely to participate in work compared to

those who live in rural areas. Presumably, female workers in rural area may engage in less productive jobs where it allows them to still engage in their domestic work. Rural areas dwellers are usually characterised by a low educational attainment due to the difficult access to obtain the same education quality as people who live in urban areas. In the rural areas women might choose to work in the agriculture sector, as it does not require high educational attainment.

6. Women's marital status affects women's decision-making to participate in market work. Married women are more likely to work than unmarried women. Married women are more likely to join the market work just to support the chief wage earner in meeting basic necessities of life. In addition, if the husband's income is apparently low, married women have no choice but to join to participate in the labour market.
7. Household headship is an important determinant of work participation. The result shows that being the head of household is positive and significantly affecting the women's work participation. A worker that is also a head of household is more likely to work compared to those who are not the head of household. Women as the main earner in the family and have this urge to support the household income to fulfil daily living necessities of the family.

5.2 Research Implication

The educational attainment on women's work participation exerts positive and negative impact on women's work participation. The fact that women with no education are more likely to work than primary and secondary education, this shows that women engage more in low wage job or bad working environment. These women could also only work in the agriculture field with less to no income. Government needs to make sure that women got the access to education so that they will not be ended up working in low wage job or bad working environment. Government also needs to provide some skill development programs to expand skill and experience so that women with only primary and secondary education can also participate in the high wage job.

5.3 Recommendation

The study of women work's participation could be linked to see or analyse women's empowerment. Particularly in this present study which takes West Sumatra as the case problem, the existence of matrilineal kinship implemented within the Minangkabau society should be analyse further to see how culture or kinship will affect

women's empowerment especially women's decision-making power, which in this case is work participation decision-making. Furthermore, there are many explanatory variables that can explain the determinant of women's work participation better such as number of children, age of children, husband's income, the size of family, and etc. For future research, these explanatory variables can be included and see to what extent these variables will determine women's work participation.

