

## Analysis of working hours of married women in Bali Province

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### ABSTRACT

Based on data from the Bali Province Central Statistics Agency, female labor force participation continues to increase over time. Married women experience the dual burden of managing domestic responsibilities and employment outside the home. The expansion of job opportunities and the rise in real wages are among the factors that drive the increased labor supply of married women. The labor supply is closely tied to wage levels. This study aimed to analyze the number of working hours of married women in Bali Province and identify the factors that influence it. The study used primary data collected from 100 respondents through a structured questionnaire. The analysis was conducted using the ordinary least squares (OLS) method, with independent variables including the wages of married female workers, husband's income, and household expenditures. The dependent variable was the number of hours worked by married women. The results show that wages and household expenditures have a positive and significant effect on working hours, while husband's income does not have a significant influence. This indicates that economic demand and household needs are key drivers for women to participate more actively in the labor market, despite their domestic responsibilities.

**Keywords:** Wages, Husband's Income, Household Expenditures, Working Hours, Married Women, Double Burden, Bali Province

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RESEARCH & PUBLISHING



## 1. INTRODUCTION

Women's participation in the workforce has shown an increasing trend over time. According to data from the Central Statistics Agency of Bali Province, women's involvement in economic activities continues to increase, including married women. In modern household life, married women have a dual role: as a household manager and an additional breadwinner. This happens because of the increasing household needs that cannot always be met only from the husband's income as the head of the family, especially for families from the lower middle class. Therefore, an increasing number of women work to support the household economy. [DwiYanti and Jati \(2019\)](#) explained that women's involvement in family economic activities is not only to meet needs but also reflects a form of gender equality. However, this involvement causes the time usually focused on taking care of the household to be divided. Therefore, a fair division of roles in the family is needed so that women are not physically or emotionally burdened. In many cases, women have to balance their duties as housewives and productive workers, which requires greater time and energy management. Women's contribution to family income has a direct impact on increasing household welfare. With additional income, the increasingly diverse consumption needs of families can be met. [Eliana and Ratina \(2007\)](#) stated that women who work do not only come from the lower economic group, but also from the upper group. Women from the lower class work because their husbands' income is not enough to support their needs, while women from the upper class work for self-development because they have wider access to education.

The working hours of married women are influenced by various factors including wages, husbands' income, and household expenses. According to [Purnamasari \(2020\)](#), increasing wages can reduce women's free time and increase working hours. This shows that the higher the wages received by women, the greater their tendency to devote time to work. Meanwhile, [Wanda \(2016\)](#) states that the lower the husband's income, the higher the opportunity for women to work. This is also supported by [Kusumastuti \(2012\)](#), who found a negative relationship between husband's income and women's labor force participation. Household expenditure is an important variable that encourages married women to increase their working hours. The higher the household expenditure, the greater is the motivation to meet these needs through additional income. [Illahi and Adry \(2018\)](#) stated that household expenditure is an indicator of individual and social welfare, which also reflects the development of the economic system. [Yusfi and Setiawan's \(2014\)](#) research also confirm that household expenditure has a positive and significant influence on the working hours of married women. Bali Province was chosen as the research location because of the large number of married women working in both the formal and informal sectors. They face major challenges in dividing their time into work and household responsibilities. [Aprilla \(2022\)](#) states that the conflict that often arises is the difficulty of women in dividing their time between work, taking care of the household, and caring for children. Therefore, it is important to thoroughly understand the factors that influence the working hours of married women, so that policies made by the government can provide appropriate protection and support for working women in Bali Province.

The cultural conditions in Bali Province have characteristics that influence the work patterns of married women. In the structure of traditional Balinese society, women have a strong social role, ranging from carrying out religious ceremonies to active involvement in banjar activities. This role is often not replaced by other family members, thus adding a double burden that is not visible in statistics. Therefore, the decision to work and the allocation of women's working hours in Bali are influenced not only by economic variables alone but also by social norms, customary obligations, and community expectations of women's roles. Understanding this context is key to interpreting the research results more comprehensively. Based on this background, this study formulates the research problem as an exploration of several key relationships. First, it seeks to examine whether the wages or income of married women has a positive and significant effect on the number of working hours in Bali Province. Second, this study investigates the extent to which a husband's income influences the working hours of married women. Third, it evaluates whether household expenditure serves as a driving factor for married women's labor supply, in terms of working hours.

Accordingly, the objectives of this study were threefold. The first objective was to determine the effect of women's wages or income on the number of hours they work in Bali Province. The second is to assess the impact of husband's income on married women's working hours. Lastly, this study aims to evaluate how household expenditure affects the amount of time married women allocate to paid work. This study offers both theoretical and practical contributions. Theoretically, the study adds to the academic discourse in the field of labor economics and gender studies by providing empirical evidence on the determinants of married women's labor supply, particularly in a regional context such as Bali. These findings can serve as a reference for future researchers who wish to investigate similar issues concerning gender roles and economic participation. Practically, the outcomes of this study may offer valuable insights for local governments, women's empowerment agencies, and policymakers in designing more effective strategies to support married women in the workforce. The results can be used to evaluate existing gender-sensitive employment programs and to advocate for the creation of more flexible working environments that accommodate women's dual roles in the household and the labor market

## **2. THEORETICAL BACKGROUND**

### **2.1. Supporting Theories**

In explaining the phenomenon of married women's working hours, there are several relevant theories to support the analysis of the relationship between women's wages, husband's income, and household expenses and women's work decisions. These theories provide a conceptual basis for understanding women's economic motivations and behavior in the labor market, especially in areas such as the Bali Province.

#### **1. Rational Choice Theory**

Rational Choice Theory states that individuals act based on rational considerations, with the aim of maximizing benefits and minimizing sacrifices. In the context of working hours, married women will decide to work if the income or wages obtained from working are greater than the costs or time sacrificed, such as taking care of the household or children. Therefore, the higher the wages received, the greater the tendency of women to devote their time to work (Becker, 1976). This theory explains why wages have a significant influence on married women's work decisions.

#### **2. Family Income Theory**

According to family income theory, a woman's decision to work is greatly influenced by the level of household income, especially the husband's income. When the husband's income is high, the wife tends not to work because the family's economic needs are met. Conversely, if the husband's income is low, the wife is encouraged to devote her time to work activities to support the household economy (Mincer, 1962; Blau & Ferber, 1992). This theory explains the negative relationship between the husband's income and the work hours of married women, as found in many studies of the workforce.

#### **3. Marginal Utility of Labor Theory**

This theory states that a person will continue to add working hours as long as the additional wages earned (marginal utility) are still greater than the sacrifice of free time. However, when the utility of additional income is no longer comparable to the loss of free time or increased fatigue, the individual tends to reduce working hours (Varian, 2010). In the case of married women, this theory explains how they weigh between adding working hours and maintaining free time for the family, depending on the magnitude of the household's economic needs.

#### **4. Time Allocation Theory**

Becker (1965) developed time allocation theory to explain how individuals divide their time between working in the market and household activities. In this theory, women, as part of the household, will allocate their time to work if the value or productivity of working time in the market is higher than that of household activities. Therefore, increasing household expenditures

can encourage women to allocate more time to the labor market to meet their family consumption needs.

### **5. Labor Force Participation Theory**

According to this theory, a person's decision to enter or remain in the labor market is influenced by internal (such as education and skills) and external factors (such as family economic conditions). Household expenditures are a significant external factor. The greater the household expenditure, the greater the economic pressure felt, thus encouraging women to work or increase their working hours as a form of adaptation to family needs (Killingsworth & Heckman, 1986).

## **2.2. Literature Review**

A literature review is an important basis for research that aims to strengthen the theoretical understanding of the variables studied. In the context of this study, the main variable studied was the working hours of married women, taking into account the influence of wages, husband's income, and household expenses. Wages represent one of the essential components in the labor market that influences decisions related to labor supply, particularly among married women. According to Maulana, Gayatri, and Dalmiyatun (2019), women generally choose to work for economic reasons, especially to increase household income. When wage levels rise, women are encouraged to participate in the labor market because of the higher opportunity cost of not working. Wages are seen not only as financial rewards, but also as compensation for the time and energy women allocate outside domestic responsibilities. The husband's income refers to the amount of money earned by the husband used to support family needs. A higher income earned by husbands often reduces economic pressure on married women to work. As Wanda (2016) states, women tend to reduce their labor supply when their husbands have sufficient income. On the other hand, when the husband's income is inadequate to fulfill household needs, married women are more likely to engage in paid employment to help sustain the family economy.

Household expenditure includes all household spending to purchase goods and services used to satisfy daily needs. These expenditures serve as indicators for both individual and social welfare. According to Illahi and Adry (2018), increased household spending encourages family members, especially women, to devote more time to work to ensure economic survival. In such situations, working longer hours is a rational choice to meet the growing financial demands of households. Working hours are defined as the number of hours spent in paid employment by individuals, particularly married women. The distribution of working hours is influenced by various economic and social variables, such as wages, husbands' income, and household financial obligations. Eliana and Ratina (2007) found that women from lower-income households tend to dedicate more hours to work to meet basic needs, while women from higher-income households are more likely to work for reasons related to personal development and self-actualization.

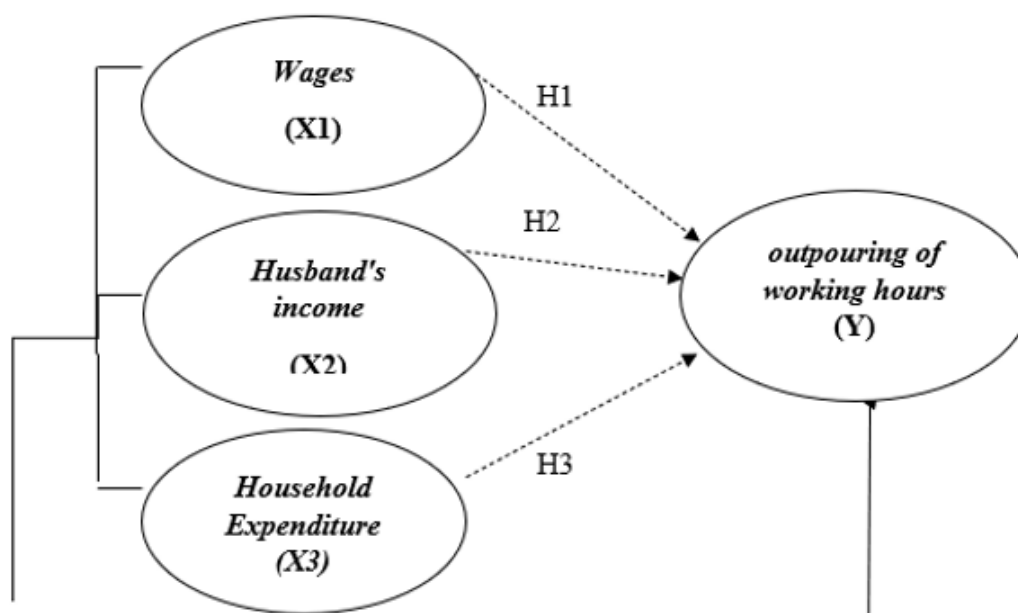
The dual role or double burden experienced by married women refers to their responsibility in both public and domestic spheres. These women not only participate in the workforce but also remain responsible for managing household duties. According to Aprilla (2022), one of the primary challenges faced by married working women is managing the time between professional tasks, household chores, and childcare. Despite these challenges, participation is vital for household income sustainability and overall family welfare. Although theories such as rational choice, family income, and time allocation theories have been widely used in previous studies on women's participation in the workforce, this study provides a different theoretical contribution. This study specifically explores the dynamics of married women's working hours in Bali, a region with a unique sociocultural structure, including women's dual roles in customary, household, and economic activities. In addition, this study highlights inconsistent results between theory and empirical findings, especially regarding the variable of husbands' income. Thus, this study offers a new perspective that enriches the literature on women's work decision-making by considering the unique local context.

## **3. METHODOLOGY**

This study was conducted in Bali Province, with the object being married women working in both the formal and informal sectors. The selection of this location was based on the high number of married women who had dual roles as housewives and breadwinners. This study used a quantitative approach with primary data obtained through questionnaire distribution. The population in this study were married women who were included in the 2022 workforce with a total of 2,738,539 people. The sample size was determined using the Slovin formula, and 100 respondents were obtained. The research instrument was a closed questionnaire compiled based on variable indicators, using a five-point Likert scale ranging from strongly disagree to strongly agree. Statistical analysis techniques were used to determine the relationships and influences between the variables studied. The variables analyzed consisted of the hours of work of married women as the dependent variable and women's wages or income, husband's income, and household expenses as independent variables.

The data obtained from the questionnaire were processed and analyzed using the latest version of the Statistical Package for the Social Sciences (SPSS) program. SPSS aims to ensure that the data analysis process is carried out systematically and produces accurate output, thus supporting valid and scientifically accountable conclusions. The analysis method used in this study was Ordinary Least Squares (OLS). Although OLS is a commonly used statistical method because of its ease of interpretation, it has several limitations, such as the assumption that the relationship between variables is linear, the residual distribution is normal, and the variance is constant (homoscedasticity). Violation of these assumptions can affect the accuracy of the estimation results. Therefore, further research should consider the use of alternative methods such as Generalized Least Squares (GLS) or panel regression if time-series or longitudinal data are available.

Data collection was conducted using a closed questionnaire distributed to married female respondents. Given the personal nature of the topics, such as household income and expenses, there is a potential for social bias in respondents' answers, especially due to normative pressures or the desire to project a certain image. To reduce this bias, the researcher emphasized the principle of data confidentiality and formulated questions in neutral and easy-to-understand languages. However, bias remains a potential limitation that must be considered when interpreting the results (see Figure 1).



**Figure 1. Framework**

#### 4. RESULT AND DISCUSSION

This study analyzed the effect of wages, husband's income, and household expenditure on the working hours of married women in Bali Province using the ordinary least squares (OLS) method. The data were obtained from 100 married female respondents working in both formal and informal sectors (see Table 1).

**Table 1. Relationship between women's wages/income and hours worked**

Variable	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)	t-value	Sig. (p-value)
Constant	-0.283	0.931	—	-0.304	0.762
Wages	0.183	0.086	0.201	2.139	0.000**
Husband's Income	-0.271	0.151	-0.170	-1.795	0.076
Household Expenditure	1.011	0.230	0.406	4.391	0.000**

Note:  $p < 0.01$  is considered statistically significant

Source: Data processed using SPSS (2025)

The t-test results showed that the wage variable had a positive and significant effect on the working hours of married women. The coefficient for wages is 0.183, with a t-value of 2.139 and a significance level below 0.05. This finding indicates that, when married women receive higher wages, they are more motivated to allocate longer hours to work. This is consistent with the substitution effect in labor economics, where higher wages increase the opportunity cost of leisure time and encourage more work hours (see Table 2).

**Table 2. Relationship between husband's income and working hours**

Predictor Variable	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)	t-value	Sig. (p-value)
Constant	-0.283	0.931	—	-0.304	0.762
Wages	0.183	0.086	0.201	2.139	0.000 **
Husband's Income	-0.271	0.151	-0.170	-1.795	0.076
Household Expenditure	1.011	0.230	0.406	4.391	0.000 **

Note:  $p < 0.01$  is statistically significant.

Source: Data processed using SPSS (2025)

By contrast, the husband's income variable showed a negative but not statistically significant effect on the working hours of married women. The coefficient was -0.271, with a t-value of -1.795 and significance level above 0.05. This implies that, although higher household income from husbands tends to reduce the working hours of wives, the relationship is not strong enough to be considered significant in this study. This result aligns with previous findings by Wanda (2016), which suggest that husbands' income alone may not be a sufficient determinant of women's labor supply decisions. The results of the study indicate that the husband's income variable has a negative effect on women's working hours, but is not statistically significant. This finding is not entirely in line with the predictions of Family Income theory, which states that the higher the husband's income, the lower the wife's tendency to work. This discrepancy can be explained by several contextual factors. In Balinese society, women not only play the role of housewives but also hold social and customary responsibilities that require financial contributions. Therefore, even though the husband's income is sufficient, women still choose to work to meet social needs, such as funding for traditional ceremonies, banjars, and contributions to children's education. This shows that



women's decisions to work depend not only on economic variables alone, but also on the cultural and social pressures inherent in Balinese society.

**Table 3. Relationship between household expenditure and work hours**

Variable	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)	t-value	Sig. (p-value)
Constant	-0.283	0.931	—	-0.304	0.762
Wages	0.183	0.086	0.201	2.139	0.000 **
Husband's Income	-0.271	0.151	-0.170	-1.795	0.076
Household Expenditure	1.011	0.230	0.406	4.391	0.000 **

*Note:  $p < 0.01$  indicates statistical significance*

*Source: Data processed using SPSS (2025)*

The most dominant variable in this study was household expenditures (see Table 3). The analysis showed a positive and highly significant effect on the working hours of married women, with a coefficient of 1.011 and t-value of 4.391. This suggests that the greater the household spending, the more likely it is that women will increase their working hours to meet the financial needs of their families. This result supports the view that rising living costs and consumption needs are key motivators for women's participation in the labor market. In addition to the main variables, other external factors are likely to influence married women's work decisions but have not been included in this model, such as the availability of childcare facilities, social assistance programs, family health conditions, and applicable labor regulations. For example, maternity leave policies or flexible working hours can greatly influence the amount of time women can allocate to work. Further research is recommended to integrate these external variables into the analytical model to gain a more comprehensive understanding.

## 5. CONCLUSIONS

This study aimed to analyze the influence of wages, husband's income, and household expenditure on the number of working hours of married women in Bali Province. Based on the results of the data analysis conducted using the ordinary least squares (OLS) method, it can be concluded that of the three independent variables tested, two variables have a significant effect on the number of working hours of married women, namely the wage and household expenditure variables. Meanwhile, the husbands' income variable did not show a significant effect.

First, the wage variable had a positive and significant effect on the working hours of married women. This shows that the higher the wages received by married women, the higher the number of working hours they devote to their economic activities. This finding reflects the existence of a substitution effect in labor economics theory, where increasing wages will reduce leisure time and encourage women to work longer to earn more income.

Second, the husband's income variable showed a negative relationship with the working hours of married women, but it was not statistically significant. This means that, although in theory, a higher husband's income tends to reduce the incentive for women to work, in this study, it was not strong enough to significantly affect working hours. This can happen because the increasingly complex economic needs of the household make women's decisions to work not only depending on their husband's income but also on various other considerations, such as family expenses and personal aspirations.

Third, the household expenditure variable had the most dominant influence on the number of working hours of married women. The greater the household expenditure, the greater the economic pressure felt by the family, which encourages women to devote more time to work activities to help meet family needs. High household expenditure is one of the main drivers for women to remain active in the workforce in both the formal and informal sectors. Overall, the results of this study confirmed that economic factors play an important role in determining married women's work participation, especially in terms of the

amount of time devoted to work. Although married women have dual roles as housewives and breadwinners, economic incentives, such as increased wages and household needs, are the main factors influencing their decision to work longer.

Based on these findings, policy support is needed that can provide more flexible work access and improve the welfare of female workers, as well as gender equality-based policies that support women's roles in the economic sector without neglecting their domestic roles. Thus, married women can contribute optimally to the family, using cross-sectional data collected over a period of time. This is a limitation because it does not allow for a dynamic analysis of changes in married women's work behavior over time. The use of longitudinal data is highly recommended in the future to gain a deeper understanding of the pattern of changes in women's working hours due to fluctuations in household income, expenditure, or changes in social conditions. With longitudinal data, causal relationships can be more reliable and policy predictions can be formulated more precisely. The practical implications of this study are important for policymakers, especially when designing women's empowerment programs tailored to the social and economic characteristics of Bali. Local governments are expected to provide community-based job skills training, develop women's MSMEs, and encourage work flexibility among married women, especially in the informal sector. In addition, the provision of supporting facilities, such as village-based childcare and social protection for female informal workers, can help women perform dual roles in a more balanced way. This is in line with the spirit of inclusive and gender perspective development.

## **6. SUGGESTIONS**

Based on the results of the study on the working hours of married women in Bali Province, several suggestions can be given to various related parties, and the regional government is expected to provide a more equitable women's empowerment program, especially for married women in the informal sector. Job skills training programs, increased productivity, and access to flexible employment can help women balance their dual role as housewives and workers. Manpower institutions and policymakers are expected to pay attention to aspects of the needs of married women in the world of work, such as the provision of supporting facilities (day care, flexible working hours, and fair maternity leave), in order to encourage family welfare without sacrificing household economic stability. There is a need for greater support from husbands and family members for working women, both in the form of dividing domestic roles and emotional strengthening. This support is important so that women are not physically or psychologically burdened with carrying out dual roles. Further research is advised to increase the number of samples and consider other variables, such as education, age of the last child, and family burden. In addition, a qualitative approach can be developed to explore women's subjective experiences by dividing their time between work and household.

### **Ethical approval**

Not Applicable.

### **Informed consent statement**

Not Applicable.

### **Authors' contributions**

Not Applicable.

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### **Statement of Disclosure**



The authors declare that they have no conflicts of interest.

## Notes the Author

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Ni Putu Ayu Sumariani is a researcher at the Faculty of Economics and Business at Universitas Udayana. Her research interests include labor economics, gender studies, and regional development, with a particular emphasis on the economic participation of women in Indonesia.

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