

Analysis of Factors Affecting the Work Participation of Married Women According to Ethnicity in Pekanbaru

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Abstract

The development process is carried out during this brought progress in the economic field. The impact of economic progress is the increasing breadth of employment opportunities available. This resulted in the entry of women in the labor market. For married perempuan entering the labor market is influenced by many things, such as age, age at first marriage, family size, number of family members working, the husband education level, type of work, wages tend to rise. Apart from that, the values of cultural (ethnic) attached to married women also determines the reasons married women entering the labor market. Moving on from this writer is willing to do the research that will pay attention to factors that affect the labor force participation of married women from the ethnic Malay, Minang, Javanese, Batak and Chinese in order to determine and analyze (1) the effect of demographic aspects, economic aspects and social aspects of the participation working married women of ethnic Malays, Minang, Javanese, Batak and Chinese, (2) what is the most dominant factor affecting the labor force participation of married women their respective ethnic groups. The population in this study is married women from the ethnic Malay, Minang, Javanese, Batak and Chinese. The number of samples in this study was 398 respondents. To answer the research questions, the data obtained in the field analysis using linear regression. The results of the study are demographic aspects, economic aspects and social aspects affect the labor force participation of married women from the ethnic Malay, Minang, Javanese, Batak and Chinese in the city of Pekanbaru, but the pattern was different between the ethnic with other ethnic groups. Wages is the variable most dominant influence on labor force participation of married women from the ethnic Malay, Minang and Java, while the ethnic Batak most dominant variable is the type of work. While the Chinese people the most dominant variable is the age of mating I. The results indicate whether ethnic cultural adaptation of local ethnicity against ethnic migrants, of ethnic immigrants against local ethnic as well as among ethnic immigrants. Apart from that was also found that some ethnic still maintain the values instilled in advance or still maintain cultural values lama. Temuan-above findings expected to be a contribution in the field of labor economics, especially of women workers who are married.

Keywords: Special Labor, Employment Participation of Married Women, and Ethnicity

1. Introduction

Development is a long-term process that is carried out continuously for the achievement of a just and prosperous society. For the achievement of these goals need to involve the population, both men and women. Since women are the biggest part of the total population, the participation of women in economic activities is very important. Economic progress encourages expansion of employment opportunities to encourage women into the labor market, resulting in increased female labor force participation. A pretty big change is the influx of labor force participation of married women in the market.

Table 1: Labor Force Participation Rate of Women in Pekanbaru year 2012-2014

| No | Year | TPAK (%) |
|----|------|----------|
| 1 | 2012 | 48,41 |
| 2 | 2013 | 47,60 |
| 3 | 2014 | 46,89 |

Source: BPS 2015

From table 1 illustrated that women's participation has a pretty good value. Although there is a trend, women's participation tends to decrease, but not too big. Despite the relative decline, but that does not mean the number of women who work on the wane. At this time there is a tendency of women choose to work a flexible means not on work time allocation strictly regulated. It is characterized by data describing that more than 45% of women working sector of trade, hotels and restaurants (CBS, 2014). The involvement of married women in the labor market is not as easy as married men. Socio-economic conditions of households largely determines married women entered the labor market. One reason is because they attach patriarchal values in public life. Thus men are the breadwinners as well as the head of the household. (Elfindri, 2004).

Basically there are several background factors a person enters the labor market, both men and women. According Maning (Michael Papayungan, 1995) the participation of women in the labor market is influenced by

several factors: demographic factors, social factors and economic factors. These factors are age, marital status, education level residence, income, religion, and culture. In addition to meeting the needs of the family, a woman's decision to participate in the labor market was also influenced by marital status, age, education and income. Socio-economic background that is lower to the major problems that cause women must enter the labor market (Istifadah, 2004). In this research work participation in the measure of hours worked by women married for a month. A woman's decision resulted in their marriage work time will be spent outdoors. Time spent outside the home, of course, related to the work performed. If the job is as an employee or employees, the average time will be spent outdoors approximately 8 to 9 hours per day or 45 hours per week (CBS, 2010), whereas if it works as an entrepreneur, it is time that used to be more varies. Cultural and ethnic diversity of Pekanbaru not be separated from the influence of high economic growth, so it appeals to people outside the area to sign with various kualifikasi. In general, their goal is to get a job (economic opportunity).

Cultural values that differ from one ethnic with other ethnic groups, different positioning the role of women in economic activities. The values in Malay culture does not place women in the public sector, in contrast to women Batak, women become economic support the family so involved in working in the public sector. Chosen married women from various ethnic groups who settled in the city of Pekanbaru in this research is the consideration of the increasing labor force participation of married women in the city of Pekanbaru very multi-ethnic, with some ethnic adopts patrilineal and only ethnic Minang which adopts matrilineal. Moreover cultural values are different from each other. Importance look at the factors that encourage married women entered the labor market in the city of Pekanbaru very multi-ethnic, is expected to provide input on women's employment issues. Thus later married female workers who work in a very multi-ethnic areas will be able to motivate one another in accordance with the values of the prevailing culture.

Moving on from the background, the authors formulate research problems as follows:

1. What demographic factors (age, age of first marriage, family size, number of family members who work), economic factors (wages, income of the husband, the kind of work the respondent) and social aspects (education of respondents and husband education) affect the labor force participation of married women Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru?
2. whether the most dominant factor affecting the labor force participation of married women of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru?

Based on the formulation of the problem, then the purpose of this study are as follows:

1. To analyze the effect of demographics (age, age of first marriage, family size, number of family members who work), economic aspects (wages, income of the husband, the kind of work the respondent) and social aspects (education and education respondents husband) to work participation married women of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru.
2. To identify and analyze the most dominant factor affecting the labor force participation of married women of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru.

Based on the formulation of the problem, research objectives, the expected benefits of this research are:

1. Contribute / scientific discourse of human resources in the economy, especially the labor field of married women according to ethnicity in the city of Pekanbaru.
2. Provide information to the government in making policies related to the expansion of employment opportunities for women to marry the future in respect of the advance of the regional economy.

11. Theoretical Review

Labor (man power) covering a population that is already working, looking for work, and doing activities such as school, taking care of the household. Resident who went to school and take care of the household entered as job seekers, because any time can go to work (Borjas, 2000). The job market is the overall composition of the buyers and sellers of labor services (Ehrenberg and Robert S. Smith, 2000). Most of the labor involved in the job market may not be active for any chance of finding a new job, but on any given day thousands of companies and job seekers trying to trade on the job market. The labor market, like other markets in the economy, is controlled by the forces of supply and demand. The labor market is different from most other markets because demand for labor is a derived demand (Mankiw, 2004). Labor supply is the number of people who offer services for the production of goods and services. Labor supply include people who are working and who are ready and looking for work (Simanjuntak, 2001). In the theory of human capital in addition to the quality of human resources is determined by health, is also determined by education. Education is seen not only gain knowledge but also improve the skills (skills) workers, in turn, can increase productivity (Effendi, 1995). Investment in education is an activity that can increase the value of human stock. Value stocks humans after his education with different types, levels and forms of education can increase various forms of value. Economists classify that the value obtained was in the form of an increase in individual incomes, increased productivity and increased social value

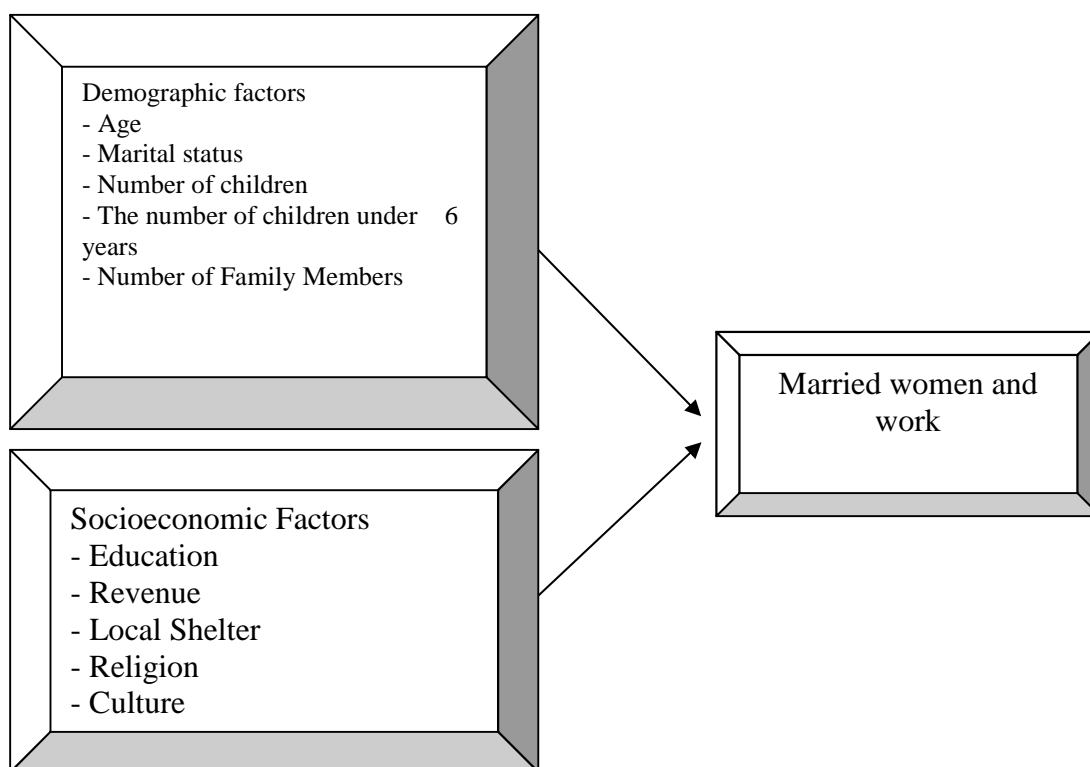
of individuals (Elfindri, 2004). McConne (1999) give a sense of the term labor force participation ratio is a comparison between actual labor force with potential labor force). In general, participation in the labor force is influenced by several social demographic factors were age, gender, education, marital status and area of residence, both in cities and in villages.

Research conducted Klaaw and Wilbert (1996) entitled Female Labor Supply and Marital Status Decision, it is known that a woman's decision to enter the labor market is determined by the decision of members of the household. The dependent variable is the labor force that works (Y1) and that did not work (Y0). The independent variables are wages (X1), the income of the husband (X2), the status of husband's work (X3), the type of work husband (X4), employment husband (X5), the number of household members (X6), and shelter (X7), Schults (1997) in his Estimating Labor Supply Function for married Women, is a good model to estimate labor supply of women, taking into account emerging issues: (a) how to use the right variables in estimating supply functions in order to assist the government in improving well being of women (b) how to take into account aspects of decision making in the family looks constraints (c) the similarity simultaneous bias in outlining the basic relationship in the behavior of market workers work for married women. Hazan and Yishay D. Maoz (2002) in his research entitled Women, labor force participation and the dynamics of tradition, explaining how the influence of tradition on the dynamics of female labor participation of wedlock. This study explains if there is no difference in productivity, then there is no difference in wages. The results show that the influence of tradition on the decision of individual works is that women who work outside the home have a direct negative effect on household utilities as well as the number of family members led to a decline in labor force participation of women in the previous period. Borjas (2000) states that a person can use the time for leisure activities and work activity in the labor market. Leisure time is basically the shape of the work, because the time is spent producing some commodities in the household or non-market sector. Included in these activities such as child care, cooking and cleaning the house. Becker's theory of time allocation is better known as the theory of new households (New Home Economic Theory) build a theory based on consumer behavior. In this theory assumes that the utility of households indirectly from consumption of goods but also to maximize the utility of a commodity.

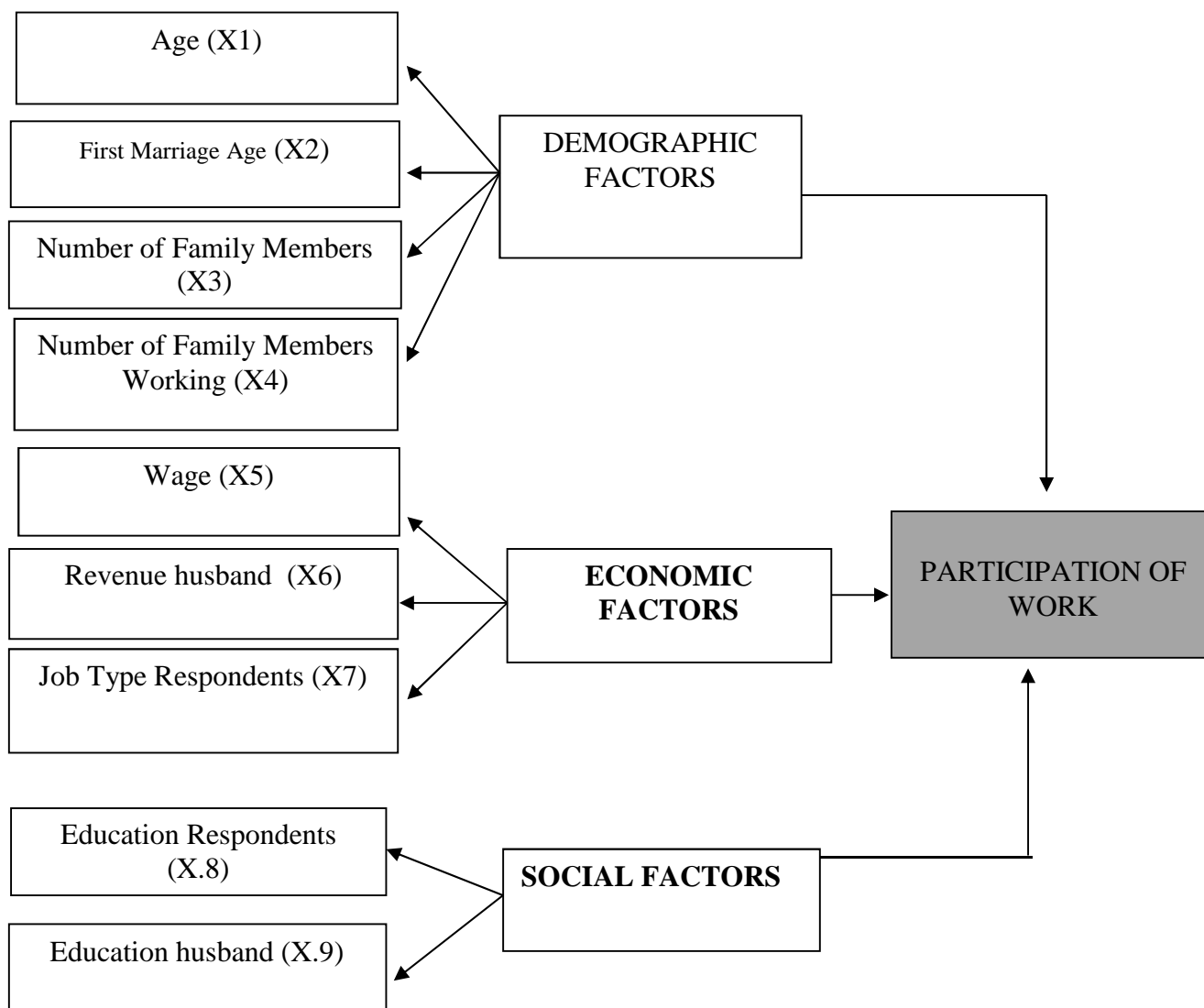
The use of the term is intended to distinguish between the ethnic tribes with other tribes into a nation (Daldjoeni in Arfah, 2011). According Havilant (Semmaila 2008) culture is a set of rules and norms that are shared by members of the public which, if carried out by its members bore the behavior which is seen by members feasible and acceptable. Furthermore Sayogyo (1992) explains that both the cultural values further divided into so-called norms. These norms are a real code of conduct and guidelines for the actions of man in society.

Theoretical Framework

The conceptual framework is a picture that describes the concepts necessary to understand a study based on variables that are used both variable free and bound variables. The involvement of women in the labor market influenced by several factors: demographic, social and economic factors. These factors include age, marital status, education level, area of residence, income and religion and culture (Maning, Michael Papayungan, 1995).



Framework



Hypothesis

1. There is a significant relationship between demographic factors (age, age of first marriage, family size, number of working members) against the labor force participation of married women of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru.
2. There is a significant relationship between economic factors (wages, income of the husband, the kind of work) against married women work participation of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru.
3. There is a significant relationship between social factors (the respondents' education, education husband) to the labor force participation of married women of ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru.

Previous Research

Some research explained that the participation of women in the labor market is influenced by the socio-economic condition of the family. Socio-demographic variables including age at first marriage, education, ethnicity, migrant status, number of children born alive in the family, while including variable economic status is the husband of education, type of work husband, household expenses, non-labor income. Sanchez-Marcos (2005) in his research on "Female Employments, Fertility and Divorce" explained that the increased position / status of women in the labor market is influenced by education, non-labor income, declining birth rate and the high divorce rate. Research Mumford (2003) explains that education has no effect on women's labor participation of

women, especially educated English. This study is in line with Rodriguez and Guterrez (2003) which explains that there is a trend labor force participation of married women decreased due to take over the family for the care of children.

III. Research Methods

This research was conducted in the city of Pekanbaru. Consideration is taken in choosing the city of Pekanbaru as a research area is due to Pekanbaru city is growing rapidly and many migrants go in making this city a very multi-ethnic. The type of data required in this study are primary data and secondary data. What is meant by primary data is data taken directly from the selected respondents using a questionnaire. Secondary data is data taken from official data released by the individual, agency or organization as well as the literature relevant to the problems examined. The primary data collection is also carried depth interviews with people who really know about the culture of the Malay, Minang, Javanese, Batak and Chinese. The data collection is a procurement process data through techniques: Interviews, distributing questionnaires, the study documentation and observation. In this study, which will be the population is married women who work from ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese in the city of Pekanbaru. Sampling was done by a group or cluster sampling method. In the early stages of population is married women who work are grouped by area districts. Next will be converted to the population by ethnicity per district. The research area is determined purposively based on consideration of the number of the largest ethnic group in each district. The next step is to go to areas that are selected to obtain information about women married according to ethnicity. Sampling by using the formula raised by Slovin (Umar, 2001). Intended use of this formula is to minimize the number of samples.

$$n = N / (1 + Ne^2)$$

in this case:

n = number of sample members

N = the number of members of the population

E = Percent leeway inaccuracy due to errors samples taken at 5%

By using the formula Slovin. The result of the calculation gives a value of 398 inhabitants. Furthermore, from this amount will be divided into ethnic Malays, ethnic Minang, Javanese, Batak and ethnic Chinese. The amount is adjusted to the needs of research Sampling was done by snow ball.

IV. Discussion And Analysis

Characteristics of Respondents

1. Age

Age is a very important demographic variables. By knowing the number of population by age group, different parties can make planning and policy and so on. According to Ehrenberg and Smith (2000) age effect on the decision to work. At a young age, the number of people entering the labor market is small because most are still in school, moving the prime age where a person has graduated and married the greater economic responsibility so deals in the job market is very large. When entering old age where physical condition is in decline, then people began to withdraw from the labor market. The results obtained in the field shows that married women who work both of Ethnic Malays, ethnic Minang, Javanese, Batak and Ethnic Chinese people are in the productive age group. The following will be displayed in the age structure of respondents.

Table 2. Number of respondents berdasarkan ethnic and age groups in 2011

| Age Batak Total | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|--------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| 20 – 24 | 4 | 5 | 7 | 8 | 5 | 6 | 8 | 11 | 7 | 10 | 31 | 8 |
| 25 – 29 | 15 | 17 | 22 | 26 | 24 | 31 | 24 | 32 | 21 | 28 | 106 | 27 |
| 30 – 34 | 18 | 20 | 12 | 14 | 19 | 25 | 19 | 25 | 19 | 25 | 87 | 22 |
| 35 – 39 | 25 | 28 | 12 | 14 | 10 | 13 | 11 | 15 | 15 | 20 | 73 | 18 |
| 40 – 44 | 13 | 15 | 8 | 10 | 6 | 8 | 7 | 9 | 11 | 15 | 45 | 11 |
| 45 – 49 | 7 | 8 | 11 | 13 | 8 | 11 | 3 | 4 | 1 | 1 | 30 | 8 |
| 50 – 54 | 5 | 6 | 8 | 10 | 2 | 3 | 1 | 1 | 1 | 1 | 17 | 4 |
| 55 + | 1 | 1 | 4 | 5 | 2 | 3 | 2 | 3 | 0 | 0 | 9 | 2 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: The results of primary data processing, 2011

2. Age of First mate

Progress in the field of economy not only impact on the welfare of the community but also affect the life of the first mating and population. In the more prosperous families, the children have the opportunity to continue their education to a higher level.

Table 3. Number of respondents by ethnicity and age of first marriage in 2011

| The age of first marriage | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|---------------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| 10 – 14 | 0 | 0 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 0 | 3 | 1 |
| 15 – 19 | 2 | 2 | 8 | 10 | 9 | 12 | 9 | 13 | 10 | 13 | 38 | 10 |
| 20 – 24 | 57 | 65 | 52 | 62 | 44 | 58 | 43 | 57 | 50 | 67 | 246 | 62 |
| 25 – 29 | 24 | 27 | 20 | 23 | 14 | 18 | 21 | 28 | 14 | 19 | 93 | 23 |
| 30 – 34 | 4 | 5 | 4 | 5 | 3 | 4 | 1 | 1 | 1 | 1 | 13 | 3 |
| 35 – 39 | 1 | 1 | 0 | 0 | 3 | 4 | 1 | 1 | 0 | 0 | 5 | 1 |
| Group Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: The results of primary data processing, 2011

3. Number of Family Members

Number of family members to cause a person increase productivity to boost revenue. Wilbert (2001) states that a worker would be burdened with a large number of dependents, which means the greater the number of dependents it will be increasingly required to work harder. In other words, will increase work participation.

Table 4. Number of Respondents by Ethnicity and Number of Members Family Year 2011

| Number of Family Members | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|--------------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| 2 | 4 | 5 | 1 | 1 | 3 | 4 | 10 | 13 | 8 | 11 | 26 | 7 |
| 3 | 27 | 30 | 20 | 24 | 34 | 45 | 32 | 43 | 35 | 47 | 148 | 36 |
| 4 | 37 | 42 | 34 | 41 | 28 | 37 | 18 | 24 | 25 | 33 | 142 | 36 |
| 5 | 16 | 18 | 18 | 21 | 8 | 11 | 9 | 12 | 5 | 6 | 56 | 14 |
| ≥ 6 | 4 | 5 | 11 | 13 | 3 | 3 | 6 | 8 | 2 | 3 | 26 | 7 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: Primary Data Processed results 2011

4. Number of Family Members Working

In a family, there is a possibility of children who are aged active productive work, as well as relatives who live a family. Thus in families involved in work other than husband and wife, children and relatives may also work. Therefore, in a family the amount of work to be larger.

Table 5. Number of Respondents by Ethnicity and Number of Family Members Working in 2011

| The number of family members working | Maelay | | Minang | | Java | | Batak | | Chinese | | Total | |
|--------------------------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| 1 | 3 | 3 | 2 | 2 | 9 | 12 | 10 | 13 | 3 | 4 | 27 | 7 |
| 2 | 78 | 89 | 68 | 81 | 58 | 76 | 57 | 76 | 70 | 93 | 331 | 83 |
| ≥ 3 | 7 | 8 | 14 | 7 | 9 | 12 | 8 | 11 | 2 | 3 | 40 | 10 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: Processed Data Primer 2011

5. Wages

One of the reasons the most important one is working is a factor of wages or income to be earned from work. According to Graddy (1991) factors that influence the decision to choose a job is the amount of wages being offered, and non-labor income revenue.

Table 5. Number of Respondents by Ethnicity and wage DiterimaTahun 2011

| Income (Rp) | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|-----------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| <1.500.000 | 3 | 3 | 18 | 21 | 20 | 26 | 14 | 19 | 1 | 1 | 56 | 14 |
| 1.500.000 – 3.500.000 | 55 | 63 | 34 | 41 | 39 | 51 | 46 | 61 | 24 | 32 | 198 | 50 |
| >3.500.000 | 30 | 34 | 32 | 38 | 17 | 23 | 15 | 20 | 50 | 67 | 144 | 36 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: Processed Data Primer 2011

6. Husband Revenue

One of the indicators used to see the economic status of a person is through income. Revenue earned depending on the work performed. Mangahas research results and Jayme-Ho (1996) showed that the husband's income has positive influence on female labor participation.

Table 6. Number of Respondents by Ethnicity husband Main Revenue In 2011

| Husband's Revenue | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|--------------------------|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|----------|-----|
| | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % | Absolute | % |
| <1500.000 | 7 | 8 | 11 | 14 | 14 | 20 | 14 | 20 | 3 | 4 | 49 | 13 |
| 1.500.000 - < 2.999.000` | 27 | 32 | 42 | 52 | 40 | 57 | 29 | 41 | 17 | 22 | 155 | 41 |
| 3.000.000 - < 3.499.000 | 25 | 29 | 13 | 16 | 10 | 10 | 17 | 21 | 16 | 21 | 76 | 18 |
| 3.500.000 - < 4.499.000 | 14 | 16 | 13 | 12 | 8 | 7 | 8 | 9 | 18 | 24 | 53 | 14 |
| > 4.500.000 | 15 | 14 | 5 | 6 | 4 | 6 | 6 | 9 | 21 | 29 | 49 | 13 |
| Group Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 76 | 100 | 382 | 100 |

Source: Results of Primary Data processing 2011

7. Type Job Respondents

Women marriage work Malays as locals and cultures that make up causing most of the work as an employee or employees of either the government or the private sector, while migrants are more aggressive and try to survive so willing to take any job, but still it is based the habits that have become the values espoused.

Table 7. Number of Respondents by Ethnicity and Occupation in 2011

| Work place | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|--------------|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|
| | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % |
| Government | 31 | 35 | 17 | 20 | 11 | 14 | 9 | 12 | 0 | 0 | 68 | 17 |
| Private | 34 | 39 | 38 | 45 | 43 | 57 | 35 | 47 | 36 | 48 | 186 | 47 |
| Entrepreneur | 23 | 26 | 29 | 35 | 22 | 29 | 31 | 41 | 39 | 52 | 144 | 36 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Sumber: Hasil Olahan Data Primer, 2011

8. The education level of respondents

According Elfindri (2004) education can increase the value of human beings. Through education, in addition to improving individual incomes, will also improve productivity and increase social values, which in turn will be able to improve the welfare of the community.

Table 8. Number of Respondents by Ethnicity and Education in 2011

| The education level | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|---------------------|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|
| | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % |
| SD | 1 | 1 | 6 | 7 | 9 | 12 | 4 | 5 | 0 | 0 | 20 | 5 |
| SLTP | 8 | 9 | 22 | 26 | 21 | 28 | 17 | 23 | 44 | 59 | 112 | 29 |
| SLTA | 24 | 27 | 19 | 23 | 20 | 26 | 23 | 31 | 11 | 15 | 97 | 24 |
| Diploma 3 | 24 | 27 | 16 | 19 | 14 | 18 | 10 | 13 | 5 | 7 | 69 | 17 |
| Strata 1 | 29 | 34 | 20 | 24 | 12 | 16 | 20 | 27 | 15 | 20 | 96 | 24 |
| Strata 2 | 2 | 2 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 4 | 1 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: Primary Data Processed results 2011

9. Education Level husband

Husband educational level Affect the labor force participation of married women (wives). The impact that can be positive or negative.

Table 9. Number of Respondents by Ethnicity and Education Level husband in 2011

| Husband level of education | Malay | | Minang | | Java | | Batak | | Chinese | | Total | |
|----------------------------|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|-----------|-----|
| | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % | Abso lute | % |
| SD | 0 | 0 | 3 | 4 | 6 | 8 | 2 | 3 | 0 | 0 | 11 | 3 |
| SLTP | 3 | 3 | 12 | 14 | 5 | 7 | 5 | 7 | 1 | 1 | 26 | 7 |
| SLTA | 30 | 34 | 38 | 45 | 43 | 57 | 36 | 48 | 54 | 72 | 201 | 51 |
| Diploma III | 6 | 7 | 1 | 1 | 3 | 4 | 2 | 3 | 0 | 0 | 12 | 3 |
| Strata 1 | 49 | 56 | 30 | 36 | 19 | 25 | 30 | 40 | 20 | 27 | 148 | 37 |
| Total | 88 | 100 | 84 | 100 | 76 | 100 | 75 | 100 | 75 | 100 | 398 | 100 |

Source: Primary Data Processed results 2011

Variables that Affect the labor force participation of married women

To Determine the variables that Affect the labor force participation of married women used multiple regression. The influence of Reviews These factors will be multiple and partial. Based on the formulation of the problem, research objectives and hypotheses, suspected factors that Affect the labor force participation of married women

are demographic aspects, economic aspects and social aspects, the which consists of the respondent's age, minor to marry first, the number of family members, number of members who work, wages (respondents' income), income of the husband, the kind of work the respondent, respondents education, education husband.

Table 10. Summary of Results of Regression Analysis Participation of Married Women Working Ethnic Malay, Minang, Javanese, Batak and Chinese

| No | Variable | Ethnic Malay | | Ethnic Minang | | Ethnic Javanese | | Ethnic Batak | | Ethnic Chinese | |
|----|---|--------------|-------|---------------|-------|-----------------|-------|--------------|-------|----------------|-------|
| | | K.Stand | Sig. | K.Stand | Sig. | K.Stand | Sig. | K.Stand | Sig. | K.Stand | Sig. |
| 1 | Age of respondents (X_1) | 0.721 | 0.000 | 0.152 | 0.166 | 0.143 | 0.218 | -0.127 | 0.276 | 0.159 | 0.172 |
| 2 | Age I married respondents (X_2) | 0.689 | 0.000 | 0.659 | 0.000 | 0.745 | 0.000 | 0.697 | 0.000 | 0.832 | 0.000 |
| 3 | Number of Family Members (X_3) | 0.607 | 0.000 | -0,094 | 0.397 | 0.665 | 0.000 | 0.739 | 0.000 | 0.652 | 0.000 |
| 4 | Number of Family Members work (X_4) | -0.008 | 0.938 | -0.145 | 0.188 | 0.679 | 0.000 | -0.712 | 0.000 | -0.070 | 0.525 |
| 5 | Wages / Wife's income (X_5) | 0.733 | 0.000 | 0,865 | 0.000 | 0.807 | 0.000 | 0.172 | 0.141 | 0.190 | 0.102 |
| 6 | Income husband (X_6) | 0.692 | 0.000 | -0.559 | 0.000 | 0.739 | 0.000 | -0.681 | 0.000 | -0.704 | 0.000 |
| 7 | Job Type Respondents (X_7) | 0.308 | 0.003 | 0.728 | 0.000 | 0.646 | 0.000 | 0.809 | 0.000 | -0.191 | 0.101 |
| 8 | Education Respondents (X_8) | 0.718 | 0.000 | 0.714 | 0.000 | 0.041 | 0.724 | -0.075 | 0.521 | -0.005 | 0.963 |
| 9 | Education husband (X_9) | 0.636 | 0,000 | 0,718 | 0,000 | 0,733 | 0,000 | -0,667 | 0,000 | 0,667 | 0,000 |
| | ANOVA | 16.067 | 0.000 | 31.799 | 0.000 | 22.797 | 0.000 | 22.640 | 0.000 | 23.313 | 0.000 |
| | Adj R^2 | 0.609 | | 0,770 | | 0.723 | | 0.725 | | 0.731 | |

Dependent Variable: Number of hours of work (hours / month)

Ethnic Malay

Women in Malay culture was not Initially Involved in economic activity. Economic responsibility entirely on the shoulders of her husband. But along with the times, where the level of education Malay women is increasing, making it Easier to Compete in the job market, causing more and more women are working Melayu (Effendy, 2010). The regression results provide value adj $R^2 = 0609$, the which means that the variable age of respondents, aged married first, family size, number of family members who work, income respondents, Reviews their husbands, occupation, education level of education and the husband was Able to explain amounted to 60.9% variations that occur in the labor force participation of married women of ethnic Malays, while another variation of 39.1% is explained by variables that do not exist in this models. F-test of 16.67 at a significance level of 0.000 on the models, shows that there are significant variables simultaneously respondent's age, minor to marry first, family size, number of family members who work, income respondents, Reviews their husbands, occupation, education level of education and husband to variable labor force participation of married women in the ethnic Malay.

Ethnic Minang

Women in Minang culture has a high position so that in a Minang culture in force is matrilineal. The high position of women in the ethnic Minang lead to decisions taken in a region must first hear the voice of the mother. This model resulted in the value of $R^2 = 0.795$, which means that the variable age of respondents, aged married first, family size, number of family members who work, wages, income of the husband, the kind of work the respondent, respondent education and education husband is able to explain 79.5% variation occur in married women's labor participation of ethnic Minang, while another variation of 20.5% is explained by other variables not used in the model. F test results are significant in the model, which amounted to 31 779 with significance of

0.000 indicates that there are significant variables simultaneously respondent's age, minor to marry first, family size, number of family members who work, wages, income of the husband, the kind of work the respondent, respondent education and husband education, to variable labor force participation of married women of ethnic Minang. Based on the results of the regression is known that wages are variables that have the greatest influence with a value 86.5%, followed by the kind of work the respondent with a value of 72.8% and a husband educational variables contributing 71.8%.

The Javanese

Javanese women have the properties *nrimo*, resigned, patient, gentle, loyal, devotion. These properties are characteristic of the ideal of the female Java. The properties of this kind is often reflected in Javanese women in general. But nevertheless is something that is formed by the environment and circumstances. *Nrimo* nature and resignation that often becomes something that is typical of Javanese women is precisely the thing that makes it able to survive when facing difficulties in his life. *Nrimo* and resignation does not mean not trying but it seeks to overcome the difficulties and consciously able to accept the situation and resigned to his fate, if a state can not be changed anymore. The regression results provide value $\text{adj } R^2 = 0.757$, which means that the variable age of respondents, aged married first, family size, number of family members who work, wages, income of the husband, occupation, education level of education and the husband was able to explain amounted to 75.7% of the variation which occurred in female labor participation Javanese marriage, while another variation of 24.3% is explained by variables that do not exist in this model. The significance of regression coefficients simultaneously (F test) of 22 797 at a significance level of 0.000 on the model, shows that there are significant variables simultaneously respondent's age, minor to marry first, family size, number of family members who work, wages, income of the husband, type of work, education of respondents and husband education to variable labor force participation of married women in Javanese. Based on the regression results found that the variable that had the highest impact on the labor force participation of married women Javanese is variable wage with the coefficient of 0.807, followed, mating age I with coefficient 0.745 and income husband with coefficient 0.739.

Batak

Batak women constitute an economic resource for the man long ago. In the Batak society see women as reproductive factors which implies more children were born, the economic situation will be better. Because child labor is, in addition to soldiers in battle (*Simanjuntak*). From the first women Batak indeed almost become a cash cow. They carry out household tasks in addition to farming. Be able to leave her husband for months. This means that women have to bear the burden of the household. Batak ethnic women basically before getting married and still living with their parents has been positioned as the backbone of the family, so they've worked before marriage. After marriage responsibilities Batak ethnic women to become bigger in the household. Husband functions as a guard *marwah* family by attending the traditional parties. While the wife must be a proponent of family income. This model produces a value $\text{adj } R^2 = 0.752$, which means that the variable age of respondents, aged married first, family size, number of family members who work, income respondents, their husbands, occupation, education level of education and the husband was able to explain in part or at 75.2% of the variation that occurs in the labor force participation of married women, while another variation of 24.2% is explained by variables that do not exist in this model. F test results that have a value of 22 640 at the significant level of 0.000 on the model, shows that there are significant variables simultaneously respondent's age, minor to marry first, family size, number of family members who work, income respondents, their husbands, occupation, education of respondents and education husband, the female labor participation variable Batak ethnic marriage. Based on the results of the regression is known that the variables that have the greatest influence on the labor force participation of married women Batak is a variable type of work the respondent with the coefficient of 0.809.

Ethnic Chinese

Ethnic Chinese women during maidhood be allowed to work as employees. In general, they work in private companies. But after marriage, they usually decide to stop working and take care of the household, or they decided to quit as an employee and get back to work independently (self-employed). Value $\text{adj } R^2 = 0.731$ which means that the variables of age, the age of first mating, the number of family members, number of family members who work, wages, income of the husband, the kind of work the respondent, respondent education and pendidikan husband is able to explain most or by 73.1% variation which occurred in the labor force participation of married women, while a different variation of 26.9% is explained by variables that do not exist in this model. F test results are significant in the model, shows that there are significant variables simultaneously age, age marry first, family size, number of family members who work, wages, income of the husband, the kind of work the respondent, respondent education and education husband to variable work participation of women married ethnic Chinese. Based on the regression results found that the variable that had the highest impact on the

labor force participation of married women aged ethnic Chinese are the variables I married with coefficient 0.832, followed by the husband's income amount coefficient 0.704 and husband education with coefficient 0.667.

Research Findings

Based on field results and data analysis of the obtained several research findings:

1. Demographic factors economic factors, social factors simultaneously affect the labor force participation of married women of ethnic Malay, Minang, Javanese, Batak and Chinese. But the variables that affect the labor force participation of married women of different ethnic respectively.
2. Variable Wages are variables that most influence on the labor force participation of married women of ethnic Malay, Minang and Javanese, Batak ethnic variables while in the kind of work the respondent is the variable that most influence on labor force participation of married women. At the age of mating the first ethnic Chinese is the most influential variable on the participation of married women working.
3. At the Malays, ethnic Minang, Javanese and Batak most women work as an employee (government and private environment), while the majority of Chinese people as entrepreneurs.
4. There was an adaptation and a shift in cultural values long on each ethnicity. Eg cultural adaptation occurs on Malays, Malay women's previous orientation work is as an employee / employees. But with coexist with ethnic immigrants causes some married women have to carry the entrepreneurial world. In the Minang ethnic, cultural values that shifting is understood spacious family into nuclear families.

Contributions Research

Research carried out for the purpose of contributing to the development of theories, especially theories related to labor supply of married women, especially ethnic. Expected results of this study can be used as a reference for the development of the theory further by including variables that are not used in this study as well as used as a reference for policy makers.

Theoretical Contributions

Contributions theoretical question in this case is based on the research findings of the rules of scientific writing. The theoretical contribution is a refinement of theories that already exist, which can be expressed in this study are:

1. The empirical evidence shows that the demographic factors (age, age of first mating, the number of family members, number of working members), economic factors (wages, income of the husband, the kind of work the respondent), social factors (pendidikan respondents, education husbands) influence on participation working married women of ethnic Malays, Minang, Javanese, Batak and Chinese.
2. That the study was conducted in five major ethnic groups located in the city of Pekanbaru, namely the ethnic Malay, Minang, Javanese, Batak and Chinese. The results obtained showed that the labor force participation to five ethnic groups have different patterns. Several studies have been conducted previously more focused on ethnic one.
3. There was an adaptation and a shift in the ethnic cultural values in the city of Pekanbaru. Although there are adjustments cultural values among ethnic groups in the city of Pekanbaru, some still retaining the old behavior patterns. For example the Malays, even though married women already working, but most still choose jobs where they still have time to do housework.
4. Wages are variables that most affect the labor force participation of married women of ethnic Malay, Minang and Java. Research results are in line with research conducted Gradi (1991); Grajek (2001); Keane and Prasad (2002). In the ethnic Batak and Chinese showed no effect on the wages of labor force participation of married women.

Practical Contribution

Practical contribution is expected to provide benefits to policy makers in the city of Pekanbaru. Practical contributions include:

1. Basing on the research results show that the occurrence of inter-ethnic cultural adaptation. To maintain the integrity of inter-ethnic life, it is expected that the government can facilitate the unity of the cultural values of ethnic with due regard / respect each culture to support regional economic development.
2. Referring to the results of the study, which showed that the occurrence of cultural adaptation, particularly at local ethnic Malays as marked big enough married women who perform entrepreneurial activity. Kedaan is becoming very important in the future for expansion of employment, especially the Malays.
3. The results showed that most of the high school education of ethnic Batak still down and the majority of business activities such as vegetable farmers and traders, it is essential to the government to provide training to improve the competence of married women Batak.

Conclusion

1. a. Demographic factors affect the labor force participation of married women of ethnic Malay, Minang, Javanese, Batak and Chinese. Partisipasi different patterns of inter-ethnic work. In demographic factors seen a shift in cultural values that the variable number of family members, especially ethnic Minang who wander in Pekanbaru, from spacious family into nuclear families.
- b. Economic factors affect the labor force participation of married women of ethnic Malay, Minang, Javanese, Batak and Chinese. In an economic factor adaptation cultural values that the variable types of employment, particularly in the ethnic Malay and Minang. Previous orientation married women work Malays are as an employee / karyawan at this time most have become entrepreneurs, whereas the number of women as entrepreneurs Minang wane.
- c. Social factors significantly influence women's labor participation of ethnic Malay marriage, Minang, Javanese, Batak and Chinese.
2. The wage rate is the variable that most influence on women's labor participation of ethnic Malay marriage, Minang and Java, the Batak ethnic variables that provide the most impact is the kind of work the respondent and the Chinese ethnic variables which were most influential on female labor force participation is the marriage age mating I.
3. Life inter-ethnic mingling in Pekanbaru, bring a change towards the positive, especially on the local ethnic Malays as characterized by the involvement of the ethnic Malay majority of women in entrepreneurial activity, which expanded employment of married women of ethnic Malays. This situation shows have taken place between ethnic cultural adaptation, but still look each ethnic maintaining cultural values that apply to ethnic groups. For example the Malays, although at the moment Malay women working in the public sector, but the values instilled in Malay women still feel, that even though they work, but housekeeping remains a top priority.
4. Ethnic Chinese are still strong ethnic maintain cultural values embedded in sight of the work done. The results showed that women who work Tiaonghoa ethnic marriage none of which work on governance. This is the same state that the former ethnic Chinese women were working normally work in a family or close relatives. If you are married there is a tendency to withdraw from the labor market, or if the work tends to open your own business or as an entrepreneur.

Suggestion

1. Based on the results of research it appears that the variable wage becomes the most dominant variable in etnis Malay, Minang and Java. This condition indicates that the economic factor as the main reason married women working. In this regard advised local governments to always take into consideration the value of the minimum wage to pay attention and adjust to the needs of decent living in the city of Pekanbaru, so expect the participation of married women in the labor market could improve the welfare of the population.
2. On the Batak, the kind of work the respondent is a variable that is very influential in the labor force participation of married women and most worked as an entrepreneur. Based on the level of education and the work that was involved Batak ethnic women, to increase revenue should increase the professionalism of the Batak ethnic women with increased competency. In this regard the government is expected to provide training in agriculture. In addition, Pekanbaru city government should support the development of SMEs and provide credit facilities for women married moving entrepreneurial sector in particular ethnic Batak.
3. The results showed that the majority Malay women already working as self-employed. To increase labor participation of married women and the expansion of employment, especially for ethnic Malays in the future, the government would need to encourage the entrepreneurial spirit Malay women, so the opportunity to enter the labor market more in line with the development of the city of Pekanbaru. One of the efforts to be made by the city of Pekanbaru is to provide entrepreneurship training.
4. Life of inter-ethnic mingling a positive impact, the government should further enhance the activity was attended by all ethnic groups as social activities / gotong royong.
5. The research focus is only on the labor force participation of married women, so the results can only be generalized to women married according to ethnicity studied, it is advisable to do research on the labor force participation of women unmarried by ethnicity to determine whether there are differences in the factors that affect participation labor between married women and unmarried women. Apart from that to increase the repertoire of knowledge in the field of human resources, it is recommended that future research using ethnic variables as independent variables.

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