Original Article

Job Opportunities for Married Women in Denpasar City

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Abstract: Dual roles can be interpreted as the responsibilities that women must bear in two domains of life, namely the domestic domain and the public domain. One of the capital cities with a high level of labor force participation is Denpasar City, where Denpasar City has a strategic location, namely being the center of government, economic activities, and education. This research aims to analyze the influence of husband's employment, husband's income, women's education, women's age, number of household members, women's other activities, and pre-employment card policy on married women's employment opportunities in Denpasar City. This research is quantitative research through analysis of micro data from the August 2022 national sakernas. This research aims to provide an in-depth understanding through logit model regression analysis techniques about the challenges and opportunities faced by married women in achieving career equality and sustainability in Denpasar City. The results of the research show that women's education, number of household members, other women's activities, and government policies through the pre-employment card program have a positive and significant effect on married women's employment opportunities in Denpasar City, while the husband's job, husband's income, and the woman's age do not have a significant effect on the employment opportunities of married women in Denpasar City.

Keywords: Education, Job Opportunities, Number Of Household Members, Pre-Employment Card, Women.

I. INTRODUCTION

Women have an important role in the economy and the household. This dual role can be interpreted as the responsibilities that women must bear in two realms of life, namely the domestic realm and the public realm, where the domestic domain is related to household and family matters, while the public domain is related to work, education and social activities (Ariani, 2023). In the public domain, the role of women of productive age in the economy is through the entry of women into the labor market, which will increase the participation rate of women in the workforce, encourage an increase in household income, and make a positive contribution to economic growth (Heathcote et al., 2017). Thus, gender equality is considered the key to strengthening the country's capacity for development, reducing poverty and increasing government effectiveness (Sofiani, 2009).

Women's emancipation, which was pioneered by R.A. Kartini in Indonesia, has brought changes in the role and rights of women. The struggle for women to get equal rights makes women get an equitable proportion since men and women will have equal self-esteem based on intellect and thought (Lantara, 2015). Through Presidential Instruction No. 9 of 2000 (Ministry of Finance, 2004), concerning gender mainstreaming in National development, providing support and emancipation for women, by providing opportunities for women to participate in development to be more accommodated even for married women. The term "gender mainstreaming" was used to describe a tactic designed to incorporate gender into all aspects of national development program planning, preparation, execution, monitoring, and assessment.

With support and emancipation for women, women are given equal rights to enter the labor market, including married women. However, not all married women participate or are absorbed in the labor market. Some married women will choose to take full responsibility in the household for their husband and children and choose to leave the labor market so that only the husband plays a role in earning a living (Bjuggren & Henrekson, 2018). The division of labor in the family is influenced by the social and cultural roles of husband and wife, which stipulate that the women's main priority is taking care of household needs and the husband's priority is working (White, 2013).

Differences in female labor force participation can be seen between regions. Where women on the islands of Java and Bali, as economic centers, tend to have higher levels of labor force participation than women outside these islands, such as Sumatra and Sulawesi, for example (Pratomo, 2017). According to the Central Statistics Agency (2023), Bali is one of the provinces in Indonesia with relatively high labor force participation. In 2023, Bali's labor force participation will reach 76.86%, higher than the national average of 67.22%. Bali is one of the main tourist destinations in Indonesia, where Denpasar City is the capital and also the center of government and economy of Bali Province. This, of course, opens up extensive job opportunities in various sectors, such as tourism, trade and services. If you look at the size of the workforce in Denpasar City

compared to other regencies/cities in Bali Province, the following is a table of the number of workforce in Bali Province for 2013-2022.

Table 1: Bali Province Labor Force Population by Regency/City (People)

District/City	Tahun									
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jembrana	140474	146400	144733	-	163765	165193	145505	165688	179114	179356
Tabanan	264157	268033	268754	-	251253	278317	274263	277098	277828	287569
Badung	327647	324471	339966	-	344882	365988	383662	394943	404664	417078
Gianyar	268400	269646	289356	-	303470	315742	308450	292619	290574	337855
Klungkung	101530	102801	105601	-	104956	108538	106993	106852	104268	115235
Bangli	141205	144833	138082	-	143245	149640	146585	146377	147556	151191
Karangasem	245603	245496	247289	-	240474	259007	256257	259153	262729	278920
Buleleng	353000	342975	352510	-	366940	382591	350778	382712	376174	391692
Denpasar	441880	472103	485724	-	515465	536502	535801	542477	537616	579643
Bali Province	2283896	2316758	2372015	-	2434450	2561518	2508294	2567919	2580523	2738539

Source: National Labor Force Survey (Sakernas) August

Based on Table 1, the development of the Bali Province workforce population according to Regency/City has fluctuated over several years. It can be seen that the number of workers in the last ten years, from 2013 to 2018, continued to increase until it reached 2,561,518 people in 2018. However, in 2019, it decreased to 2,508,294 people. Then, in 2020, it continued to increase again in 2022, namely 2,738,539 people. When viewed per Regency/City, Denpasar City is ranked first or second when compared with other regencies each year in terms of the number of workforce in Bali Province. However, the high number of workers in Denpasar City is, in fact, not accompanied by the level of female labor force participation in Denpasar City. Where TPAK is an indicator that can show the contribution of women in development, through the labor force participation rate, we can find out or examine the size of the population actively working, both men and women (Aulia, 2022).

Increasing female labor force participation can have positive and negative impacts; the positive impact is increasing economic growth; however, it should be noted that increasing female labor force participation can also have negative impacts, especially related to time management, especially for married women. (Lincove, 2008) revealed that difficulties in dividing women's time in Denpasar City could be one of the negative impacts of increasing female labor force participation, although the resulting economic benefits could offset this. If we review the problems in Denpasar City, relevant information can be obtained through table data on Female Labor Force Participation Levels in Bali Province by Regency/City. The following data provides an overview of the level of women's participation in the workforce in Denpasar City.

Table 2: Female Labor Force Participation Level in Bali Province According to Regency/City (Percent)

District/City	Tahun									
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Jembrana	60,22	63,05	60,58	-	68,88	69.61	56.15	68.94	72.42	75.46
Tabanan	71,46	70,71	70,85	-	60,97	71.11	67.94	69.84	68.72	70.89
Badung	66,28	62,85	61,50	-	61,53	62.38	63.94	63.82	67.21	65.19
Gianyar	63,84	64,00	69,32	-	73,47	74.79	69.78	64.36	63.55	75.38
Klungkung	72,01	72,18	73,54	-	70,88	75.37	71.95	72.01	70.39	74.76
Bangli	79,83	83,60	79,73	-	80,37	82.68	80.38	78.11	79.16	79.42
Karangasem	81,75	79,05	80,67	-	72,79	80.42	77.28	78.31	77.70	82.15
Buleleng	68,84	65,13	66,00	-	69,98	70.67	60.82	69.40	66.00	65.18
Denpasar	55,46	62,54	60,46	-	64,22	63.68	59.88	62.55	61.71	61.94
Bali Province	66,83	67,26	67,24	-	67,70	70.14	65.67	67.86	67.61	69.62

Source: National Labor Force Survey (Sakernas) August

Based on Table 2, the development of the female labor force participation rate in Bali Province, Denpasar City, when compared with other regencies in Bali Province, occupied the smallest percentage from 2013 to 2015, then occupied the second smallest percentage after Badung Regency in 2018 at 63.68 percent. It has the second smallest percentage after Jembrana Regency in 2019 at 59.88 percent, and from 2020 to 2022, it will become the city with the smallest TPAK for Women; namely, in 2022, it will be 61.94 percent.

The gender development index (IPG) is an index used to see the extent to which the development of a region has paid attention to gender equality. The higher the GDI, the higher the development gap between men and women (Sakernas). Based on BPS data, the IPG in Denpasar City will reach 97.39 in 2023, which is higher than Bali Province, which reached 95.37. This

shows that the development gap between men and women in Denpasar City is still high. Gender development is needed as a tool for evaluating and knowing the quality of human resources and inequality between men and women in terms of human quality development and regional economic development in a region (Setiati et al., 2020).

In research by Suwadji and Setyodhono (2019), the largest percentage of reasons female workers who have work experience stop working according to the main reason for leaving work is to take care of the household. After marriage, women will enter a period when they will adapt to a new life. Married life leads them to become wives and mothers for the children in the household, which requires them to take care of all household needs. Some of the married women are working women who have multiple roles in the household. The dual role of being a homemaker as well as a working woman can have a negative impact on the productivity of the female workforce.

In looking at women's opportunities to become homemakers after marriage it is seen from the theory of rational choice and human capital explained by Becker (1981). This theory assumes that in maximizing household profits it is necessary to take into account benefits and costs. Household decisions are made through rational costs and benefits in comparing the efficiency of household members in determining and completing work related to housework and employment in the labor market. Becker (1981) argues that husbands and wives get the same utility in the labor market. Because the wife has the main obligation to take care of all household needs, the most efficient division of labor for the wife is to take care of the household while the husband works in the labor market. However, the decline in household consumption due to wives stopping working has caused some women to choose to continue working after marriage.

Time allocation was explained by Becker, who stated that every woman has time allocated for work and leisure time (Becker, 1965). With the time they have, women have the choice to work outside the home to earn wages or use all their time at home to take care of household needs. Women will allocate time to maximize utility by choosing between working outside the home or being a housewife. A decrease in household income will reduce household consumption, so some women decide to work. Therefore, every woman can use her free time to work and earn additional income. Married women's decisions to choose between working and not working can also be influenced by the variables of husband's income, women's education, women's working hours, number of children under five, and women's employment status (Anqi, 1989; Granrose and Kaplan, 1994; Hu, 2008). A study by Damayanti (2021) found that women's status as working adults is mostly determined by their level of education, with highly educated women more likely to enter the workforce. In this instance, education is essential for women to be able to support the advancement of their country.

Looking at various determining factors for women to enter the labor market or not. Additionally, the government has the policy to raise labor force participation in Indonesia through the Pre-Employment Card (KP) program. The government has planned this program from the beginning with the goal of eliminating poverty and lowering unemployment in Indonesia. The Pre-Employment Card program seeks to improve productivity, workplace competitiveness, and competency in the workplace. (Hanifah, 2021). According to Rawie and Samputra (2020), an alternative policy that provides large benefits and small costs is to provide training to the unemployed. Just providing social security without training for the unemployed will not necessarily increase the average national income. So, the KP program, which is open to anyone (workers and unemployed), is expected to reduce the unemployment rate if the recipients of this program are rightly targeted.

Even though the government provides training through the KP program, the government does not guarantee that someone will get a job after participating in the Pre-Employment Card program. The Pre-Employment Card only helps in improving a person's skills through access to skilling, reskilling and upskilling (Coordinating Ministry for the Economy, 2020). Training the community is an important investment in human capital and has an impact on employment (Becker, 1965). Training can also improve the quality of the workforce in a relatively short time (Liang & Yu, 2019).

Research related to the determinants of whether women choose to work or not work in the labor market has been widely carried out; factors that influence these decisions include women's education (Gündüz-Hoşgör and Smits, 2008; Hwang, 2016), wage levels and differences wage level with men (Hwang, 2016; Lincove, 2008), husband's income level and other household characteristics (Anqi, 1989; Hu, 2008). Based on the literature review above and seeing that Denpasar City is one of the economic centers but has the lowest level of female labor force participation compared to other districts in Bali Province, this research is appropriate to explore and explain further through various factors, namely economic, social and government policies through pre-employment cards to analyze married women choosing to work or not work in the labor market in Denpasar City.

II. LITERATURE REVIEW

A) Time Allocation Theory

Time allocation is a person's decision to divide their time between several activities or between work and enjoying time for fun. By working, someone will get wages to meet their needs, while another option is not to work so they can enjoy time

for fun. For women, work is not only outside the home to earn wages, but can also carry out work activities around the house or even inside the house, for example, caring for children, receiving sewing, receiving orders for cooking at home and so on (R. G. Ehrenberg & Smith, 2012). R. G. Ehrenberg and Smith (2012) further explained that in one 24-hour day, to decide between working or enjoying free time, minus the standard time for rest (sleep, bathing, prayer or time for prayer, and for other personal interests), the number is 8 O'clock. Each household will try to maximize satisfaction (utility) which is determined by the time allocation of each individual in the household to work at home, work in the labor market, or not work (leisure) (Becker, 1965). Ehrenberg et al. (2021) stated that if a wife enters the market (labor) to increase the utility she has achieved, then the allocation of household work hours will be replaced by the husband. The husband's position is still the head of the family and the workforce or is looking for work until the recession is over while the wife enters the labor market. A crisis situation where another family member enters the labor market is what is called an additional worker. Time allocation options are divided into three, namely work time, work time at home (taking care of the household) and free time. Working time is time spent working outside of housework. Home work time is time spent at home in the form of doing housework such as sweeping, cooking and other housekeeping. Free time is time used for activities outside of work and taking care of the household, such as watching TV and doing activities that are useful for yourself. The household is a unit tool for decision making in terms of production, consumption and reproduction as well as socio-economics. Basically, the main problem in time allocation is how women divide their time between taking care of the household and working. In this case, it can be concluded that time allocation goes hand in hand with dual roles where women divide their time between two activities that must be carried out at the same time. Women are known as individuals who can carry out various activities at the same time (overlapping activities) (Puspitawati, 2009).

B) Rational Choice Theory and Human Capital

Rational choice theory is an approach for comprehending and creating models of social and economic behavior. It is also known as rational action theory or choice theory (Lawrence and David, 2008). Economics describes rational behavior in neo-classical maximization or rational choice theory (Redmond, 2004). According to this theory, humans are described as creatures who behave and choose completely rationally, who prioritize self-interest and the characteristics of maximizing satisfaction (Graafland, 2006); (Landa & Wang, 2001); (Kyriacou, 2005). The same thing was expressed that humans tend to avoid pain and like pleasure (Hoetoro, 2007). In Vale (2010), Becker assumes that humans always look ahead and always decide rationally. This rational decision is based on a cost-benefit calculation, meaning that every choice that has greater benefits than costs is considered rational and vice versa. The fundamental tenet of rational choice theory is that every social behavior is the result of individual decision-making. This philosophy, known as methodological individualism, focuses on the factors that influence personal decisions.

Additionally, the rational choice theory presupposes that an individual has a preference among a number of alternative options that enable them to express their preferences. These preferences are seen as transitive (if option A is more desirable than option B and option B is more desirable than option C, then option A is greater desirable than C) and complete (the person may always select which alternative they want or none of the alternatives they desire). After that, a rational actor behaves consistently in choosing the best course of action by taking into account the knowledge at hand, the likelihood that certain events would occur, and the possible costs and rewards of each option. In microeconomic models and analysis, rationality is frequently taken for granted as an individual's behavior and is present in nearly all accounts of how people make decisions. Instrumental rationality is a derived form of rationality that focuses on finding the most economical way to accomplish goals, regardless of their value (Becker, 1976).

III. RESEARCH METHODS

This research design uses an associative quantitative method with a causal relationship. This research uses secondary data that researchers obtained from the national labor force survey (sakernas) of the Central Statistics Agency of Bali Province. The location of research was carried out in Denpasar City because the high labor force in Denpasar City was not accompanied by a high level of female labor force participation, so it is necessary to know the employment opportunities of married women in Denpasar City. The time of the research was carried out in 2022. The scope of the research focuses on the phenomenon of gender inequality that occurs in Denpasar City. Based on statistical data from Bali Province in 2022, the number of female labor force participation rates in Denpasar City is the lowest number of households in Bali Province. However, The city of Denpasar is ranked first in terms of the highest workforce in Bali Province. The population in this study is married women of productive age (15-64 years). Relevant sample characteristics include women who are married, are in the productive age range, and live in the Denpasar City area. This research aims to provide an in-depth understanding through logit model regression analysis techniques about the challenges and opportunities faced by married women in achieving career equality and sustainability in Denpasar City.

III. RESULTS AND DISCUSSION

Descriptive analysis is the first step that needs to be taken to find out the general picture of the data that has been collected from respondents. Table 3 shows the results of descriptive statistical analysis comprising the standard deviation, average value, maximum value, and minimum value, along with the number of occurrences.

Table 3: Descriptive Statistics on Employment Opportunities for Married Women in Denpasar City

Variable	Obs	Mean	Std. dev.	Min	Max
Opportunities for married women to work (Y)	747	-	.4847484	0	1
Husband's Job (X_1)	747	-	.4770992	0	1
Husband's Income (X_2)	747	3719146	5049945	0	90.000.000
Women's Education (X_3)	747	11.10174	3.981907	0	16
Female Age (X_4)	747	43.14056	11.71296	17	64
Number of household members (X_5)	747	4.539491	1.489726	2	10
Other Women's Activities (X_6)	747	-	.4688012	0	1
Pre-Employment Card Policy (X_7)	747	-	.4721918	0	1

Source: Secondary Data, 2024

Table 3 shows Obs = 747, which means there were 747 sample respondents studied in this research.

The basis for decision-making uses the goodness of fit test value, which is measured by the chis square value at the bottom of the Hosmer and Lemeshow test. If the significant value is more than 0.05, then H0 is accepted, which means the data is the same as the model or the model is said to fit. Conversely, if the significance is less than 0.05, then H0 is rejected, and the model is said to be unfit. The following are the results of the Hosmer and Lemeshow tests.

Table 4. Results of Hosmer and Lemeshow's Goodness of Fit Test Job Opportunities for Married Women in Denpasar City

Goodness-of-fit test after logistic model	
Variable: Y	
Number of observations	= 747
Number of groups	= 10
Hosmer–Lemeshow chi2(8)	= 10.71
Prob > chi2	= 0.2187

Source: Secondary Data, 2024

The p-value of the Hosmer-Lemeshow's goodness of fit test is 0.2187, much greater than 0.05, so it accepts Ho, which indicates that the model is acceptable. This shows that the tested logistic regression model has a good ability to predict observed values, and its feasibility is acceptable because it fits the observed data.

Logistic regression is used to test whether there is an influence of the dependent variable partially by comparing the Wald statistical value with the Chi-square comparison value at degrees of freedom (db) = 1 at an alpha of 5% or by comparing the significance value (p-value) with an alpha of 5% where the p-value is smaller than alpha indicating that the hypothesis is accepted or that there is a significant influence of the independent variable on the partially dependent variable.

Table 5. Hypothesis Test Results (t-Test and F-Test) Job Opportunities for Married Women Working in Denpasar City

Logistic regression			Number of obs = 747			
			LR chi2(7) = 265.82			
			Prob > chi2 = 0.0000			
Log likelihood = -361.72054			Pseudo R2 = 0.2687			

Married Women's Job Opportunities (Y)	Odds ratio	Std. err.	z	P>|z|	[95% conf.interval]	
Husband's Job (X_1)	1.351427	.2734748	1.49	0.137	.9089576	2.009287
Husband's Income (X_2)	1	1.85000	-1.53	0.127	.9999999	1
Women's Education (X_3)	1.056172	.0253613	2.28	0.023	1.007617	1.107068
Female Age (X_4)	.9977032	.0080482	-0.29	0.776	.982053	1.013603
Number of household members (X_5)	1.2043	.0787252	2.84	0.004	1.059477	1.368919

Other Women's Activities (X_6)	.3679399	.078552	-4.68	0.000	.2421323	.559115
Pre-Employment Card Policy (X_7)	20.3791	7.153652	8.59	0.000	10.24209	40.54911
_cons	.4599981	.2748439	-1.30	0.194	.1426174	1.483678

***Source:** Secondary Data, 2024*

Table 6: Marginal Effect on Job Opportunities for Married Working Women in Denpasar City

Expression: Pr(Y), predict()
dy/dx wrt: X1 X2 X3 X4 X5 X6 X7

	Delta-method					
	dy/dx	std. err.	z	P>|z|	[95% conf.interval]	
Husband's Job (X_1)	.0494344	.0329988	1.50	0.134	-.0152421	.114111
Husband's Income (X_2)	-4.64000	3.02000	-1.54	0.124	-1.06000	1.28000
Women's Education (X_3)	.0089708	.0038809	2.31	0.021	.0013643	.0165773
Female Age (X_4)	-.0003774	.0013238	-0.29	0.776	-.002972	.0022172
Number of household members (X_5)	.0305145	.0104696	2.91	0.004	.0099944	.0510347
Other Women's Activities (X_6)	-.164119	.0326127	-5.03	0.000	-.2280387	-.1001993
Pre-Employment Card Policy (X_7)	.4948197	.0488228	10.14	0.000	.3991289	.5905106

***Source:** Secondary Data, 2024*

Discussion of the influence between variables based on the results of hypothesis testing in tables 5 and 6 is as follows. Based on the results of the analysis of the influence of the husband's job on married women's employment opportunities in Denpasar City, the p-value is $0.137 > 0.05$, and the coefficient value (marginal effect) of the husband's job variable is 1.50, so H0 is accepted, and H1 is rejected, this indicates that the husband's job does not have a significant influence on married women's employment opportunities. Based on the results of the analysis of the influence of the husband's income on married women's employment opportunities in Denpasar City, the p-value is $0.127 > 0.05$, and the coefficient value (marginal effect) of the husband's income variable is -1.54, so H0 is accepted, and H1 is rejected, p. This indicates that the husband's income does not have a significant influence on married women's employment opportunities.

Based on the results of the analysis of the influence of women's education on married women's employment opportunities in Denpasar City, the p-value is $0.023 < 0.05$, and the coefficient value (marginal effect) of the female education variable is 2.31, so H0 is rejected, and H1 is accepted, this indicates that women's education has a significant positive influence on married women's employment opportunities. As women's education increases, the probability of working for married women increases by 2.31 times. Based on the results of the analysis of the influence of women's age on married women's employment opportunities in Denpasar City, the p-value is $0.776 > 0.05$, and the coefficient value (marginal effect) of the woman's age variable is -0.29, so H0 is accepted, and H1 is rejected, p. This indicates that women's age does not have a significant influence on married women's employment opportunities.

Based on the results of the analysis of the influence of the number of household members on married women's employment opportunities in Denpasar City, the p-value is $0.004 < 0.05$, and the coefficient value (marginal effect) of the variable number of household members is 2.91, so H0 is rejected, and H1 accepted, this indicates that the number of household members has a significant positive influence on married women's employment opportunities. As the number of household members increases, the probability of married women increasing their chances of working is 2.91 times. Based on the results of the analysis of the influence of women's other activities on married women's employment opportunities in Denpasar City, the p-value is $0.000 < 0.05$, and the coefficient value (marginal effect) of the women's other activities variable is -5.03, so H0 is rejected, and H1 is accepted, this indicates that women's other activities have a significant negative influence on married women's employment opportunities. With women's other activities, there is a probability of reducing married women's chances of working by 5.03 times.

Based on the results of the analysis of the influence of the pre-employment card policy on married women's employment opportunities in Denpasar City, the p-value is $0.000 < 0.05$, and the coefficient value (marginal effect) of the pre-employment card policy variable is 10.14, so H0 is rejected, and H1 is accepted. This indicates that the pre-employment card policy has a significant positive influence on married women's employment opportunities. As more married women follow the pre-employment card policy, there is a probability of increasing the chances of married women working by 10.14 times.

From the results of the hypothesis test carried out, it can be seen that three variables, namely the husband's employment variable, the husband's income, and the woman's age, do not have a significant effect on the variable of married women's employment opportunities, because the p-value is greater than the significance value (α) of 0.05. Meanwhile, the variables of women's education, number of household members, women's other activities and the pre-employment card policy have a significant effect on married women's employment opportunities because the p-value is smaller than the significance value (α) of 0.05.

Based on the Omnibus Tests of Model Coefficients test in Table 7 to see the influence of the independent variable on the dependent variable simultaneously, it can be seen that the Prob value > chi2 is 0.0000, where the p-value < 0.05. with these results, H0 is rejected, and H1 is accepted. This indicates that simultaneously, the independent variables have a significant effect on married women's employment opportunities.

A) The influence of husband's work on married women's employment opportunities in Denpasar City

A husband's job has a positive and insignificant effect on married women's employment opportunities in Denpasar City. Based on main employment status, the working population can be categorized simply into formal and informal activities, where formal activities include the business status of employees/employees, while the rest includes residents working in informal activities (BPS Indonesian Labor Market Indicators, 2022). This is in line with research conducted by Febriani & Chaidir (2023) that the husband's job is not a determinant of whether a woman will work or not work in the labor market or when the husband is working, whether formal or not; this does not contribute to married women being work. The lack of influence of their husbands' jobs is because women have personal desires, ambitions and aspirations that are not always related to their husband's employment status. Married women have career interests, professional ambitions, or a desire to contribute economically and are independent regardless of their husbands' jobs. Apart from that, working can also be a way for married women to develop themselves, expand their social networks, improve their skills, and gain personal satisfaction that is not always related to their husband's whereabouts or jobs. Thus, a woman's decision to work or not work in the labor market is not solely determined by her husband's job but is influenced by various factors that are complex and unique for each individual and family.

B) The influence of husband's income on married women's employment opportunities in Denpasar City

Income, in this case is the net wage/salary, where what is meant is income in rupiah per month. In this research, the results show that the husband's income has a negative and insignificant effect on the employment opportunities of married women in Denpasar City, so there is no influence between the husband's income variable on the employment opportunities of married women in Denpasar City. According to Yusfi & Setiawan (2013), there is no influence between the husband's income variable and women's employment opportunities because there is no compulsion for married women to enter the labor market; this is more driven by their own desires as a form of self-actualization. Other research also explains that most wives work because of support from their husbands, even though the husband's income is sufficient for the needs of all family members (Anqi, 1989). This husband's support shows that women's decisions to work are not solely based on financial needs but also on personal aspirations and support in developing their careers. Thus, the husband's role in supporting his wife's participation in the world of work is very important, not only as a financial supporter but also as a partner who supports and fights for the aspirations and needs of household members in the family.

C) The influence of women's education on married women's employment opportunities in Denpasar City

In this research, the last level of education completed has a positive and significant influence on married women's employment opportunities in Denpasar City. This is in line with research by Rahayu and Darsana (2019), which states that women who have higher education will be able to utilize their knowledge and skills well so that the time they have will be used optimally, including their time for work, so that it can influence married women's employment opportunities. In addition, educated women will tend to choose to continue working after marriage. Women with greater human capital are also more likely to remain in the labor market due to higher opportunity costs when they are not in the labor market (Yeni et al., 2022). Therefore, education is a key factor in empowering married women to achieve financial independence and pursue their career aspirations. With awareness of the importance of education and support for women's participation in the world of work, it is hoped that a social and economic environment that is more inclusive and equitable will be created for all members of society, regardless of gender.

D) The influence of women's age on married women's employment opportunities in Denpasar City

The results of the analysis show that the variable age of married women has a negative and insignificant effect on their chances of working. This research involved the participation of married women with a workforce age limit of 15-64 years. These results are in line with research by Febriani and Chaidir (2023) that age measurement indicators do not influence women of productive age who decide to work or not work. This is due to a paradigm shift in views regarding the role of women in the world of work and society in general. In this modern era, more and more women are taking steps to obtain higher education

and develop their professional careers so that the influence of age on the decision to engage in the labor market becomes insignificant. Apart from that, Fatma Vandani's (2020) findings state that the age variable does not have a significant effect on married women's decisions to work. According to Abraham Maslow's 5 basic needs fulfillment theory, age indicators do not influence a person's ability to fulfill their needs (Asaf, 2019). Thus, although age can influence a person's life priorities, married women's decisions to work are more influenced by factors such as education, career aspirations, and social support.

E) The influence of the number of household members on married women's employment opportunities in Denpasar City

Based on the number of household members, this variable has a positive and significant effect on married women's employment opportunities in Denpasar City. Deci (2012) states that as the number of children one increases, the family's burden also increases. The number of household members can be a motivating factor for a married woman to work. The greater the number of household members, the greater the probability that women, especially those who are married, will work. In line with this, Prabawati and Dewi (2018), in their research results, stated that the number of household members has a positive and significant effect on married women's decision to work. This indicates that the greater the number of household members, the greater the expenditure required to meet household needs, which will encourage a mother to work. Thus, the decision to work is not only driven by personal aspirations or career development but is also influenced by the economic responsibilities carried out as part of the role of a mother and responsible family member. This suggests that family economic factors, such as the number of household members, can be an important driver in married women's decisions to work.

F) The influence of women's other activities on married women's employment opportunities in Denpasar City

The results of the analysis in this study show that women's other activities have a negative and significant effect on married women's employment opportunities in Denpasar City. This fact shows that the higher the level of women's other activities, the lower the opportunities for women to work. According to the Central Bureau of Statistics (2023), women's other activities are types of activities/activities other than work or activities with the most time in the last week, for example, social gatherings, sports, patrols, community service, recitation activities, worshipping in places of worship, or other activities. This result is supported by research conducted by Hu (2008) and De Jong et al. (2017), that in many East Asian countries, married women have a greater chance of leaving the labor market. Thus, women's other activities, such as taking care of the household, school, or others, will provide opportunities for married women not to work. This is caused by various interrelated factors, such as cultural norms, gender expectations, and the availability and accessibility of supporting services such as child care and support to support household tasks. Thus, married women have a greater chance of leaving the labor market. When women pursue their careers, women are also required to act as wives and mothers who care for and care for their children. It is commonplace for women in this modern era to have multiple roles. Of all the women who have multiple roles, there are those who can enjoy the multiple roles, but there are also those who find it difficult so that in the end, many complicated problems develop in their daily lives, and they ultimately decide to leave the labor market (Fox et al., 2006).

G) The influence of the pre-employment card policy on married women's employment opportunities in Denpasar City

The results of the analysis in this study show that the pre-employment card policy has a positive and significant effect on married women's employment opportunities in Denpasar City. This means that with a high pre-employment card policy, married women's employment opportunities in Denpasar City will also increase. According to Rawie & Samputra (2020), as a form of social assistance program, it is possible for the pre-employment card initiative to address Indonesia's issues of joblessness and poverty. In Mulyadi (2017), it is explained that training is an effective form of social empowerment to overcome the problem of unemployment because people can determine their own destinies with the skills provided through social empowerment. By providing appropriate skills and training, programs such as pre-employment cards enable married women to develop their own potential and determine their destiny in the world of work. Thus, investing in training and skills development through social empowerment programs can be an effective step in increasing employment opportunities.

H) The influence of husband's employment, husband's income, woman's education, woman's age, number of household members supported, women's other activities, and pre-employment card policy on married women's employment opportunities in Denpasar City

Women's education, number of household members, women's other activities and pre-employment card policies have a direct influence on married women's employment opportunities in Denpasar City. Married women's employment opportunities were found to be influenced by women's education in Denpasar City because women who have higher education will be able to utilize their knowledge and skills well so that the time they have will be used optimally, including their time for work. Higher education gives women wider access, thus opening up more competitive job opportunities. With a good education, women can also be more confident in pursuing a career and contribute significantly to the economy of the family and society. All these factors make education important in increasing the employment opportunities of married women in Denpasar City. Women's other activities also influence married women's employment opportunities. Women's other activities play an important role in determining employment opportunities for married women. Factors such as social support, childcare, and the

need for time flexibility may influence married women's ability to work outside the home. Responsibilities as mothers and wives can also be a factor that limits married women's employment opportunities, especially if they face limitations in social support or policies that support a balance between work and personal life. Apart from that, customary factors and high religious activities in Denpasar City cause limitations for married women in Denpasar City to enter the labor market.

Government policy through pre-employment cards influences married women's employment opportunities, where training is an effective form of social empowerment to overcome the problem of unemployment because people can determine their own destinies with the skills provided through social empowerment. On the other hand, the husband's job and income do not affect married women's employment opportunities; this is because most wives work due to support from their husbands, even though the husband's income is sufficient for the needs of all family members. Apart from that, married women enter the labor market because their own desires drive them as a form of self-actualization. Although a husband's income can provide financial stability, women's decisions to work are often influenced more by personal drives, career aspirations, and the desire to contribute independently to achieve their life goals. Married women have long-term career goals, personal goals, and dreams that they want to realize through their work. This reflects broader social changes in which women are increasingly recognized for their ability and right to pursue professional careers, regardless of their household financial situation.

The age of the women in the study also had no influence on married women's employment opportunities in Denpasar City. This is because employment opportunities are not limited by women's age alone but are more influenced by factors such as education, work experience and labor market needs. In addition, the age restriction on job seekers causes married women to be reluctant to enter the labor market. However, with changes in increasing awareness about the importance of age inclusion in the world of work, it is hoped that employment opportunities will increasingly open to women of all ages. This shows the need for employment policies that are more inclusive and focus on individual competencies rather than age factors alone.

IV. CONCLUSION
Based on the analysis carried out in this research, the following can be concluded. Husband's employment partially has a positive and insignificant effect on married women's employment opportunities in Denpasar City. Husband's income partially has a negative and insignificant effect on married women's employment opportunities in Denpasar City. Women's education partially has a positive and significant effect on married women's employment opportunities in Denpasar City. Women's age partially has a negative and insignificant effect on married women's employment opportunities in Denpasar City. The number of household members partially has a positive and significant effect on married women's employment opportunities in Denpasar City. Women's other activities partially have a negative and significant effect on married women's employment opportunities in Denpasar City. The pre-employment card policy partially has a positive and significant effect on married women's employment opportunities in Denpasar City. In the simultaneous test using Chi-square, a value of 0.0000 was obtained, which means that simultaneously, the seven independent variables influence variations in the dependent variable of women's employment opportunities.

Efforts need to be made to create support for women in pursuing careers in accordance with their aspirations and potential, without being limited by their husband's employment status and income. This can be done by implementing policies that provide work flexibility, ensure easy access to career opportunities, and provide adequate social support such as child care facilities, mentoring or training programs through women's groups such as Family Welfare Empowerment (PKK). In this way, society can better understand that a woman's decision to work is not determined by external factors such as her husband's employment status and husband's income but also by the aspirations, desires and potential of the married woman. Apart from that, support is needed from all members of the household so that married women can participate in the world of work and are not hindered by the domestic sphere alone.

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