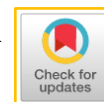


# Determinant of employment decisions among ever-married women in East Java in 2024



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## ABSTRACT

Women's engagement in the job market helps to boost economic growth. Women, on the other hand, are inextricably linked to their social standing and familial obligations. Individual qualities, family, technology, area, and government initiatives all impact women's post-marital employment decisions. This study seeks to discover the determinants that impact ever-married women's decision to work. The contribution of this research is expected to be the most recent empirical study to address the difficulties that women experience in labor market. This analysis makes use of secondary data from 2024 National Labor Force Survey (SAKERNAS), which includes 24,130 observations from 38 districts/cities in East Java Province. Binary logistic regression with survey weights was employed, and marginal effects were used to quantify the economic magnitude of the estimated relationship. In terms of economic magnitude, educational increases the probability of working by 1.86 percentage points, job training by 8.38 percentage points, internet access by 2.53 percentage points, household head status by 19.4 percentage points, and each additional year of age by 0.28 percentage points. Conversely, the presence of toddlers decreases by 13.12 percentage points, urban residence 5.07 percentage points, and the pre-employment card program by 5.37 percentage points. Marital status and household size do not have statistically effects on women's employment decisions. These findings show that married women's labor force participation is influenced by a number of individual, family, technology, and regional with the magnitude of these associations differing significantly between determinants.

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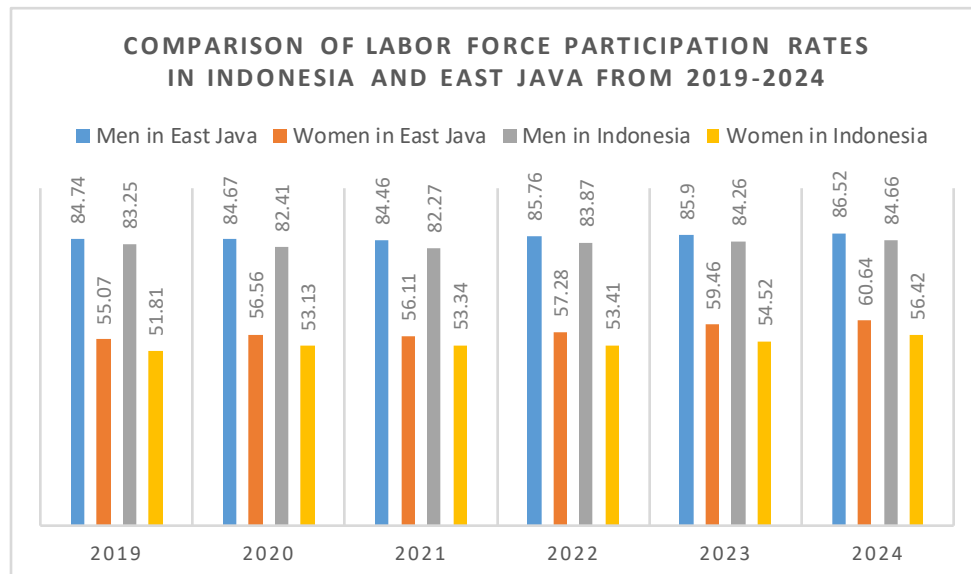


## 1. Introduction

The Indonesian labor force has risen at an average annual rate of 0.94% (BPS, 2024, however Labor Force Participation Rate (LFPR) for women (56.42%) is still much lower than for men (84.66%) (BPS, 2024; Hayati et al., 2024). Previous research has linked this to women leaving work following marriage and delivery (Cameron, 2023). Marriage is frequently a watershed moment in which women are forced out of the formal sector due to mounting home and social pressures (Assaad et al., 2022). A married lady does not have to work (Yeni et al., 2022). However, women's labor force involvement remains a significant factor in economic development (Nooreen Mujahid & Naeem Uz Zafar, 2022).

Figure 1 shows the LFPR disparity between men and women, demonstrating the continuance of gender inequality in labor market. The same tendency is observed in East Java, where the male LFPR is 86.52% and the female LFPR is only 60.64% in 2024, in line with the national trend (BPS, 2024). This discrepancy of 25.88 points is smaller than the national gap (28.24 points), but East Java has

Indonesia's largest female workforce at 10.1 million people (BPS, 2024). East Java's Gender Inequality Index is 0.347, greater than D.I. Yogyakarta (0.163), Central Java (0.308), and DKI Jakarta (0.147) (BPS, 2024). Women's labor participation is crucial because it contributes to economic progress, improves the Human Development Index (HDI), and strengthens sustainable development (Nawarathna, 2025; Sri Gudan et al., 2024). East Java is a strategic emphasis for this research due to its scale and inequality. The year 2024 represents the latest condition of the Indonesian labor market, which has entered the post-pandemic normalization phase, accompanied by changes in labor dynamics and improvements in the quality of SAKERNAS measurements, thus providing a substantive context for researching the work decisions of married women. In addition, SAKERNAS August 2024 provides nationally consistent estimates with a large sample of roughly 307,880 homes and district-level representativeness, making it the most comprehensive and up-to-date dataset available when this study was undertaken in 2025 (BPS, 2025).



**Figure 1.** Comparison of Labor Force Participation Rates in Indonesia and East Java from 2019-2024

Marital status is commonly considered as a crucial driver of women's labor supply: poor post-marriage involvement represents labor force underutilization, which eventually reduces national economic potential (Firmansyah & Sihalo, 2021; Susilo et al., 2024). The number of toddlers, place of residence, and husband's income are all common inhibitors (Yeni et al., 2022). However, data from many research are conflicting. Misdawita et al (2023) discovered that age, number of children, and dependents had no effect on married women's inclination to work, whereas education and husband's income did. Safariah et al (2019); Yeni et al (2022); Yogi et al (2022) discovered education, number of children, dependents, and husband's salary were all significant variables.

Much of the previous research has focused on individual and family issues. The new study broadens the paradigm by incorporating technological, regional and government program components, as well as individual and family variables. The technology dimension is based on Yuliandari et al (2024) discovery internet connection significantly boosts likelihood of women working remotely. The regional feature is based on Hlewa & Mohammad (2020; Yeni et al (2022), who established the differences in labor preferences between rural and urban women. The government-program feature is based on Anggara (2024) findings that the pre-employment card program improves women's abilities and job prospects. This study also introduces the Pre-Employment Card, a policy-related indicator that has gotten little attention in previous research on married women's labor market participation in Indonesia. The Pre-Employment Card, Indonesia's largest government-funded upskilling initiative, provides an opportunity to analyze whether human capital investments lead to labor market participation among married women. By include this variable, the study broadens the knowledge beyond traditional socioeconomic drivers and provides information on whether skill-oriented public measures are sufficient to increase women's employment. Given these contradictions and the limited scope of past studies, a more thorough examination is required. This study intends to identify the elements influencing ever-married women's to work in East Java 2024 by combining human capital, family, individual, regional, and

government initiatives into a single model. The aim of this study is to discover how each aspect affects the employment decisions of ever-married women.

## 2. Literature Review

### 2.1. Theoretical Framework

This study draws on three complementary theories. Boserup and Becker argue that social norms have a significantly impact on gender roles (Doss & Quisumbing, 2020). Social customs give different tasks to men and women. A distinction based on variations in human capital investment, biology, and experience rather than an inherent trait (Becker, 1991). This pattern creates the stereotype men are breadwinners and women are caregivers (Froehlich et al., 2020). Women are indoctrinated from a young age to emphasize domestic responsibilities, marriage, and children, which usually result in a reduction or exit from paid work, even among women with high career objectives (Yeni et al., 2022). This gender segregation has been demonstrated to reduce both women's labor participation and income (Zhu Yuanyuan, 2024). More egalitarian gender role beliefs, whether maintained within the household or absorbed from the surrounding social environment, are linked to a higher likelihood of women working (Cavapozzi et al., 2021; Lietzmann & Frodermann, 2023). From the explanation above, the variables of household head status, marital status, and age can be comprehensively explained by this theory.

Time allocation theory frames the work decision as a household optimization problem. Individuals divide a fixed amount of time between market work, which generates wages, and non-market activities such as childcare and housework, which do not (Munongerwa, 2016). (Becker, 1965) argued that this allocation is governed by opportunity cost of time. Individuals compare value of working against value of household time, and choose paid work partly to sustain household consumption capacity when the trade-off favors it (Lyu et al., 2022; Yeni et al., 2022). From the explanation above, the variables of toddlers, household members, and classification of rural-urban can be comprehensively explained by this theory.

Becker's human capital theory sees education, training, and work experience as investments that increase future productivity and income (Heckman, 2015; Tian & Tóth, 2024). Women with more human capital are better positioned to compete in labor market, getting greater job opportunities and higher wages (Muara Setyanti & Finuliyah, 2024). Together, these three theories explain why ever-married women's decision to work is influenced by societal norms, time value, and accumulated human capital, the three lenses through which this study's findings are interpreted. Education, job training, internet access, and participation in the Pre-Employment Card program are all investments that boost productive capacity and labor market competitiveness. According to Human Capital Theory, these characteristics boost women's chances of finding paid work by improving their abilities, access to information, and projected financial benefits.

### 2.2. Previous Studies

The decision to work is rarely decided by a person alone, but rather by the household (Hakimatus Tsaniyah & Sugiharti, 2021), and prevalent attitudes that portray mothers as major caregivers further limit women's economic engagement (Cameron, 2023). Education, job training, household-head status, and age are consistently found to positively influence women's post-marriage work decisions, while the presence of toddlers and larger household size tend to reduce them (Fajri et al., 2025; Hakimatus Tsaniyah & Sugiharti, 2021; Khasanah & Firmansyah, 2024; Misdawita et al., 2023; Yeni et al., 2022). However, findings on age are not entirely consistent. Annazah (2021) discovered that older women were less likely to enter the job market, which contradicted the pattern documented elsewhere.

This study includes three variables that were generally excluded from previous frameworks. Internet access is included in accordance with Yuliandari et al (2024), who demonstrated that connectivity facilitates flexible, home-based work, allowing women to balance family and professional obligations. Marital status, which captures the presence of a husband, is included because a high-earning husband can reduce a wife's incentive to work (Yeni et al., 2022). Low decision making autonomy and internalized gender roles push married women in some contexts toward homemaking (Barhate et al., 2021). Conversely, widowed or divorced women, who typically bear sole financial responsibility, show significantly higher participation (Hakimatus Tsaniyah & Sugiharti, 2021).

Regional classification is included because urban labor markets are generally larger and more accessible, giving urban women a work preference over rural women in some settings (Hlewa & Mohammad, 2020). However, Yeni et al (2022) discovered the opposite in Java and Bali, where high childcare costs drive urban women out of the labor force. Finally, the pre-employment card, a government training and incentive program, is included on the basis of Anggara (2024) findings that it increases women's career prospects, albeit no study has yet examined its effect on married women explicitly.

### 2.3. Research Framework

The framework is built on existing theories and research. It is expected to provide clear guidance for tackling research problem. Figure 2 illustrates framework used in this study.

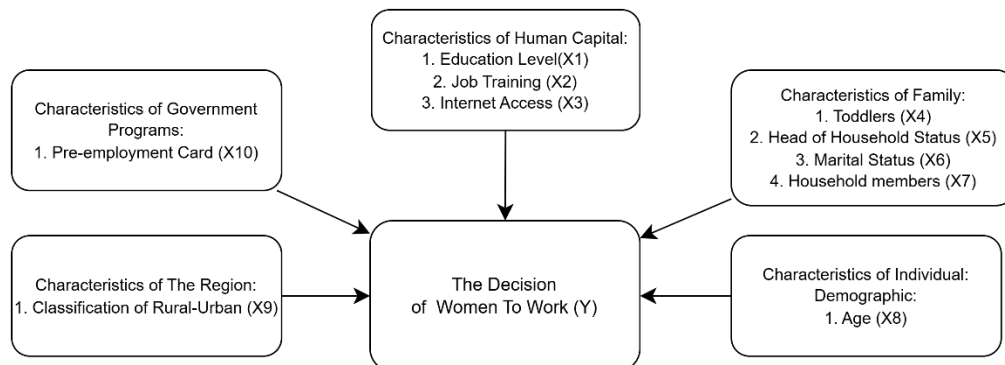


Figure 2. Research Framework

Based on the theoretical framework and empirical studies relevant to the research topic, the hypotheses that can be formulated in this study are as follows:

- H1 The level of education has a positive effect on ever-married women's decision to work.
- H2 Job training has a positive effect on ever-married women's decision to work.
- H3 Internet access has a positive effect on ever-married women's decision to work.
- H4 The presence of toddlers has a negative effect on ever-married women's decision to work.
- H5 The head-of-household status has a positive effect on ever-married women's decision to work.
- H6 Marital status has a negative effect on ever-married women's decision to work.
- H7 The number of household members has a negative effect on ever-married women's decision to work.
- H8 Age has a positive effect on ever-married women's decision to work.
- H9 Differences in residential areas have a positive effect on ever-married women's decision to work.
- H10 The pre-employment card has a positive effect on ever-married women's decision to work.

### 3. Method

This study uses a quantitative, cross-sectional design based on secondary data from "Badan Pusat Statistik" or BPS, the August 2024 "National Labor Force Survey" or SAKERNAS, which covers 38 districts/cities in East Java. SAKERNAS is designed to produce labor-force estimates through a nationally standardized probability sampling design. SAKERNAS is an appropriate data source for analysing married women's employment decisions because it is Indonesia's official labour force survey conducted by Statistics Indonesia (BPS) using a nationally representative probability sample. The microdata provided by BPS include sampling weights, which were used to obtain estimates representative of the population of ever-married women aged 15-64 years in East Java. The sample consists of 24,130 women, including those who are presently married, divorced, or widowed. To answer the research objectives, a binary logistic regression with two options was used. This study used binary logistic regression since the dependent is binary, with women who work ever-married

assigned the number 1 and women who do not work ever-married allocated the number 0. Binary logistic regression was estimated using the sampling weights provided in SAKERNAS to obtain population representative estimates for East Java. The publicly distributed research microdata available for this study contain sampling weights but do not include the original stratification and primary sampling unit (PSU) identifiers. Consequently, while the weighted estimates are representative of the target population, the variance estimation does not fully incorporate all components of the original complex survey design.

**Table 1.** Definition of Variables

| Variabel                                     | Definition                                                                               | Measurement               |
|----------------------------------------------|------------------------------------------------------------------------------------------|---------------------------|
| <b>Dependent Variable</b>                    |                                                                                          |                           |
| Decisions of ever-married women to work      | Women aged 15-64 who are married (including divorce and widowhood), work or do not work. | 1 = work, 0 = not working |
| <b>Independent Variable</b>                  |                                                                                          |                           |
| <b>Human Capital Characteristics</b>         |                                                                                          |                           |
| Education level                              | Highest education completed                                                              | Years                     |
| Job training                                 | Ever attended job training                                                               | 1= yes, 0= no             |
| Akses internet                               | Used the internet in the past month                                                      | 1 = yes, 0 = no           |
| <b>Characteristics of Family</b>             |                                                                                          |                           |
| Toddlers                                     | Presence of toddlers in the household                                                    | 1= yes, 0= no             |
| Head of household status                     | Whether the individual is the household head                                             | 1= yes, 0= no             |
| Marital status                               | Whether an individual has a husband or not                                               | 1= yes, 0= no             |
| Household members                            | Number of household members                                                              | Person                    |
| <b>Characteristics of Individual</b>         |                                                                                          |                           |
| Age                                          | The working-age population of women (15-64 years)                                        | Years                     |
| <b>Characteristics of The Region</b>         |                                                                                          |                           |
| Classification of rural-urban                | Residential classification                                                               | 1= urban, 0= rural        |
| <b>Characteristics of Government Program</b> |                                                                                          |                           |
| Pre-employment card                          | Received the pre-employment card program and completed the first training                | 1 = yes, 0 = no           |

Source: SAKERNAS, 2024.

Table 1 outlines operational definitions of variables that help in understanding how each variable is measured and interpreted in the research on labor participation of married women. The analysis model used in the study as follows:

$$Decision = \beta_0 + \beta_1 Educ + \beta_2 Training + \beta_3 Internet + \beta_4 Toddlers + \beta_5 HeadHousehold + \beta_6 Marital + \beta_7 Household + \beta_8 Age + \beta_9 Rural - urban + \beta_{10} Card + \varepsilon \quad (1)$$

Where *Decision* represents the decisions of ever-married women to work; *Educ* is the education level; *Training* represents job training; *Internet* is the internet access; *Toddlers* is the presence of toddlers in the household; *HeadHousehold* represents head of household status; *Marital* is the marital status; *Household* denotes the number of household members; *Age* indicates the working-age population of women from 15-64 years; *Rural – urban* represents residential classification; *Card* is the received the pre-employment card program and completed the first training;  $\beta_0$  is the constant;  $\beta_1 - \beta_{10}$  is the coefficient of independent variables;  $\varepsilon$  is the error term.

### 3. Results and Discussion

#### 4.1. Descriptive Statistics

This study uses logistic regression analysis to examine determinants influencing ever-married women's decision to work in East Java in 2024. Prior to the logistic regression results, a descriptive analysis is performed to offer a summary of the characteristics of married female respondents in East Java in 2024, including those who work and those who do not. This analysis aims to determine the

distribution patterns and initial tendencies of each research variable. Table 2 displays findings of descriptive analysis.

**Table 2.** Descriptive Statistics

| No | Variable                              | Mean   | Std. Dev | Min | Max |
|----|---------------------------------------|--------|----------|-----|-----|
| 1  | Dependent Variable                    |        |          |     |     |
|    | Decision                              | 0.596  | 0.491    | 0   | 1   |
| 2  | Characteristics of Human Capital      |        |          |     |     |
|    | Educ                                  | 3.498  | 2.237    | 1   | 12  |
|    | Training                              | 0.189  | 0.392    | 0   | 1   |
|    | Internet                              | 0.689  | 0.463    | 0   | 1   |
| 3  | Characteristics of Family             |        |          |     |     |
|    | Toddlers                              | 0.210  | 0.408    | 0   | 1   |
|    | Head Household                        | 0.146  | 0.353    | 0   | 1   |
|    | Marital                               | 0.855  | 0.352    | 0   | 1   |
|    | Household                             | 3.564  | 1.375    | 1   | 13  |
| 4  | Characteristics of Individual         |        |          |     |     |
|    | Age                                   | 44.676 | 11.354   | 15  | 64  |
| 5  | Characteristics of The Region         |        |          |     |     |
|    | Rural-urban                           | 0.658  | 0.474    | 0   | 1   |
| 6  | Characteristics of Government Program |        |          |     |     |
|    | Card                                  | 0.019  | 0.135    | 0   | 1   |
|    | Total                                 |        | 24130    |     |     |

Source: data processed

Table 2 shows 59.6% of married women in the sample work and 40.4% do not. On human capital measures, the average education level corresponded to basic education or its equivalent, with only approximately 12% achieving secondary education or higher; 18.9% had job training, and 68.8% had internet access. In terms of family characteristics, 21.0% of households had toddlers, 14.6% were head-of-household, 85.5% were currently married (i.e., had a husband), and the average household had three or four persons. The average responder age was around 44 years, which is often associated with more labor market stability. Regionally, 65.8% of respondents lived in metropolitan areas, and only 1.86% had received and completed pre-employment card training, indicating that the program's reach remains restricted.

#### 4.2. Multikolinearity Test and Goodness of Fit Test

This study used multicollinearity test for logistic regression test, and GoF test. The results multicollinearity test showed  $VIF < 5$  (no multicollinearity). Meanwhile, the GoF test is used to ensure that model used is appropriate and can accurately display the research data (Fajri et al., 2025).

**Table 3.** Goodness of Fit Test Results

| Goodness of Fit Test         |          |
|------------------------------|----------|
| Number of observations       | 24130    |
| Number of covariate patterns | 9538     |
| Pearson chi2 (11091)         | 10022.70 |
| Prob > chi2                  | 0.0002   |

Source: data processed

Multicollinearity testing revealed that all VIF values  $< 5$ , indicating no multicollinearity concern. The Goodness of Fit test (Table 3) produced a Pearson  $\chi^2$  probability of 0.0002, which is less than the standard 0.05 criterion that indicates model fit (Fajri et al., 2025). However, when sample sizes increase, the Goodness of Fit test gets more sensitive (Nattino et al., 2020). This test can consider modest and trivial variations between the model's anticipated results and the actual conditions to be a big error (Nattino et al., 2020). With a high sample size, the model may appear "inadequate" even if the predictions are relatively strong (Nattino et al., 2020). To address this issue, Robust Standard Error is utilized (Fajri et al., 2025).

#### 4.3. Logistic Regression Test

In this study, Marginal Effects (MFX) are utilized to assess marginal impact of each independent on dependent. In logistic regression, the coefficient values cannot be simply interpreted as changes in probability since the coefficient values indicate changes in the logit rather than direct probability (Fajri et al., 2025). Therefore, Marginal Effects are required to see the changes of one unit in independent on dependent variable for simpler understanding because it assesses the influence on a probability scale (Uberti, 2022). The results logistic regression analysis and Marginal impact can be seen in Table 4.

**Table 4.** Logistic Regression Result

| Variable                                     | Dy/dx      | Coefficient | Robust Std error | Prob     |
|----------------------------------------------|------------|-------------|------------------|----------|
| <b>Characteristics of Human Capital</b>      |            |             |                  |          |
| Educ                                         | 0.018643   | 0.0766981   | 0.00793          | 0.000*** |
| Training                                     | 0.083857   | 0.3449737   | 0.0416           | 0.000*** |
| Internet                                     | 0.0253884  | 0.1044435   | 0.0362           | 0.015*** |
| <b>Characteristic of Family</b>              |            |             |                  |          |
| Toddlers                                     | -0.1312248 | -0.539837   | 0.0375           | 0.000*** |
| Head Household                               | 0.1940613  | 0.7983358   | 0.0611           | 0.000*** |
| Marital                                      | -0.0134886 | -0.05549    | 0.0578           | 0.421    |
| Household                                    | 0.0004584  | 0.001886    | 0.0116           | 0.892    |
| <b>Characteristics of Individual</b>         |            |             |                  |          |
| Age                                          | 0.0028002  | 0.0115197   | 0.00153          | 0.000*** |
| <b>Characteristics of The Region</b>         |            |             |                  |          |
| Rural-Urban                                  | -0.0507766 | -0.2088864  | 0.0294           | 0.000*** |
| <b>Characteristics of Government Program</b> |            |             |                  |          |
| Card                                         | -0.0537212 | -0.221      | 0.0985           | 0.066*   |
| <b>Diagnostic tools</b>                      |            |             |                  |          |
| Cons                                         | -          | -0.3733796  | 0.1392613        | -        |
| Prob > chi2                                  | 0.0000     | -           | -                | -        |
| Pseudo R2                                    | 0.0365     | -           | -                | -        |
| Wald chi2                                    | 752.72     | -           | -                | -        |

Noted: \*\*\*, \*\*, and \* significantly at 0.01, 0.05, and 0.1

The characteristics of human capital are filled by the variables of education level, job training, and internet access. According to the marginal value of this study's findings, the greater women's education level, more likely they are to work by 1.86 percentage points (Table 4). This is consistent with findings of Misdawita et al (2023), who discovered education has an impact on women's decision to work following marriage. Women who have a higher level of education are more likely to choose to work. The findings suggest that education continues to play a key role in household economic decision-making, which is consistent with human capital theory. These findings support the human capital idea that a greater level of education increases productivity and improves chances of success in the labor market. Based on marginal value in this research finding, when women have work training experience, it will increase the probability of working among ever-married women by 8.82 percentage points. This is in line with the findings of Khasanah & Firmansyah (2024) that training has increase the probability of working among ever-married women. Women who have undergone job training will have a greater chance of working among ever-married. In addition, a woman is able to access the internet, it will increase the probability of working among ever-married women by 2.53 percentage points, as seen from its marginal value. This is consistent with Yuliandari et al (2024) findings, which showed using internet technology considerably improves the possibility of women working remotely. The ability to access the internet can enhance among ever-married women's decision to work.

Table 4 shows family characteristics are filled by the variables of the presence of toddlers, head of household status, marital status, and number of household members. The more toddlers there are in the household, the more the decision for women to work among ever-married decreases by 13.12 percentage points, as seen from its marginal value. Yeni et al (2022) findings showed presence of toddlers has an impact on women's decision to work among ever-married. These findings reinforce the gender role theory that the presence of toddlers increases domestic demands on women. In societies where social norms are still strong, women with toddlers are often expected to prioritize their role as mothers by reducing or leaving their activities in the labor market and focusing on child-

rearing. Furthermore, women with the status of head of household increase the decision of women to work among ever-married by 19.40 percentage points, as seen from its marginal value. Study by [Fajri et al \(2025\)](#) findings women with the status of head of the household have a greater opportunity (27.62%) to engage in the labor market. These findings reinforce the gender role theory that men are typically assigned the job of head of the home, however when gender norms shift significantly, women take on that responsibility.

Unlike household head status, marital status is used to determine if respondents are currently married, divorced, or widowed. The findings show that having a husband is related with a 1.34 percentage point reduced likelihood of working among ever-married women, albeit this relationship is not statistically significant after controlling for other characteristics. As a result, the current study does not provide significant statistical evidence that married status is independently connected with women's work decisions. This results contrasts with that of [Barhate et al \(2021\)](#), who found that husbands' support, family influences, limited decision-making autonomy, and traditional gender role expectations were related with married women's job decisions in India. The disparity between the two studies could be due to differences in their social, economic, and institutional environments. Gender role theory suggests that marital status, together with family chores and social expectations, may influence women's labor market involvement. [Lietzmann & Frodermann \(2023\)](#) discovered that more egalitarian gender role attitudes are connected with a greater likelihood of employment. While the existing literature provides a useful foundation for analyzing women's employment decisions, the current study does not explicitly assess gender role attitudes or intra-household decision-making. As a result, these mechanisms should be considered as potential explanations rather than conclusions drawn from empirical findings.

The size of a household represents its qualities. The findings show that each extra household member increases the likelihood of working by 0.045 percentage points among ever-married women, albeit this link is not statistically significant after controlling for other characteristics. As a result, the current study did not reveal strong statistical evidence of an independent relationship between household size and women's job decisions. This conclusion contradicts [Khasanah & Firmansyah \(2024\)](#), who found that bigger household sizes were related with a decreased likelihood of working among married women. Previous research suggests that the association between household size and women's employment may be influenced by household composition rather than just household size. For example, [Zhou & Wang \(2023\)](#) discovered that childcare support from grandparents was associated with higher employment among married women with young children, whereas [Li & Liu \(2025\)](#) stated that the relationship between household size and women's labor participation may vary depending on the stage of family life cycle. According to these studies, more household members may increase caregiving responsibilities or give caregiving support, depending on the household structure. However, given the current study just counts the number of household members and makes no distinction between their relationship to the respondent or their caregiving activities, these mechanisms should be understood as plausible explanations rather than conclusions drawn from the empirical findings.

The characteristics of individual demographics are filled by the variable of age. This means that as women's age increases, the decision for women to work among ever-married will increase by 0.28 percentage points ([Table 4](#)). Consistent with [Fajri et al \(2025\)](#) findings, which reveal as women age, they gain more experience, which will eventually encourage them to enter the labor market. These findings can be comprehensively explained by the theory used. According to gender role theory, age is related to social roles and the stages of a woman's life cycle. Married women usually face stronger gender role pressures at a younger age to prioritize household responsibilities. Social expectations toward women become more flexible as they age, especially when children become independent or domestic responsibilities decrease. The increase in age reflects the process of weakening social gender role norms, where older women have greater social legitimacy to work.

The regional characteristics are filled by the variables of rural-urban classification. Living in an urban region is connected with a 5.07 percentage point lower likelihood of working among ever-married women. The findings indicate that living in an urban region is related with a reduced likelihood of working among ever-married women. This is not consistent with previous findings. In empirical study by [Hlewa & Mohammad \(2020\)](#), it was shown that women living in cities have a preference to work compared to women living in villages due to greater opportunities and the demands of urban life. However, in this study, in line with the findings of [Yeni et al \(2022\)](#), it showed women living in large cities, such as Java and Bali, tend to choose not to work due to the high cost of childcare.

This finding can be comprehensively explained by the theory used. From the perspective of the time allocation theory, the decision to offer labor involves a consideration between market work or domestic work (Amber & Chichaibelu, 2023). Amber & Chichaibelu (2023) revealed individuals only want to work if the wage in job is higher than wage for household management (Reservation Wage). If the economic value of household time is high, then women choose not to work as it seems more advantageous. Yeni et al (2022) propose that high childcare expenditures may contribute to reduced female labor force participation in metropolitan regions. Biswas & Banu (2023) highlighted that in rural areas, there are many jobs in the agricultural or informal sector, allowing people to work without the requirement of higher education. This situation may lower the opportunity cost associated with market work for women in rural areas, particularly since informal employment enables greater flexibility in mixing market and domestic tasks.

Receiving and completing the initial training through the Pre-Employment Card program is related with a 5.37 percentage point reduced probability of working among ever-married women. This negative relationship implies that participation in the Pre-Employment Card program is not positively connected with the chance of employment among ever-married women in the observed sample. These findings differ from Anggara (2024) claimed the Pre-Employment Card program was connected with enhanced employment opportunities for women. The evidence for the relationship between the Pre-Employment Card program and employment among ever-married women is sparse. Al Ayyubi et al (2023) stated women were more likely than males to engage in entrepreneurship, and that the Pre-Employment Card program was not significantly connected with access to decent employment across formal and informal occupations. According to human capital theory, the negative correlation implies that, within the observed sample, participation in the Pre-Employment Card program is associated with a reduced probability of working among ever-married women. Several reasons may contribute to this connection, including a mismatch between training content and labor market needs, restricted employment prospects, and ongoing institutional impediments experienced by women. However, these pathways are not directly investigated in the current work.

#### 4. Conclusion

Using binary logistic regression and SAKERNAS data, this study investigated determinant influence employment decisions among ever-married women's in East Java in 2024. Education, job training, internet access, household-head status, and age all considerably increase the likelihood of working, demonstrating the importance of human capital and economic responsibility in altering women's labor choices. The presence of toddlers and urban residency greatly reduces that likelihood, suggesting the ongoing burden of childcare duties and the high opportunity cost of urban living. Marital status and household size were not significant, indicating that a husband's presence and home composition are no longer major limitations on women's job decisions a symptom of altering gender norms. Contrary to expectations, completing pre-employment card program was related with a lower likelihood of employment, showing that the program has yet to be beneficial for this group. Overall, married women's labor force participation in East Java is influenced by human capital, familial, individual, regional, and government-program factors, emphasizing the importance of childcare assistance policies and program design specifically for married women.

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