

## THE ECONOMIC ANALYSIS OF WOMEN EMPLOYEE CONTRIBUTIONS AND TIME DEVOTION IN KOTA JATI FURINDO LLC



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### ABSTRACT

This research was conducted in 2025 with the aim of analyzing economic contributions and the time devotion at Kota Jati Furindo LLC dedicated to supporting their family economy and analyzing their contributions. The study was conducted at Kota Jati Furindo LLC, situated on the Jepara-Bangsri road, approximately 6.5 kilometers from Jepara, Central Java, Indonesia. The company operates in the timber industry and employs a significant number of women, particularly in the production department. This study used the census method for data collection, chosen because it allows the inclusion of the entire population that meets the criteria as respondents, resulting in more accurate findings. The study involved 50 respondents, specifically married women employees working in the packing and sanding divisions. Data were collected through a structured questionnaire and analyzed using appropriate statistical methods. The study employed descriptive analysis with a quantitative approach for data analysis. This approach was chosen to provide an in-depth understanding of the time dedication and economic contribution of the respondents. The data analysis showed that women employees at Kota Jati Furindo LLC spend an average of 33.33% of their time each week on economic activities or work. Meanwhile, the average time spent on non-economic activities, such as attending to personal needs, social activities, and household chores, was 66.65% per week. The contribution analysis revealed that the economic contribution of women employees to the family income is 43%, which falls into the medium category. Policy implications based on these findings suggest that the company needs to develop policies that support a better work-life balance for its female employees. For example, offering more flexible work arrangements or improved leave policies could help women manage the time between work and family responsibilities, thus enhancing their economic contribution more optimally.

**Keywords:** household economics; income contribution; time devotion; women employees.

### INTRODUCTION

Women's participation in the labor force has a significant impact on improving family welfare, particularly in economic terms. Women's active involvement in the employment sector directly contributes to increased national productivity and household financial stability. From an economic perspective, economic problems arise from an imbalance between unlimited human needs and the limited availability of resources. Each individual is encouraged to optimize benefits while reducing expenses, as reflected in the strategic role of working women in helping to close the family income gap. Independent and productive adult individuals hold important positions in economic activities, including consumption, distribution, and production. Women who have good financial literacy and are supported by a positive social environment tend to achieve more stable and sustainable household financial conditions (Dewi & Wiksuana, 2025). Generally, the economic activities carried out by women aim to generate income, which is then used to meet family needs. Personal interests do not solely drive women's participation in these activities, but also by collective responsibility in ensuring family well-being (Purba et al., 2025). The role of breadwinners, which was traditionally carried out by men as the head of the household, is now also carried out by women, especially in low-income



households. In this context, women are often key actors in supporting the economic sustainability of the family, contributing additional income that is crucial in meeting primary and secondary needs (Arwani et al., 2024). Economic uncertainty, inflation in basic food prices, and stagnant income are significant challenges that threaten family economic stability and complicate the management of household finances (Gupta, 2025).

Women's participation in the labor force is increasingly recognized as essential for family welfare and national economic development. Studies have shown that women significantly contribute to national productivity and household financial stability, especially in lower-income households, by balancing roles as economic actors and caregivers (Goldin, 2022). Women with strong financial literacy and positive social support systems are better equipped to maintain financial stability and resilience in the face of economic shocks (Couch et al., 2022). The shift towards gender-inclusive workplaces has opened up opportunities for women in traditionally male-dominated sectors, such as manufacturing, where their precision and quality focus are valued (Cameron et al., 2020).

However, gaps remain in the literature, particularly in studies on specific industries, such as manufacturing. Most research focuses on macroeconomic perspectives, neglecting micro-level analyses of women's time allocation to industrial work and its direct contribution to household economic resilience (Klasen et al., 2021). Additionally, limited research examines how women balance industrial work with domestic duties, particularly in labor-intensive sectors such as furniture manufacturing (Albanesi & Kim, 2021). Furthermore, there is a lack of analysis connecting women's earnings from manufacturing jobs to specific improvements in family economic conditions, such as savings, investment in children's education, or debt reduction. Detailed company-level case studies on gender-inclusive employment practices remain scarce and could provide valuable insights for policy and industry practice. Therefore, this study is a micro-level, quantitative analysis of economic contribution and time devotion. To understand how the participation of women employees at Kota Jati Furindo LLC directly supports household financial stability and overall family welfare.

## **MATERIALS AND METHODS**

An economic analysis of women's employee contributions and time devotion was conducted in Kota Jati Furindo LLC, located on Jepara-Bangsri Street, kilometer 6.5, Suwal Hamlet, Mlonggo District, Jepara Regency, Central Java Province, Indonesia, with postal code 59453. This location was chosen deliberately, considering that the company employs a large number of women workers who actively contribute to supporting their families' economies. The primary focus of this study is to analyze the role of women in supporting the stability and sustainability of the household economy. The research was conducted from March to May 2025. This research examined a population of married female workers employed in the sanding and packing section. The total population was used as respondents via the census technique, amounting to 50 people. All respondents were considered relevant to the research focus and represented the condition of women industrial workers who carry out dual roles in the household.

This study employs two primary analysis techniques: contribution analysis and working time analysis. The contribution analysis aims to measure the extent to which the income generated by women workers contributes to the total household income. The results of this analysis are classified into three categories: low, medium, and high contributions. To answer the first objective, which is to analyze the contribution of women's income to household income, the income contribution analysis technique proposed by Syah (2019) was used. The formula is as follows:

$$K = \frac{P_w}{P_t} \times 100 \% \quad (1)$$

Known: K = Women's Income Contribution (%), P<sub>w</sub> = women's income (Rp/month), P<sub>t</sub> = Household Income (Rp/month). The size of women's contribution to total household income is measured by the percentage of total family income. If the contribution is less than 25%, it is considered low. If the contribution is between 25% and 50%, then it is considered medium. If the contribution is >50%, then it is considered high (Syah, 2019)

To address the second objective of analyzing how women allocate their time between economic and non-economic activities, a time allocation proportion analysis was employed, similar to that used by Sumantri (2020) (Sumantri, 2020) in her study of household working time. The formula used is:

$$P = x 100\% \frac{t}{\sum t} \quad (2)$$

Known : P = percentage, t = Time Allocation (Hours),  $\sum t$  = Number of hours per day (24 hours).

The analysis compared the time spent on economic activities (working in the factory) with the time spent on non-economic activities (resting, taking care of the household, and engaging in social activities). The results show the amount of productive and reproductive time burden undertaken by female workers.

## RESULTS AND DISCUSSION

### Characteristics of Respondents

An important aspect for understanding the phenomenon of economic contribution and time allocation is identifying respondent characteristics. The respondents in this study are married women who work in the sanding and packing section at PT Kota Jati Furindo. All 50 respondents were selected through a census because they were considered representative of women carrying out dual roles as breadwinners and household managers. Respondent characteristics included age, level of education, length of time working at the company, and number of dependents.

Table 1. Karakteristik responden

No	Characteristics of Respondents	Number of Respondents (People)	Percentage (%)
1	Age (Years)		
	28-38	10	20
	39-49	21	42
	50-60	19	38
2	Level of Education (Level)		
	Elementary School / Madrasah Ibtidaiyah	25	50
	Junior High School / Madrasah Tsanawiyah	16	32
	Senior High School / Madrasah Aaliyah	9	18
3	Family Dependents (People)		
	1	2	4
	2	22	44
	3	18	36
	4	7	14
	5	1	2

Sumber : Data diolah, 2025

The majority of respondents were middle-aged and of productive age until retirement. The largest group was 39-49 years old (42%), followed by the 50-60 year old group (38%), and the youngest group was 28-38 years old (20%). This reflects the fact that most respondents are women with mature work experience and stable family responsibilities.

Most respondents have a basic educational background. Fifty percent were educated up to primary school, 32% up to junior high school, and 18% reached the senior high school level. This low level of education correlates with labor-intensive work that requires physical labor and long hours, with minimal career development opportunities. Positions are generally in production lines, such as sanding, coating, and packing, which emphasize precision and physical strength over technical expertise.

Most respondents had a light to moderate number of family dependents. The largest group of respondents had one dependent (44%), followed by those with two dependents (36%) and three dependents (14%). Only two respondents (4%) had no dependents, and one respondent (2%) had four dependents. These results indicate that most respondents are responsible for one to two family members who are not yet economically independent, such as children or parents. This situation motivates them to continue working despite the physical demands and long hours, as it enables them to meet their households' basic needs.

### Time Devoted by Women Employees of Kota Jati Furindo LLC in Supporting the Household Economy

Women play a dual role in daily life, namely as housewives and breadwinners. For informal workers, especially women, this role is carried out under immense pressure, caused not only by economic uncertainty but also by the moral and social demands inherent in their identities as mothers and wives (Alfers et al., 2020). The allocation of time by women employees of Kota Jati Furindo LLC for various activities is influenced not only by formal work responsibilities but also by non-economic obligations in the domestic and social spheres. These activities include household chores, childcare, fulfilling family obligations, and participating in social activities such as religious services, community organizations, and volunteer work. This study reveals the existence of a systematic division of time between economic and non-economic activities, where the average female employee works for 8 hours per day, equivalent to the duration of full-time professional work in a formal setting.

Table 2. Average time spent by female employees of Kota Jati Furindo LLC

No	Activity	Pouring Time (Hours/Day)	Percentage (%)
1	Economic Activities		
	Work	8,00	33,33
2	Non-Economic Activities		
	a. Personal Needs		
	Maintaining Personal Hygiene	0,27	1,15
	Rest	7,07	29,46
	Calming the Mind	0,30	1,29
	Entertainment	1,78	7,42
	b. Social Activities		
	PKK	1,52	6,33
	Study	0,23	0,96
	Cadre	0,56	2,33
	c. Housework	4,25	17,71
	Total	24,00	100,00

A study of women employees at PT Kota Jati Furindo revealed a systematic division of their daily time between economic and non-economic activities. On average, they worked eight hours per day, reflecting a full-time professional workload in a corporate environment. Their non-economic activities fell into the categories of personal, social, and domestic needs, emphasizing the complexity of their multiple roles. Their total active period reached 24 hours, indicating comprehensive time management throughout the day. Non-economic activities are classified into three main categories: personal, social, and domestic needs, which collectively reflect the complexity of the dual roles assumed by respondents. In the context of personal needs, respondents allocated an average of 0.27 hours (16 minutes) for personal hygiene, 7.07 hours (7 hours 4 minutes) for rest, 0.3 hours (18 minutes) for reflective activities, and 1.78 hours (1 hour 47 minutes) for entertainment activities. Although the time available for physical and emotional recovery is relatively limited, this allocation indicates an effort to maintain psychological balance and physical fitness. Previous research has shown that limited leisure time has a positive correlation with the levels of psychological stress and fatigue women face. The mental burden borne comes not only from physical activity, but also from invisible cognitive work, such as planning and organizing home life. In particular, mental burden does not only come from physical tasks, but also from the planning and organization of daily activities that are *'Invisible labor'*. This highlights the importance of prioritizing the emotional and psychological well-being of professional women.

Women employees of PT Kota Jati Furindo also allocate time for activities such as maintaining personal hygiene, calming their minds, and enjoying entertainment in their daily routines. Although the time allotted for these activities is relatively small compared to the time spent on economic activities, it remains significant for maintaining a balanced life. Maintaining personal hygiene not only reflects the physical aspect of health maintenance but also contributes to self-confidence and comfort when carrying out daily activities, including those in the workplace. Phenomenological studies in Indonesia have found that prayer and recitation of the Qur'an help to lower stress hormones (cortisol), calm the mind, and promote inner calmness. Meanwhile, entertainment activities such as watching favorite television shows or interacting on social media, especially on the TikTok platform, provide an outlet for releasing boredom, refreshing the mind, and improving the mood through funny videos that appear on the homepage or For You page. Using

relaxing, entertainment-based media is consistently associated with reducing stress and improving mood, as it allows users to forget their worries and recharge emotionally.

In addition to allocating time for physical and emotional needs, women are also involved in social activities such as PKK (1.52 hours), recitation (0.23 hours), and participating in cadre activities (0.56 hours), which describes their involvement in the social and religious life of the community. Although the quantitative contribution of time to social activities is smaller than that of economic and domestic aspects, qualitatively, these activities play an important role in strengthening social networks and collective identities. This activity reflects the high level of social participation among individuals known to be religious and actively engaged in community activities. A study on women's empowerment in rural areas found that regular recitation of time correlates with increased mutual trust and emotional support within the community, although it also reduces leisure time (Muktiono, 2024). A study in Iran on women heads of families who were given prayer training found that this technique significantly reduced the level of stress they felt

Previous literature suggests that participation in social activities can provide emotional support, although it often comes at the expense of time for rest or entertainment. Cross-border studies, such as those in Korea and Denmark, confirm that working women often sacrifice their free time to meet domestic and social demands (Chang & Bae, 2017). In terms of household chores, respondents spent an average of 4.25 hours per day, which accounts for 17.71% of their total daily time. These findings reveal a significant allocation of time to household activities, which has a direct impact on overall well-being. When women have limited time to complete household chores due to formal work demands, household responsibilities are often distributed informally within the family. Based on the data, 33.33% of daily time (8 hours) is allocated to economic activities, while the remaining 66.65% (16 hours) is spent on non-economic activities. This proportion confirms that although women actively contribute to the economic sector, they still bear a significant burden of household responsibilities.

Table 2. Time devotion on female employee activities of Kota Jati Furindo LLC

No	Activity	Pouring Time (Hours/Day)	Percentage (%)
1	Economic Activities	8	33,33
2	Non-Economic Activities	16	66,65
	Total	24	100,00

The dual role played by women also reflects the opportunity that costs must be incurred. The time allocated to working outside the home cannot be used for parenting or other household chores, so it is necessary to have adequate time and energy management skills to minimize the negative impact of these dual responsibilities. In this context, women's participation in the economic sector needs to be balanced with a more equitable distribution of domestic roles. Studies show that although women contribute significantly to household income, they still bear an unpaid household workload that ultimately increases the mental and emotional burden (Thakur & Goyal, 2025). In a rural context, women's social expectations still require their full involvement in household tasks, even though they are economically active (Jabeen et al., 2020). This is also reflected in the study of women in educational leadership, where professional achievement often has to be negotiated with domestic responsibilities through intensive emotional work (Rafique et al., 2025) Still strong cultural norms tend to maintain the traditional expectation that women are fully responsible for household affairs, regardless of their involvement in the modern world of work (Aziz, 2023) (Aziz, 2023).

Women employees at Kota Jati Furindo LLC, for example, devote substantial portions of their day to both economic and non-economic activities, with an average of 33.33% of their daily time spent on work and 66.65% on domestic and social obligations. This dual burden, while contributing to the family economy, creates a significant time and emotional load, which can affect women's psychological and physical health. Corporate social responsibility (CSR) policies and empowerment programs could be designed to address the needs of women employees by promoting better work-life balance and emotional well-being. CSR initiatives could include the following providing flexible work schedules or the option for remote work could help women employees balance their economic activities with their household and social responsibilities, reducing the pressure of time constraints, support employees with children, offering daycare services within or near the workplace would help women manage their family obligations while continuing their professional work without sacrificing their children's well-being, establishing regular wellness programs, such as stress management workshops, counseling services, or activities promoting relaxation, could assist women in coping with the psychological burden of balancing work and family life. Encouraging participation in self-care practices, such as mindfulness or relaxation techniques, can promote mental and emotional health.

Offering programs to improve financial literacy and personal development can also empower women to take greater control over their personal and family finances, thereby enhancing their contribution to household resilience.

### Contribution of Kota Jati Furindo LLC Women Employees to the Household Economy

The participation of Women employees in Kota Jati Furindo LLC has made a significant contribution to increasing the family's income and economic welfare. The income earned from their work is used not only to meet the household's basic needs, but also to cover the financing shortfall that is not met by the spouse's or other family members' income. In some cases, women's income is even the primary source of household income, especially when there is economic instability, job loss, or a decrease in the productivity of other family members (Haryanto, 2021) The economic role of women has proven to be important in supporting family financial stability and has the potential to be a source of long-term savings and investment funds. Women's involvement in work is driven by household economic motivation, not just the search for self-fulfillment.

The results of a study at Kota Jati Furindo LLC indicate that the income of women employees significantly contributes to improving household economic welfare. The majority of respondents stated that their income plays a role in maintaining financial stability and encouraging family economic progress. These findings are in line with previous research showing that women's involvement in economic sectors such as agriculture, household industries, and manufacturing has a direct impact on improving family financial resilience (Nopiah et al., 2024) Women's participation in the workforce not only contributes to the economy, but also demonstrates their capacity to carry out the dual roles of homemakers and breadwinners simultaneously. Their involvement in the workforce does not reduce household responsibilities; rather, it strengthens the overall social and economic resilience of the family.

Table 3. Average monthly contribution of female employees' wages to the household economy

No	Family Members	Average Income (IDR)	Contribution (%)
1	Husband	2.369.200	46
2	Wife	2.190.000	43
3	Child	537.000	11

The income earned by women employees of PT Kota Jati Furindo, Jepara Regency, has been proven to make a significant contribution to improving the economic welfare of their families. The majority of respondents reported that the income they earn through work is sufficient to support the stability and improvement of their household economy. Women's contributions in the work sector not only have a positive financial impact, but also demonstrate their ability to carry out dual roles in a balanced manner, namely as breadwinners as well as wives and mothers in the family. This suggests that women's participation in the workforce does not diminish their domestic roles, but rather enhances the economic and social resilience of the family. Empirical data shows that the total individual income of all women employees in Kota Jati Furindo LLC reaches IDR 109,500,000 per month, with an average individual income of IDR 2,190,000. Meanwhile, the total household income of respondents was IDR 254.810.000 per month, or an average of IDR 5.096.200per household.

Thus, women's income contributes 43% to the total household income. This percentage indicates that almost half of the household income comes from women employees, confirming the importance of their position as a major contributor to the family's economic structure. This contribution of 43% shows that women employees not only play a role as contributors to additional income, but also as a significant economic pillar in households. If their economic contribution is eliminated, then household income will experience a significant decline, which will ultimately negatively impact the quality of consumption, children's access to education, and family financial stability (Pujiyanto et al., 2024) Women's economic role is not only complementary, but also fundamental in maintaining the sustainability of household welfare, especially in the lower middle class (Misdawita & Utami, 2022) (Misdawita & Utami, 2022). Women who work in the public sector have a positive impact on meeting basic family needs.

On the other hand, this economic contribution is not only supportive but also serves as the primary buffer for low-income households. Wife's income is a significant factor in financing children's education. Given the significant contribution of women employees to the family economy, Kota Jati Furindo LLC could develop empowerment programs that support women's economic and social well-being such as, workshops on financial planning, savings, and investment could help women employees make the most of their income, encouraging long-term financial security and independence, he company could implement scholarships or educational assistance programs to

support the children of women employees, ensuring better future opportunities for the next generation, and developing flexible work schedules or work-from-home options would help women employees balance their dual roles more effectively, allowing them to manage both their professional responsibilities and domestic duties.

### CONCLUSIONS AND SUGGESTIONS

Based on the results and discussion and referring to the purpose of the study, it can be concluded that, on average, women employees of Kota Jati Furindo LLC devote 33.33% of their time to economic activities such as work, and 66.65% of their time to non-economic activities, such as meeting personal needs, attending social activities, and doing household chores. Regarding the contribution of women employees of Kota Jati Furindo LLC to the family economy, at 43%, it is moderate. Corporate social responsibility (CSR) policies and empowerment programs could be designed to address the needs of women employees by promoting better work-life balance and emotional well-being. CSR initiatives could include providing flexible work schedules or the option for remote work, which could help women employees balance their economic activities with their household and social responsibilities. Kota Jati Furindo LLC could develop empowerment programs that support women's economic and social well-being.

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