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## THE DECISION FACTORS OF RURAL PART-TIME WORKERS IN SOUTHEAST SULAWESI: CHARACTERISTICS AND DETERMINANTS

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### ABSTRACT

This study aimed to analyze the characteristics and determinants of rural part-time workers in Southeast Sulawesi Province. This study focuses on the socio-demographic attribute that can influence a person to become a part-time worker. Part-time workers are part of non-full workers, which is considered not a problem. Part-time workers are absorbed in less decent jobs. Young age groups dominate them because they are less experienced in the complexities of job search, less intense in wage negotiations, less financially secure, and more vulnerable to psychological stress. Part-time workers are those who work below standard hours but are not looking for work and are not available for work. This study uses secondary data from the August 2021 National Labor Force Survey (Sakernas). Samples used in this study were 3,540 part-time workers spread throughout Southeast Sulawesi Province. Two thousand eight hundred six part-time workers are in rural areas, and 734 are in urban areas. In this study, the dependent variable is part-time workers. While the variables of age, gender, position in the household, marital status, education level, and field of business are independent. The analytical method used in this study is binary logistic regression. This study shows the characteristics of rural part-time workers are dominated by those of the primary working age, female, ordinary household members, married, low education, and working in the agricultural sector. Based on the determinants, part-time workers are more likely to occur in those of young working age, have ever-married status, those with middle and low education, and work in the agricultural sector. Efforts are needed to reduce part-time workers to improve their welfare.

**Keywords:** binary logistic regression; part-time worker; rural

### INTRODUCTION

Employment problems have focused on unemployment (Soleh, 2017). The higher the unemployment rate, the lower the employment performance and vice versa (Suharto, 2020). In reality, the unemployment rate can only describe the extent to which human resources are used in the labor market, so it is not sufficient to provide information to understand the imbalance between the demand and supply of labor (Bell & Blanchflower, 2021).

The unemployed must have savings or non-labor income to survive (Probosiwi, 2016). Meanwhile, they are poor. They do not have the option to become unemployed, so they have to work (too poor to be unemployed) (BPS, 2021c). Furthermore, there is a more complex problem: part-time workers. Part-time workers are those who work under regular working hours (less than 35 hours a week) but are not looking for work or are not willing to accept another job (formerly called voluntary underemployment) (BPS, 2020a).

Another definition revealed provides a more specific classification, namely part-time work as non-standard work as work that is not paid full-time work with unlimited duration, contingent work, and independent work. In addition, one of the other definitions described by Pfeffer & Baron (1988) categorizes non-standard workers into three groups: (1) those with limited temporal attachment to the

organization, such as temporary and part-time workers, (2) those with limited physical attachments to the organization, such as remote workers or those who work from home, and (3) those who have limited administrative attachments to the organization, such as independent contractors (Chattopadhyay & George, 2017).

Part-time workers have fewer working hours than usual (BPS, 2020a). A part-time worker is considered not a problem because working part-time creates a balance between work and other activities (Borjas, 2013). Part-time workers are employees with fewer than regular working hours but don't want to increase working hours or don't look for work anymore (BPS, 2020a). However, some of the consequences that part-time workers often face include lower wages, fewer opportunities for training and development, and lower pensions (Lyonette, 2015). In reality, part-time workers are also absorbed in less decent work. The younger age group dominates them because they are less experienced in the complexities of job search, less intense in wage negotiations, less financially secure, and more vulnerable to psychological pressure (Briliyanto & Harsanti, 2021; Petreski et al., 2021; Reynolds, 2012).

Previous studies in Indonesia on non-full-time workers focused on underemployment (Ayis & Sugiharti, 2021; Kinanti, 2015; Prasetya & Pasaribu, 2020; Pratomo, 2015). In comparison, the problems of part-time workers cannot be ignored. In defining the difference between part-time and underemployed workers, the Central Bureau of Statistics distinguishes whether there is a willingness to increase working hours or accept another job. Underemployed are those who work under standard working hours (less than 35 hours a week) and are still looking for work or are willing to accept work (previously called involuntary underemployment) (BPS, 2021b). Behind these differences and the lack of research on part-time workers, it is necessary to do more in-depth regarding them.

Southeast Sulawesi Province is one of the provinces that can be called a province with full employment conditions. Full employment conditions happen when unemployment in a country or region is below 4 percent because unemployment in a district cannot be eliminated or referred to as natural unemployment (Sukirno, 2006). Southeast Sulawesi Province has an open unemployment rate below 4 percent in 2021, which is 3.96 percent.

With a relatively low unemployment rate, Southeast Sulawesi Province has a higher percentage of part-time workers, even higher than the national figure. In 2021, the percentage of part-time workers in Southeast Sulawesi Province will reach 29.87 percent, while the national figure is only around 26.99 percent (BPS, 2021b). However, if we were exhaustive, most of the part-time workers in Southeast Sulawesi Province are in rural areas, which is 70.67 percent, but with a lower unemployment rate of 2.23 percent.

With the large proportion of part-time workers in the rural areas of Southeast Sulawesi, we should know the contributing factors because the high number of part-time workers in rural areas shows that there are still high numbers of underutilized workers are included in the vulnerable group to lose their jobs. Not only that, this condition can cause direct and indirect regional development delays (Suharto, 2020).

Based on the description of problems related to the high number of part-time workers in rural Southeast Sulawesi Province, this study aims to describe characteristics and determine the determinants of a person becoming a part-time worker in rural Southeast Sulawesi Province in 2021. Knowing these determinants is expected to provide policy implications for part-time workers in Southeast Sulawesi Province's rural areas.

## MATERIALS AND METHODS

The concept of work in this research uses the concept of Saker's 2021, which has accommodated the 13th International Conference of Labor Statistics (ICLS). Working is an activity done by a person who worked to obtain pay or assisted others in earning wages or profit for at least one hour during the survey week, including unpaid workers who helped conduct economic activities (BPS, 2020b).

This study uses quantitative data from the Central Statistics Agency (BPS) of Southeast Sulawesi Province. The data used in this study comes from the BPS National Labor Force Survey (Sakernas) in 2021. Sakernas is a specific survey conducted by BPS to collect employment data in Indonesia. Sakernas aims to obtain estimated data on the working population, the number of unemployed, other employment indicators, and representative employment developments at the national, provincial, and district/city levels (BPS, 2021a).

The unit of analysis in this study was obtained from a sample of individuals aged 15 years and over (working age) from Sakernas in August 2021. Samples used in this study were 3,540 part-

time workers spread throughout Southeast Sulawesi Province. Of these, 2,806 part-time workers are in rural areas, and 734 are in urban areas.

To answer the research purpose, descriptive and inferential analyses are used. The descriptive analysis is presented in the table, while the inferential analysis is a binary logistic regression model. Regression analysis is used when predicting the relationship between the dependent variable (response variable) and the independent variable (predictor variable) (Madris, 2021). In cases where the response variables are discrete with two or more possible answers, logistic regression models are most appropriate (Hosmer et al., 2013). In this study, the dependent variable is part-time workers. While the variables of age, gender, position in the household, marital status, education level, and field of business are independent.

Table 1. Variable operational definition

No	Variabel	Description	Criteria
1	Part-time worker	Who work under regular working hours (less than 35 hours a week) but are not looking for work or are not willing to accept another job	Dummy 0: urban part-time worker 1: rural part-time worker
2	Age	Age of part-time worker	Dummy 0: 60 years and over (old working age) 1: 25-59 years (Age of the primary worker) 2: 15-24 years (young working age)
3	Gender	Gender of a part-time worker	Dummy 0: Man 1: Woman
4	Position in the household	Position in the household of part-time workers	Dummy 0: Head of Household (KRT) 1: Ordinary household member
5	Marital Status	Marital status of a part-time worker	Dummy 0: Single 1: Ever married
6	Education level	This education level variable is based on the highest diploma owned by part-time workers	Dummy 0: College (Higher education) 1: High School (secondary education) 2: Below high school (low education)
7	Field of business	Field of activity from work/business/company/office where part-time workers are employed	Dummy 0: Non-agriculture 1: Agriculture

The logistic regression model formed is

$$\ln\left(\frac{Y}{1-Y}\right) = \beta_0 + \beta_1 X_{1,1} + \beta_2 X_{1,2} + \beta_3 X_2 + \beta_4 X_3 + \beta_5 X_4 + \beta_6 X_{5,1} + \beta_7 X_{5,2} + \beta_8 X_6 + e \quad (1)$$

Where:  $Y$  : Probability of rural part-time workers;  $X_{1,1}$  : Main worker age;  $X_{1,2}$  : Young working age;  $X_2$  : Gender;  $X_3$  : Position in the household;  $X_4$  : Marital Status;  $X_{5,1}$  : High school education or equivalent;  $X_{5,2}$  : Education below high school;  $X_6$  : Field of business;  $e$  : error term

The feasibility test of the model uses the Hosmer and Lemeshow test by comparing the significance value with the alpha value. The alpha value in this study is 0,05, so if the significance value in the Hosmer and Lemeshow test is more than the alpha value, the equation model formed is feasible to use. To see the effect of the independent variables, it is continued with simultaneous or simultaneous tests by looking at the value of the Omnibus Test of Model Coefficient. Furthermore, to the partial effect of each independent variable, the t-test was used. Suppose the significance value of each independent variable is smaller than the alpha value. In that case, the independent variable partially affects the incidence of rural part-time workers.

## RESULTS AND DISCUSSION

### Characteristics of Rural Part-Time Workers

The August 2021 Sakernas data processing results show that from a sample of 3,540 part-time workers in Southeast Sulawesi Province, 2,806 workers, or 79.3 percent, are in rural areas, and the other 734 part-time workers are in urban areas.

Table 2. Socio-demographic characteristics of rural part-time workers in Southeast Sulawesi Province, August 2021

Socio-Demographic Characteristics	Total	Percentage (%)
<b>Age</b>		
Young working age a	537	15,97
Age of the primary worker	1.821	64,90
Old working age	448	19,14
<b>Gender</b>		
Men	1.215	43,30
Women	1.591	56,70
<b>Position in the household</b>		
Head of Household	1.041	37,10
Ordinary household member	1.765	62,90
<b>Marital Status</b>		
Single	568	20,24
Ever married	2.238	79,76
<b>Education level</b>		
Higher education	341	12,15
Secondary education	627	22,34
Low education	1.838	65,50
<b>Field of business</b>		
Non agriculture	1.224	43,62
Agriculture	1.582	56,38

\*Source : Sakernas 2021 (Processing)

Table 2 shows that most rural part-time workers are in the age group of 25-59 years or the primary working age. The average age of part-time rural workers is 42.2 years, with an average monthly income of IDR 1,540,752 below the provincial minimum wage in 2021, IDR 2,552,014.52. This characteristic of part-time workers is very different from part-time workers in Australia, who have 20-25% higher wage rate than permanent workers with the same job where the higher wages are aimed at compensating for these workers' lack of job security, annual leave, and unpaid sick leave (Messenger & Wallot, 2015). The low wages received by part-time workers indicate that part-time workers are vulnerable to poverty.

Rural part-time workers in Southeast Sulawesi Province are also women-dominated, amounting to 56.70 percent. This is because part-time work is an alternative way for women to balance work and family (Lyonette, 2015). Besides that, the reason is that women who leave the labor market to marry or give birth to children have difficulty finding permanent positions and are forced to take temporary jobs when they return to the labor market (Mahmuda, 2020). The high participation of women in part-time work is often associated with gender inequality. Cultural stereotypes that have grown and developed in Indonesian society regarding men as the main breadwinners are still the dominant factor limiting women from working full-time (Suharto, 2020). Men and women tend to have different responsibilities within the family. Men are the primary breadwinners, while women are responsible for domestic household activities. Women will choose to work part-time because they are faced with career and family choices, so they will use skills and qualifications below the standard they have to work.

Table 2 also explains that the characteristics of rural part-time workers are dominated by ordinary household members (62.90%), which means that those with the status of the head of the household tend not to be part-time workers. The head of the household will devote his time to work as a form of responsibility for the family's survival. Those who were ever married (79.76%), those with low education (65.50%), and those who worked in the agricultural sector (56.38%) also dominated among part-time rural workers. Rural part-time workers dominated by low education indicate that the workforce structure is susceptible in Southeast Sulawesi Province because those with low education tend to have limited skills and knowledge. Limited knowledge and skills certainly prevent someone

from getting a better job. In the planning document of Southeast Sulawesi Province, the Provincial Government explained that one of the labor problems is the low labor productivity in Southeast Sulawesi as a result of the high number of workers in the agricultural sector in Southeast Sulawesi who have inadequate education and skill (BAPPEDA Sultra, 2021).

### Determinants of Rural Part-time Workers

The researcher used binary logistic regression analysis to find out the factors that affect rural part-time workers. The independent variables used were age, gender, position in the household, marital status, education, and business field. The dependent variable to be studied is the status of rural part-time workers and urban part-time workers. The dependent variable that becomes the reference is part-time rural workers. The results of this analysis are expected to determine the determinants of rural part-time workers.

Table 3. The influence of socio-demographical factors on rural part-time workers in Southeast Sulawesi, August 2021

Socio-Demographic Characteristics	$\beta$	Exp( $\beta$ )	Sig
Main working age	0,280	1,324	0,071
Young working age	0,784	2,191	0,001*
Gender	0,086	1,089	0,472
Position in the household	0,053	1,055	0,691
Marital Status	0,552	1,737	0,001*
Secondary education	0,329	1,389	0,008*
Low education	0,794	2,213	0,000*
Field of business	2,069	7,917	0,000*
constant	-0,630	0,532	0,007*
<b>Chi-square</b>			
Hosmer and Lemeshow test	8,490		0,387
Omnibus Test of Model Coefficient	597,576		0,000

\*Significant at alpha 0.05

\*Source : Sakernas 2021 (Processing)

Before the results of the logistic regression model can be interpreted, the first thing to do is a model fit test or goodness of fit test and a simultaneous test. Based on Table 3, the Hosmer and Lemeshow test scores were used to determine that the model used in the study was appropriate in explaining rural part-time workers in Southeast Sulawesi Province. The Hosmer and Lemeshow test results can be seen in table 3. The statistical value of the chi-square test is 8,490, with a significance value of 0,387. This value is greater than the 0.05 significance level, so it can be concluded that the model formed with a 95% confidence level is appropriate to explain the effect of the explanatory variable on rural part-time workers.

In addition, the test results are simultaneously obtained from the Omnibus Test of Model Coefficient table. The significance value of the Omnibus Test of Model is 0,000, which is smaller than the 0.05 level of significance. Because it means that there is at least one significant independent variable that can explain part-time rural workers. The logistic regression probability equation that is formed based on the value of the coefficient  $\beta$  in Table 3 is as follows:

$$\ln\left(\frac{Y}{1-Y}\right) = -0,630^* + 0,280X_{1,1} + 0,784X_{1,2}^* + 0,086X_2 + 0,053X_3 + 0,552X_4^* + 0,329X_{5,1}^* + 0,794X_{5,2}^* + 2,069X_6^* + e \quad (2)$$

Based on the results of the partial test in Table 3, it is known that there are three independent variables used in the model that do not significantly affect the status of rural part-time workers at a significance level of 0.05. The variables are the primary working age, gender, and position in the household. The primary working age cannot explain to part-time workers because when someone enters the primary working age, a person will tend to work full-time as a form of self-actualization or to earn income (Suharto, 2020). Meanwhile, gender and position in the household have not been able to explain the tendency of rural part-time workers.

Partially, the variables that significantly affect rural part-time workers in Southeast Sulawesi Province are the age of young workers, marital status, education level, and business field (sig<0.05). Meanwhile, gender and position in the household have no significant effect. This is possible because women and ordinary household members are characteristic part-time workers in urban areas. The

exciting thing about logistic regression is that it can show a trend analysis obtained from the exp value ( $\beta$ ), called the odds ratio value. This value is used to see the tendency of a rural part-time worker compared to an urban part-time worker.

Young age is one of the significant factors affecting rural part-time workers. The regression coefficient in the young age category is positive, meaning that workers who are at a young age are more likely to become part-time rural workers. Based on the odds ratio, young workers tend to be 2.191 times more likely to be part-time workers in rural areas than older workers. This follows what Borjas (2013) explains: young workers want to try job opportunities in different companies and allow them to work in different jobs. In addition, younger people (less than 20 years old) tend to become part-time workers because they are classified as school-age or the age to undergo educational activities (Kinanti, 2015). Young workers are also employed as family workers who help their parents, making them more likely to become part-time workers. However, what is interesting is that the likelihood of a person becoming a part-timer gradually decreases with age (AARP Public Policy Institute, 2018).

Marital status affects rural part-time workers with a positive regression coefficient, meaning that those who have been married will tend to become part-time workers. Someone who has been married, including divorced, and living has a 1.737 times greater chance of becoming a part-time rural worker. For married people, the presence or absence of children is a special consideration in deciding how long to work, especially for women (Berliana & Purbasari, 2016). Women who are married and work under regular working hours are more voluntary because they are responsible for caring for their households and family (Ayis & Sugiharti, 2021). On the other hand, women's decision to work full time will reduce the time to take care of the household and raise children (Briliyanto & Harsanti, 2021). This will create new problems for women as housewives. The tendency to work outside the home will have consequences and various social implications, such as increased delinquency due to lack of parental supervision and loosening marital or family ties (Berliana & Purbasari, 2016). Therefore, it is not wrong if more women volunteer to work part-time.

Education level also has a significant effect on rural part-time workers. Based on the odds ratio, workers with secondary education have a 1.389 times greater chance of becoming part-time rural workers than workers with high education. Meanwhile, workers with low levels of education have a greater chance of becoming part-time workers compared to workers with higher education, which is 2.213 times. In addition, based on the difference in the odds ratio between workers with secondary education and low education, it can be concluded that workers with low education have a greater chance of becoming part-time rural workers. This is because workers with higher education will use their time to work more optimally to earn income. Highly educated people will try to find good work when faced with short working hours. Education costs are also why someone refuses to become a part-time worker (Suharto, 2020). Marotzke (2019) found that a low level of education is one factor that influences a person's preference to become a part-time worker. In addition, with higher education, a person will have higher abilities and skills to have more job choices.

The field of business also influences a person to become a part-time rural worker. Based on the odds ratio, someone who works in agriculture has a 7,917 times higher chance than those who do not work in agriculture. Rural is synonymous with agriculture, so it is not wrong if most workers work in the agricultural sector. Workers in the agricultural sector generally do not have binding working hours but are very dependent on natural conditions, so agricultural workers do not have regular working hours. In addition, agricultural sector workers do not need special skills but require a larger workforce, making it easier for them to enter the agricultural sector. The problem, however, is that those in agriculture have a greater tendency to become part-time workers without high skills. This might not be surprising because the agricultural sector is usually dominated by casual workers working only seasonally and traditionally (Mahmuda, 2020; Pratomo, 2015).

## CONCLUSIONS AND SUGGESTION

Based on the results and discussion, it can be seen that the characteristics of rural part-time workers are dominated by those of primary working age, female, ordinary household members, those who have been married, those with low education, and work in the agricultural sector. Meanwhile, based on the determinants, part-time workers are more likely to occur in those of young working age, have ever married status, those with middle and low education, and work in the agricultural sector. With the problem of part-time workers, efforts are needed to reduce the factors that cause someone to become a part-time worker. So efforts can be made to empower and reduce part-time workers by increasing empowerment and training activities for women and young workers. The tendency of those with low education who become part-time workers can be reduced by socializing related to 12-year

compulsory education and needs to be improved is the development of agro-industry. The development of agro-industry in rural areas is expected to improve the welfare of rural communities through efforts to increase the added value and competitiveness of agricultural products so that the working hours of agricultural workers can be utilized.

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