



Factors Influencing Female Workers' Perception of Sufficient Work Time: A Survey-Based Study

Nur Anisah Rahmawati^{1*}, Eighty Mardiyah Kurniawati²

¹Department of Health, Faculty of Vocational Studies, Universitas Airlangga, Surabaya, Indonesia

²Department of Obstetrics and Gynecology, Faculty of Medicine, Universitas Airlangga, Surabaya, Indonesia

*Corresponding Author Email: nur.anisah@vokasi.unair.ac.id

Abstract

Introduction: Women's participation in the labor market has increased significantly, yet challenges related to fair wages, long working hours, and work-life balance persist. This study addresses the factors influencing female workers' perceptions of sufficient work time among female workers.

Methods: This study used secondary data from the 2024 National Labor Force Survey conducted by Indonesia's Central Bureau of Statistics, focusing on six industrial cities in East Java. A purposive sample of employed women aged 15 years and older with complete data on key variables was selected for the analysis. Data collection was conducted using Computer-Assisted Personal Interviewing (CAPI) through the FASIH application. Statistical analyses were performed with a significance level set at $p < 0.05$ and 95% confidence intervals (CI).

Results: In total, 1,378 female workers completed the survey. Almost all the female workers (94.0%) felt that their working hours were sufficient. Education ($p=0.014$), length of work ($p=0.07$), payroll period (0.002), wages according to the district minimum wage (0.000), and long working hours (0.022) were related to perceived work time sufficiency in female workers, while age ($p=0.624$), marriage ($p=0.642$), vision impairment ($p=0.956$), and hearing loss were not related to perceived work time sufficiency.

Conclusion: Employment conditions, education levels, and wage systems influence how women perceive their work-time adequacy. Adequate wages, access to education for women, and working hours within healthy limits can improve the work-life balance for women.

Keywords: health disorder, work time, female worker, secondary data analysis, labor force survey, work-life balance

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Introduction

Women constitute more than 40% of the global workforce. This means that about 1.77 billion women are employed worldwide, based on a total global workforce of about 4.43 billion, according to

the World Bank and the International Labour Organization.¹ The increasing participation of the female labor force has been one of the most remarkable economic developments of the last century.²

Work-life balance is a burden that affects women. Work-life balance refers to the balance between a person's personal and professional activities and the number of work-related activities that take place at home, and is an indicator of worker well-being.^{3,4} Women face problems in work-life balance compared to men.⁵ A study finds that the majority of working women find it difficult to achieve a work-life balance.⁶

The inability to achieve work-life balance has various impacts. Stress at work, low well-being, low morale, and low productivity are consequences of work-family imbalance.⁴ Work-life balance will help companies that provide a supportive work environment and have long-term benefits such as strong staff retention, creative work practices, and improved company reputation.⁷ An unbalanced work life can be a significant barrier to women's professional growth.⁸

The International Labour Organization (ILO) (2015) encourages businesses that enable women to manage their responsibilities towards their families and careers.⁹ In addition, there are rules for limiting working hours in Indonesia. Based on Government Regulation No. 35 of 2021, overtime work can only be done for a maximum of 4 (four) hours a day and 18 (eighteen) hours a week, with the provision of a normal working time of 40 hours a week.¹⁰

Each woman may have a perception of the adequacy of their working hours to balance professional and family life.¹¹ This study discusses the factors that affect the perception of female workers about adequate working time among female workers. Understanding how women view appropriate working hours is critical for developing employment policies that prioritize worker welfare.

Methods

The present study comprises a secondary data analysis of nationally representative data from the National Labor Force Survey, which was conducted annually by Indonesia's Central Bureau of Statistics in August 2024. The data were collected in East Java Province, more specifically in six industrial cities:

Surabaya, Gresik, Tuban, Mojokerto, Sidoarjo, and Pasuruan.

The survey was conducted by enumerating the selected samples. In this study, "work" is defined as an activity carried out by a person to obtain income or income, either in the form of money or goods, which is done for at least 1 (one) hour in the last week, as referred to in the National Labor Force Survey. The study population consisted of all female workers in Indonesia, as recorded in the National Labor Force Survey. The sample was selected using purposive sampling, with inclusion criteria that included being female, working age (15 years and older), actively employed, and having complete data on working hours, employment status, and other related variables. This study likely contained a selection bias and overrepresentation of certain characteristics. Researchers have selected individuals based on specific relevant criteria and survey results from specific industrial locations. Therefore, the sample may be less representative of the population and certain types of jobs may be underrepresented in the survey data.

This study examines age based on working age, namely 15-64 years old and >64 years. Marital status was categorized as married, unmarried, and divorced. Education was categorized as not in school if the respondent had not completed basic education. Basic if the respondent completed elementary and junior high school. Intermediate if the respondent completed high school or vocational high school. High if the respondent completed education at a university, ranging from diploma I to doctoral degree. Vision impairment and hearing loss were categorized as severe, considerable, slight, or no difficulty. Work duration was categorized as ≤ 5 years, 6-10 years, and >10 years. The payroll period is categorized as monthly, weekly, daily, hourly, or other. Wages according to district minimum wage and long working hours were categorized as yes or no.

The dependent variable in this study was women's perception of the adequacy of their working hours. The independent variables were age, marriage, education, visual impairment, hearing impairment,

length of work, pay period, wages according to the district minimum wage, and long working hours. Data collection was carried out using the Computer-Assisted Personal Interviewing (CAPI) method with the FASIH application. Field officers use a tablet or smartphone to conduct interviews and transmit data directly upon completion, allowing for near real-time monitoring. The process includes data update, complete enumeration of households, supervision, and data quality.

The data were analyzed using SPSS version 25. We calculated frequencies in the univariate analysis. Bivariate analysis was performed using a Chi-square test on nominal scale data on marriage, wages, and long-working hours status, and a Mann-Whitney test on ordinal scale data, namely age, education, health problems, length of work, and payroll period. The variables were significant at a p-value of 0.05, and the strength of the association was assessed using the odds ratio (OR) with 95% confidence interval (CI).

Results

A total of 1,378 female workers completed the survey and were included in the study. Nearly all female workers were of

working age, between 15 and 64 years old (98.6%). More than half of the female workers were married (61.3%) and had an intermediate (40.4%) or higher education (30.9%). Nearly all female workers did not experience visual (99.6%) or hearing impairments (99.6%). Table 1 shows the demographic characteristics and health disorders of workers.

Table 2 lists the characteristics of the included studies. Nearly half of the respondents worked for less than or equal to five years (46.6%). Most of them were paid monthly (75.6%). More than half of the female workers were unpaid according to the district's minimum wage (66.8%) and worked long hours (59.6%). Almost all the female workers (94.0%) felt that their working hours were sufficient.

Table 3 shows the factors related to the perceived work-time sufficiency of female workers. Education, length of work, payroll period, wages according to the district minimum wage, and long working hours were related to perceived work time sufficiency in female workers ($p < 0.05$), while age, marriage, vision impairment, and hearing loss were not related to perceived work time sufficiency ($p > 0.05$).

Table 1. Demographic characteristics and health disorders of workers

Variable	Frequency	Percentage
Age		
15-64 years old	1359	98.6
>64 years old	19	1.4
Marriage		
Unmarried	365	26.5
Married	845	61.3
Divorce	168	12.2
Education		
Not in school	58	4.2
Basic	337	24.5
Intermediate	557	40.4
High	426	30.9
Vision impairment		
Severe difficulty	1	0.1
Considerable difficulty	1	0.1
Slight difficulty	3	0.2
No difficulty	1373	99.6

Continued Table 1. Demographic characteristics and health disorders of workers

Variable	Frequency	Percentage
Hearing loss		
Severe difficulty	1	0.1
Considerable difficulty	1	0.1
Slight difficulty	3	0.2
No difficulty	1373	99.6

Table 2. Characteristics of the job

Variable	Frequency	Percentage
Length of work		
≤ 5 years	642	46.6
6-10 years	238	17.3
>10 years	498	36.1
Payroll period		
Monthly	1042	75.6
Weekly	221	16.0
Daily	98	7.1
Hourly	3	0.2
Other	14	1.0
Wages according to the district's minimum wage		
Yes	442	32.1
Not	921	66.8
Don't know	15	1.1
Perceived Work Time Sufficiency		
Yes	1295	94.0
Not	83	6.0
Long working hours		
Yes	821	59.6
No	557	40.4

Table 3. Factors related to perceived work time sufficiency

Variable	Total	Perceived Work Time Sufficiency				p-value
		Yes		No		
		n	%	n	%	
Age						
15-64 years old	1350	1276	92.6	83	6.0%	0.624
>64 years old	19	19	1.4	0	0.0	
Marriage						
Unmarried	365	341	24.7	24	1.7	0.642
Marry	845	798	57.9	47	3.4	
Divorce	168	156	11.3	12	0.9	
Education						
Not attending school	58	56	4.1	2	0.1	0.014
Basic	337	308	22.4	29	2.1	
Intermediate	557	520	37.7	37	2.7	

Continued Table 3. Factors related to the perception of sufficient working time

Variable	Total	Perceived Work Time Sufficiency				p-value
		Yes		No		
		n	%	n	%	
High	426	411	29.8	15	1.1	0.824
Vision impairment						
Severe difficulty	1	1	0.1	0	0.0	
Considerable difficulty	1	1	0.1	0	0.0	
Slight difficulty	12	12	0.9	0	0.0	
No difficulty	1364	1281	93.0	83	6.0	0.956
Hearing loss						
Severe difficulty	1	1	0.1	0	0.0	
Considerable difficulty	1	1	0.1	0	0.0	
Slight difficulty	3	3	0.2	0	0.0	
No difficulty	1373	1290	93.6	83	6.0	0.007
Length of work						
≤ 5 years	642	592	43.0	50	3.6	
6-10 years	238	225	16.3	13	0.9	
>10 years	498	478	34.7	20	1.5	0.002
Payroll period						
Monthly	1042	990	71.8	52	3.8	
Weekly	221	205	14.9	16	1.2	
Daily	98	85	6.2	13	0.9	
Hourly	3	2	0.1	1	0.1	
Other	14	13	0.9	1	0.1	
Wages according to the district's minimum wage						
Yes	442	437	31.7	5	0.4	0.000
Not	846	846	61.4	75	5.4	
Don't know	12	12	0.9	3	0.2	
Long working hours						
Yes	821	782	56.7	39	2.8	0.022
Not	557	513	37.2	44	3.2	

Discussion

Perceived work time sufficiency

Nearly all the female workers in this study reported that their working hours were adequate. However, perceptions of work hours and fairness of housework responsibilities moderated the relationship between long working hours and poor physical health. Longer work hours and heavier housework burdens—particularly when women felt they were not contributing enough to household tasks—were associated with poorer physical health outcomes¹² At the convergence of work and family responsibilities, time is an essential

yet delicate resource. Subjective views of time, such as whether people believe that they have enough time to complete their tasks or engage in their interests, seem to be important for well-being. There is evidence that employees' physical and mental well-being are often negatively connected with low evaluations of time adequacy.¹³

Education

This study found that education was related to the perception of working time adequacy among female workers. Women

with higher education are more likely to choose jobs that offer a better work-life balance. Studies have found that women who have a work-life balance are those who work full-time, have a higher education, and are between the ages of 30 and 45.¹⁴ Certain job levels, such as those of CEOs, offer more flexible jobs. Female CEOs were found to have higher education.¹⁵ Education has a direct and beneficial effect on work-life balance. Education that provides information on flexible work schedules, family gatherings, and other activities that make it easier for people to have a more balanced life helps promote work-life balance.¹⁶ Work-life balance and family are significant considerations for women with higher education when making decisions. For female leaders, juggling work and personal obligations can be difficult, and the task becomes even more difficult when family members and children are involved.¹⁷

Age and marriage

This study shows that age and marriage are not related to women's perceived adequacy of working hours. Other research indicates that age and marriage significantly impact women's labor participation and satisfaction with their work hours. Older women and those who delay marriage tend to have higher labor force participation rates and a greater potential for career advancement. However, marriage, especially with young children, can create work-family conflict, resulting in reduced work hours, career setbacks, and decreased satisfaction with work time.¹⁸ Older women and those who marry later in life are more likely to be employed and have longer working tenures. Delayed marriage may be associated with increased career commitment and potential for better career outcomes. For some women, particularly in certain regions, marriage may be viewed as a necessary transition to adulthood, potentially impacting their ability to pursue or continue employment.¹⁹ Having young children significantly reduces women's labor force participation rates due to increased childcare responsibilities. The presence of children, especially more than one, can also strain household budgets and

increase pressure on women to prioritize domestic and childcare duties.²⁰

Occupational factors

The length of work, payroll period, and wages/salaries are related to perceived work-time sufficiency. In comparative studies, employment status is also often used as an indicator of workload and well-being because women are more likely to work part-time.²¹ Women in full-time jobs also increase their overtime hours, but they do not receive the financial benefits they should.³ The women in this study experienced long working hours and were therefore not interested in increasing their working hours. Long working hours for daily workers have a significant impact on work-family conflict among women. The effects of night shifts also affect the well-being of female workers, especially among mothers. If the children are in preschool or middle childhood.²² Both men's and women's lives are affected by long work hours. Long work hours, however, have a bigger effect on women's family ties than on men's ties. Stress manifests physically in working women as headaches, melancholy, irritability, and exhaustion.²³ Furthermore, long working hours are associated with increased depressive symptoms. Furthermore, increased depressive symptoms are associated with working on weekends for both men and women.²⁴ In addition, there are rules for limiting working hours in Indonesia. Based on Government Regulation No. 35 of 2021, overtime work can only be done for a maximum of 4 (four) hours a day and 18 (eighteen) hours a week, with the provision of a normal working time of 40 hours a week.¹⁰

Visual impairment and hearing loss

In addition to work-life balance, health problems may be associated with perceived work-life balance. Health problems that exist before and after work can influence how women perceive the adequacy of their work hours. In this study, vision impairment and hearing loss were not related to perceived work-time sufficiency in female workers. Previous studies have found that visual and dual sensory impairments are independent risk factors for depressive symptoms, with significant sex differences in midlife. Visual

impairment has a greater impact on women, and dual sensory impairment has a greater impact on men.²⁵ Other research found that compared to the general population, they are more likely to work part-time, be unemployed, receive disability pensions, and be on sick leave.²⁶ The previous study found that visual impairment and dual sensory impairment were independent risk factors for depressive symptoms, with significant gender differences in middle age. Visual impairment had a greater impact on women, and dual sensory impairment had a greater impact on men.²⁵

Limitation

This study utilizes secondary data from surveys conducted using external sources, which presents certain limitations. The researcher had no control over the selection of variables, measurement methods, or data-collection procedures. As a result, not all aspects relevant to female workers' perceptions can be explored in depth.

Conclusion

Several factors influence female workers' perceptions of adequate working hours. Education level, length of service, pay period, regional minimum wage, and long working hours were significantly related to how women perceived their working hours to be adequate. Age, marital status, visual impairment, and hearing impairment were not significantly associated. This suggests that working conditions, educational background, and the wage system are important aspects that shape women's perceptions of their work-life balance. This study recommends ensuring an equal wage system for women, increasing access to education and job training, and limiting work hours.

Ethics approval

Ethics refers to a series of guidelines and moral principles that must be followed by survey officers in the implementation of surveys conducted by Indonesia's Central Bureau of Statistics. The goal is to maintain the confidentiality of respondent data, ensure the accuracy of the information collected, and maintain dignity and public

trust in the organization. The ethical principles applied were data confidentiality, honesty, integrity, objectivity, professionalism, and accountability.

Availability of data and materials

All data generated or analyzed during this study are included in this published article.

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Author Contribution

NAR was responsible for the conception and design of the study, data analysis, and writing of the manuscript. EMK contributed to the data interpretation, literature review, and critical revision of the manuscript for important intellectual content. Both authors read and approved the final version of the manuscript.

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