

Probability of Women Leaving Work After Marriage: A Literature Review

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ABSTRACT

This study aims to analyse empirical studies regarding about the probability of women focusing on taking care of the household or remaining in the labour market after marriage. The method used in this research is descriptive method and explorative method from various literature reviews. Information obtained is related to economic, social, and demographic variables. A review of literature reviews shows variables such as children under five years of age, economic variables such as husband's income, education variables, women's working hours, and the area where women live affect the probability of women leaving the labour market after marriage.

Keywords: *Women, Labor market, Household, Marriage.*

1. INTRODUCTION

Working women is common in modern era. Women equally have the right to enter the labour market so that women can choose to have dual roles as housewives as well as working women [1]. The entry of women into the workforce makes women independent. Independence to seek income that can increase the welfare of the woman. The independence of seeking income that is owned by women can increase women's ability to make the best decisions, [2]. With this independence, women are found in all types of work sectors. However, after marriage, women have a dilemma whether they keep working or leaving workforce to focus on taking care of the household. Some of the married women do not participate in the labour market. This is because some of the married women will focus on taking care of the household.

Married women have several reasons for whether to stay in work or leave the labour market. Women who choose to keep working are generally because the cost of leaving the labour market is greater than staying in the labour market [3]. Women who have higher education or have high human capital pay a large amount of money to obtain this education, so that if they leave the labour market, the opportunity Cost is greater. In addition, women who remain in the labour market are generally affected by the low income earned by their husbands [4].

Research conducted by [5] explains that women who are in low-income households will tend to remain in the labour market. This is because the income earned in the household is not sufficient for household needs so that the wife will help her husband to find additional income, so that the wife remains in the labour market. [6] explains that there is a preference theory used to explain women's preferences towards the labour market. Women who choose to work, choose to take care of the household and choose to be adaptive (take care of the household while working). Women who focus on working will tend to continue working full time after marriage and after giving birth. Women who focus on taking care of the household will leave the labor market after marriage and after giving birth. On the other hand, women who choose to be adaptive are women who are married and have children who will continue to work part-time (flexible time) so that they can remain responsible with household chores [7].

Many factors influence a woman's decision to keep working or choose to leave the labour market after marriage. [8] explain that the main reason a wife leaves the labour market after marriage is because she has children under five. Toddlers need a lot of time with their mothers to support their child's growth and development, so a mother will choose to focus on giving all her time to be with her child. [9] explains that in Japan, women who are married and have children under five find it difficult to divide their time between working and taking care of the household. Many

educated women in Japan choose to leave work because they prefer to focus on taking care of children, especially women who have toddlers.

Economic factors also determine married women to continue working after marriage and after having children. Many researchers explain that household income influences a woman's choice to remain in the household or to continue working after marriage. Women in low-income households have higher participation to remain in the labour force than women in high-income households [10], [11]. Furthermore [4] explained that not all women who become housewives are due to low education. Some of the educated women who have husbands with higher incomes choose to become housewives after marriage.

Previous empirical studies analyse about the probability of women focusing on taking care of the household or remaining in the labour market after marriage. So that researchers are interested in conducting literature reviews that explain the relationship between variables in seeing the probability of women focusing on taking care of the household or remaining in the labour market after marriage.

2. METHOD

This research is a literature review of various previous research results related to the probability of women leaving the labour market after marriage. The type of research used is descriptive and exploratory analysis. Descriptive analysis aims to describe the relationship between the variables described in this study. Exploratory research aims to explain the description of phenomena from various research sources.

The Information of this study obtained from various previous research results related to economic, social, and demographic variables related to probability of women leaving the labour market after married. This research method uses qualitative and quantitative data collection techniques derived from literature reviews. The literature review used tries to reveal the pros and cons of each of the previous studies.

3. RESULTS AND DISCUSSION

Previous research analyses the probability of women focusing on taking care of the household or remaining in the labour market after marriage. Research found by [12] at a low per capita household income level, women choose to remain in the labour market. This is also driven by the opportunity to get higher wages. The same research is also described [4] [13] which explain that husband's income influences women to leave the labour market. Women who have husbands with high income tend to choose to leave the labour market because of the encouragement of their husbands to leave the labour market.

Households with children under 5 years of age affect the probability of women focusing on taking care of the household or remaining in the labour market after marriage. Children under 5 years olds need a lot of time with their parents, especially mothers. Research conducted by [8], [13] explains that women who have children under 5 years of age will tend to choose to stay in the household rather than keep working. This is because a mother has difficulty dividing her time between raising children and taking care of the household so that mothers prefer to leave the labour market. In addition, [7] explained that pregnant women and mothers with children under five are more likely to leave the labour market this is due to the absence of child caregivers in these households. In contrast to the research conducted by [9] also explained that in Japan about 60% of women who are married and have children under five and women who have been married and have just given birth choose to remain in the labour market.

Women's education also affects women's chances of leaving the labour market after marriage. Research conducted by [5] explains that educated women are more likely to choose to keep working after marriage. From the results of her research [5] it was explained that the higher the level of education of a woman, the lower the chances of women leaving the labour market (becoming housewives), meaning that the woman remains in the labour market after marriage. Research conducted by [14]–[18] explains that women who are married and remain in the labour market are influenced by the level of education. Educated women who have or have high human capital will be more likely to remain in the labour market because the Opportunity Cost is higher if they leave the labour market, [3]. It is different from what was explained by [12] that in India there was a decrease in the female labour force participation rate after marriage. Farzana explained that the higher a woman's education is, the more her chances of leaving the labour market after marriage are increased, this is because an increase in education causes women to want higher wages.

Several researchers also explained that working hours also affects women leaving the labour market after marriage. [18] explain that working hours influence a woman's decision to leave the labour market or remain in the labour market after marriage. Inflexible working hours make married women choose to leave the labour market, but having more flexible working hours to work in the labour market keeps some women working after marriage. The same study was also explained by [13] that women who work longer tend to leave the labour market after marriage. This is because the woman has difficulty dividing her time to take care of the household if more time is spent working outside the home. The same thing is also explained by [2] that women who have full time working hours prefer to leave the labour market and manage the household compared to working women who have more flexible

working hours. Women will out of the labour market if they have higher hours outside the home. So that some of the women described in this study will choose an alternative to entrepreneurship or do a small business at home.

[19] explained that previously married women who have worked will leave the labour market after marriage are greater in rural areas than in urban areas. [12] research explains that female labour force participation after marriage has decreased in rural areas, this is because mothers in rural areas prefer to take care of the household and raise children without the help of household assistants. [8], [14] describe working women living in rural areas choose to leave the labour market to take care of the household and raise children. This is due to the existence of traditional culture and values in these rural areas that after marriage women look forward to living with their husbands and taking care of the house so that it will encourage them not to enter the labour market after marriage.

4. CONCLUSION

This study analyses the empirical previous research regarding about the probability of women focusing on taking care of the household or remaining in the labour market after marriage. A review of literature study shows that having children under five years of age, economic variables such as husband's income, education variables, women's working hours, and the area where women live affect the probability of women leaving the labour market after marriage. These variables are widely explained by literature reviews in various countries that have an effect on the probability of women focusing on taking care of the household or remaining in the labour market after marriage.

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