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DETERMINANTS FACTORS AFFECTING ELDERLY LABOR FORCE PARTICIPATION IN BUMI RAHARJO VILLAGE

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Abstrak

Penelitian ini bertujuan untuk menganalisis faktor-faktor determinan yang memengaruhi partisipasi angkatan kerja lansia di Desa Bumi Raharjo, Kabupaten Lampung Tengah. Data primer dikumpulkan melalui wawancara dan penyebaran kuesioner yang dilaksanakan pada bulan Januari hingga Maret 2024 terhadap 76 responden lansia yang dipilih menggunakan metode simple random sampling dari populasi sebanyak 324 orang lansia berusia 60 tahun ke atas. Analisis dilakukan menggunakan model Regresi Logistik Biner. Hasil penelitian menunjukkan bahwa variabel pendapatan dan jumlah tanggungan berpengaruh positif signifikan terhadap partisipasi kerja lansia, sedangkan pendidikan berpengaruh negatif signifikan, dan usia tidak berpengaruh signifikan. Temuan ini mengindikasikan bahwa perluasan perlindungan sosial dan skema pensiun berbasis desa bagi lansia berpendidikan rendah dapat mengurangi keterpaksaan bekerja di usia lanjut. Penelitian ini juga memberikan implikasi teoretis bagi pengembangan ekonomi tenaga kerja serta rekomendasi praktis bagi kebijakan sosial lokal dalam meningkatkan kesejahteraan lansia di wilayah pedesaan.

Kata Kunci: *Lansia; Lansia Bekerja; Regresi Logistik; Regresi Logistik Biner; Pertumbuhan ekonomi*

Abstract

This study aims to analyze the determinants affecting the participation of the elderly labor force in Bumi Raharjo Village, Central Lampung Regency. Primary data were collected through interviews and questionnaires conducted between January and March 2024 on 76 respondents selected using simple random sampling from a population of 324 elderly residents aged 60 years and above. Using a Binary Logistic Regression Model, the results show that income and number of dependents have significant positive effects on elderly labor participation, while education has a significant negative effect and age is not significant. These findings suggest that expanding social protection and village-based pension schemes for low-educated elderly individuals could reduce economic compulsion to work in old age. This study also provides both theoretical implications for labor economics and practical recommendations for local social policy in improving elderly welfare in rural areas.

Keywords: Elderly, Working Elderly, Logistic Regression, Binary Logistic Regression, Economic Growth

INTRODUCTION

The phenomenon of a population dominated by older generations is called an aging population. This condition is identified by the progressive increase in the proportion of the elderly population in an area (Rahmawati et al., 2022). According to the World Health Organization (WHO), an elderly person is a person or a person who has entered the age of 60 (sixty) years and

above. Changes in population characteristics towards an aging population are characterized by the growth of the old population faster than the growth of the young population (Khoiriah, 2018). The aging population situation has begun to occur in Indonesia. The Central Bureau of Statistics (BPS) projects that the number of elderly people will continue to increase from year to year. Based on the 2023 Population Census, almost 12 percent or around 29 million Indonesians are categorized as elderly. This also proves that life expectancy in Indonesia continues to increase. The increasing number of elderly people is a sign that we have succeeded in fostering prosperous and healthy human resources so that they can have a long life. However, the increasing number of elderly people has an impact on the socio-economic aspects of the family, community and government. An important implication of the increase in the elderly population is the increase in the old age ratio dependency (Kartika & Sudibia, 2018). This condition means that each young population will increasingly bear the elderly population. Although the elderly are characterized by weak physical conditions and are less productive. However, the fact is that the number of elderly people who are still actively working every year continues to increase. Based on the publication of BPS Central Lampung Regency in 2017, the number of elderly people working in the past week was 63,097 people, within 4 (four) years, namely in 2022 the number increased sharply to 107,420 people. The growing number of elderly workers has an important contribution to the economy, especially in countries that have entered the old population phase (Aqil, 2022). Huang et al., (2019) shows that the old age ratio dependency has a significant negative effect on economic growth, but elderly labor force participation has a significant positive effect on economic growth. Therefore, elderly participation in the labor market is considered important to deal with the impact of population aging.

The high number of elderly people who are still working basically does not only reflect their ability to continue working. However, it can also be interpreted as the low level of welfare of the elderly, so they are forced to continue working to fulfill their needs (Khoiriah, 2018). Another reason for the high participation of the elderly still working is the absence of non-labor income, such as pension guarantees,

which requires the elderly to continue working (Jamalludin, 2020). The rapid increase in the proportion and number of the elderly population in Central Lampung was not followed by the same effort to increase social security, so that many elderly people with all their physical limitations are still working.

However, most previous studies on elderly labor force participation in Indonesia have focused on national or provincial levels (Utami & Rustariyuni, 2016; Puri & Wasudewa, 2022), while micro-level analyses in rural areas remain limited. Bumi Raharjo Village was chosen because it represents a rural aging community with the highest proportion of working elderly (55.26%) in Central Lampung. This study fills the gap by exploring local economic and demographic determinants influencing elderly labor supply decisions.The main research questions are: (1) What economic and demographic factors significantly affect the elderly's decision to remain in the workforce? and (2) How do income, education, age, and the number of dependents influence these decisions?

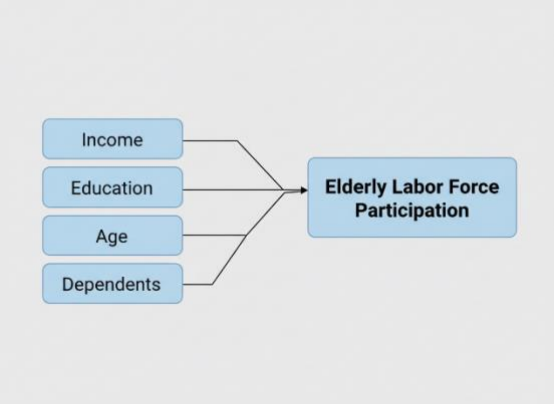
LITERATURE REVIEW

A number of studies have examined the factors that influence older people still working, such as marital status, status in the , the presence or absence of dependency of family members, the or absence of annuities (Andini et al., 2013), education, number of dependents (Arini & Suparti, 2019), gender, relationship to the head of the family, place of residence (Triyanto & Panjawa, 2020), insurance, health, job (Jamalludin, 2020), health status/occupational disorders (Puri & Wasudewa, 2022). The number of factors that influence the elderly still working indicates that this phenomenon needs to be discussed. So it is hoped that it can be used for government consideration to get the right solution for policy making.

Previous empirical findings show inconsistencies regarding the role of education and age in elderly labor participation. Some studies (Utami & Rustariyuni, 2016; Salsabila & Handayani, 2020) found education negatively affects work participation, while Puri & Wasudewa (2022) observed the opposite. Similarly, age was found insignificant in rural contexts (Arini & Suparti, 2019) but negative in urban studies (Yanti & Sudibia, 2019). These mixed findings suggest that

context and socioeconomic structures shape elderly work decisions differently, forming the empirical gap this paper addresses.

The purpose of this study is to determine whether the factors of income, age, education level, and number of dependents have an influence on the elderly population still actively working in Bumi Raharjo Village, Bumi Ratu Nuban District.



Gambar 1. Research Famework

Research Hypotheses

H_0: Income, education, age, and number of dependents do not have a significant effect on the decision of the elderly to participate in the labor force in Bumi Raharjo Village.

H_1: Income, education, age, and number of dependents have a significant effect on the decision of the elderly to participate in the labor force in Bumi Raharjo Village**.**

RESEARCH METHOD

This research was conducted in Bumi Raharjo Village, Bumi Ratu Nuban Subdistrict with the scope of research, namely focusing on factors that influence the elderly population to work, namely income, age, education, and number of dependents. The object to be studied is the elderly who are 60 years of age orolder. The types of data used in this study are primary data and secondary data. Primary data was obtained directly by distributing questionnaires containing questions about the research to respondents. Secondary data was obtained from the Central Lampung Regency Statistics Agency and official documents owned by Bumi Raharjo Village such as village history, area, population data, and data on the number of elderly. By using data collection techniques, namely interviews, observation, and documentation.

The field survey was conducted from January to March 2024, while data analysis was completed in April 2024. Samples were taken by *simple random sampling* method. Determination of the sample size in thisstudy using the Slovin Formula, namely: n = N / (1 + (N × e^2)). Where, n is the sample size, N is the elderly population of Bumi Raharjo

Village, which is 324, while e^2 is the percentage of sampling error that is still desired, which is 10 percent. So that it can be determined that the sample in this study amounted to 76.41 ~ 76 elderly people. Although the total sample of 76 respondents seems modest, it meets the minimum sample adequacy requirement for a binary logistic regression model, which recommends 10 cases per independent variable

The analysis method used to answer the objectives in this study is the Logistic Regression Model. Binary logistic regression is a regression model that studies the relationship of one or more independentvariables with one dependent variable, when the dependent variable is a binary variable, which is a variable that has a value of Zero (failure) and One (success) (Roflin et al., 2023). In the binary logistic regression model, the independent variables are called covariates. In principle, this model is used to test (probability) of the independent variable on the dependent variable.

The general form of the Logistic Regression model according to Christensen (1997) and Retherford and Choe in Muhyiddin et al., (2017) is as follows:

$$\frac{\rho}{1-\rho} = \exp\left(\beta_0 + \beta_{jk}X_{ik}\right)$$

$$\ln\left[\left(\frac{\rho}{1-\rho}\right)\right] = \beta_0 + \beta_{jk}X_{ik} + \varepsilon_k$$

$$\ln\left[\left(\frac{\rho}{1-\rho}\right)\right] = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_kX_k$$

Where ρ denotes the chance or probability of the elderly working and $(1-\rho)$ is the probability ofthe elderly not working. The following is the implementation of the above formula for the chances of the elderly still working.

$$\ln\left[\left(\frac{\rho_i}{1-\rho_i}\right)\right] = \beta_0 + \beta_1PP_i + \beta_2US_i + \beta_3PD_i + \beta_4JT_i + e$$

Where, ρ is the elderly population if the elderly are still working is denoted by the number 1 (one), if not working is denoted by the number 0 (zero). β_1PP_i is the respondent's income if the respondent has no income denoted by the number 0 (zero), if the income is < 500 thousand / month denoted by the number 1 (one), if the income is between 500 thousand - 1 million / month denoted by the number 2 (two), if the income is between 1 million - 1.5 million / month denoted by the number 3

(three), and if the income is > 1.5 million / month denoted by the number 4 (four). $\beta_2 US_i$ is the age of the respondent, namely the elderly who are ≥ 60 years old. $\beta_3 PD_i$ is the respondent's education. The variable education level was measured using an ordinal scale ranging from 1 to 5 to reflect the respondent's highest completed education level. A value of 1 was assigned to respondents with no formal education, 2 for elementary school, 3 for junior high school, 4 for senior high school, and 5 for diploma or bachelor's degree. Meanwhile, the variable number of dependents was coded based on the actual number of household members financially supported by the respondent, ranging from 0 (no dependents) to 3 (three dependents or more). This recoding follows a logical and ordinal structure that allows for a more meaningful interpretation of the regression coefficients. Such standardization minimizes the potential for biased estimation and ensures consistency with accepted practices in logistic regression analysis. In the model, β denotes the estimated regression coefficients, and e represents the error term. *e* is the error term (residual).

RESEARCH RESULTS AND DISCUSSION

The elderly population who decided to continue working at retirement age was 55.26 percent and thosewho chose not to work at retirement age was 44.74 percent. With a percentage of elderly people who work, 57.14 percent are elderly men. Based on data on the number of elderly people who do not work, 35.29 percent of elderly people stated that they had old age savings / pension money. The elderly population who work at 64.29 percent are elderly people who have working hours> 35 hours per week. 57.14 percent of the elderly population in Bumi Raharjo Village work in the agricultural sector. Furthermore, the service sector absorbs 23.81 percent of the elderly population working. The trade sector absorbed 16.67 percent of the elderly workforce. The processing industry sector absorbs 2.38 percent of the workforce. The average income variable for the elderly is 1.76, which means that their income is between < 500 thousand - 1 million / month. Based on age, the average age variable is 69.42. The average education variable is 6.24, which means that most of the elderly's last education is elementary school equivalent. Next, the number of

dependents variable is 10.69. This shows that the elderly have no dependents and have 1 dependent.

Table 1. Descriptive Statistics of Research Variables

Variables	Elderly	Revenue	Age	Education	Number of Dependents
Mean	0,55	1,76	69,42	6,24	10,69
Maximum	1,00	4,00	93,00	9,00	13,00
Minimum	0,00	0,00	60,00	5,00	10,00
Std. Dev.	0,50	1,39	8,09	1,37	0,92
Obs.	76	76	76	76	76

Source: Primary data (processed, 2024

Logistic regression analysis was conducted to determine the decision of the elderly to work in Bumi Raharjo Village, Bumi Ratu Nuban Subdistrict, with the dependent variable being the elderly population and the independent variables including income, age, education, and number of dependents, Table 2 shows the results of the logistic regression in this study.

Table 2. Logistic Regression Test Results

	Coefficient (β)	S.E.	Wald.	Df.	*p- value*	Exp. (β)
Revenue	0,689	0,299	5,444	1	0,020	2,010
Age	-0,076	0,044	3,053	1	0,081	0,927
Education	-0,886	0,312	8,087	1	0,004	0,412
Number of Dependents	1,434	0,560	6,558	1	0,010	4,195
Constant	-5,296	6,716	0,622	1	0,430	0,005

Source: Primary data (processed, 2024)

Based on the β values in the logistic regression test above, the equation model formed is as follows:

$$\ln\left[\left(\frac{\rho_i}{1-\rho_i}\right)\right] = -5{,}296 + 0{,}698PP_i^* + -0{,}076US_i + -0{,}886PD_i^* + 1{,}434BT_i^*$$

Notes: *) significant at 5 percent significance level

Relationship between Older People's Decision to Work and Income

Based on the results of the logistic regression test, the income variable has a significant positive direction on the decision of the elderly to work. The results of this study are in accordance with the Labor Force Participation Rate (TPAK) theory. One of the factors that influence the high or low TPAK is the level of wages, thus influencing the decision to work or not work in the elderly. Although one of the factors for working is the income that will be earned. However, based on the data obtained, some elderly people have low income with erratic working hours and full time (working more than 35 hours a week). This is in line with previous research from Ameriks et al., (2020) that, elderly workers will tend to choose jobs with more flexible working hours even with lower incomes. So that in the end it will cause most elderly workers to have very low income (Aqil, 2022). Based on the research results, one of the main reasons why the elderly of Bumi Raharjo Village are still working is the absence of pension (non-labor income)/old-age savings. This condition is similar to the article published by the National Team for the Acceleration of Poverty Reduction TNP2K (2020) that more than 80 percent of Indonesia's elderly do not have access to minimum income assistance and pensions. So that these reasons underlie the elderly to continue working, namely to get income to meet their own needs or the needs of their family (Kurnia & Anis, 2020). Most elderly in Bumi Raharjo continue to work not only due to economic need but also to maintain social engagement in village activities. Interviews indicate that the absence of formal pension income and the prevalence of informal agricultural employment encourage continued work participation among the elderly.

Relationship between Older People's Decision to Work and Age

Based on the results of the logistic regression test, the age variable is not significant for older people working in Bumi Raharjo Village. This is possible because many elderly people in Bumi Raharjo Village who have entered the middle elderly group (aged between 70 - 79 years) and the elderly (aged more than 80 years) are still actively working. One of the reasons why the elderly in Bumi Raharjo Village are still working even though they have entered old age is because they feel that they are still able to work. This reason is supported by the statement (Ameriks et al., 2020) in his research he concluded that individuals (elderly) expressed their willingness to continue working at retirement, the willingness to work is stronger when the job offered has flexible working hours (part-time). Another possibility that can explain this is according to Burtless (2013) is that younger workers sometimes tend to be less productive and naturally drop out of the labor force, so companies will hire older workers.

Furthermore, according to Suryadi (2019) the reason Japanese elderly are still working is because the company is short of labor so the company decides to rehire workers who have retired. After the elderly are rehired, they (the elderly) are no longer given training, because the type of work given is the same work before they retired. In addition, one of the strong reasons Japanese companies rehire the elderly is to transfer their skills to younger workers. This condition is contrary to research conducted by Sumarsono (2015), Utami & Rustariyuni (2016), and Yanti & Sudibia (2019) in their research, age has a significant negative effect on elderly work. The higher the age of the elderly individual, the greater the probability of the elderly individual not working (Yuniarti et al., 2023). Along with increasing age, the tendency of the elderly to work is getting smaller because the older the elderly, the weaker the physical condition of the elderly to work (Nur & Oktora, 2020)

Relationship between Older People's Decision to Work and Education

Based on the results of the logistic regression test, the education variable has a significant negative effect on the elderly working in Bumi Raharjo Village. Similar results were also obtained by Utami & Rustariyuni (2016), Kurnia & Anis, (2020), Salsabila & Handayani (2020). According

to the data we obtained, 38.1 percent of the population who are still working at an old age are those who did not graduate from elementary school (SD), only 9.52 percent of the elderly are still working with the last Diploma / Bachelor's degree. This condition can be interpreted that according to Shohe & Srivastav (2018), there are more older people with education levels lower than secondary school who work, compared to older people with higher education (Nur & Oktora, 2020). Elderly with a high level of education tend not to work at retirement age because, at a young age, these elderly usually have better jobs so that in their old age they already have old age insurance (Kurnia & Anis, 2020). Meanwhile, elderly people with low education at a young age are generally absorbed into informal types of work that do not have pension guarantees, so they continue to work even though they have entered retirement ages (Adioetomo & Pardede, 2018).

These circumstances are different from the results of research conducted by Puri & Wasudewa (2022) according to him, the higher the education of the elderly, the greater the tendency to work. These characteristics are inseparable from the motivation to self-actualize. Elderly people with higher levels of education tend to have better jobs and economic levels. Existence as a human being to keep working and self-satisfaction from work is one of the factors that cause older people with higher education to keep working. This is in line with the opinion of Andini et al., (2013) that the meaning of work is one of the factors that cause the elderly to continue working in their old age. The results of this study are in line with research conducted by Burtless (2013) according to which there is a big difference between the labor force participation rate of the elderly and their education. People with limited education have low employment rates in old age. Whereas people with college and advanced degrees tend to stay in the workforce longer. Furthermore, he also stated that older workers tend to have relatively high skills so the market hires them. This can be interpreted that actually the elderly still have the potential to be in the labor market, it's just that the market gives too much stereotypes that elderly people are no longer able to work. The government is advised to have a further understanding of this labor issue Huang et al., (2019) & Rizqi 'Amaliyyah et al., (2022).

Relationship between the Elderly's Decision to Work and the Number of Dependents

Based on the results of the logistic regression test, in Table 2 the odds ratio of the number of dependents variable is 4.195 with a positive coefficient value. This condition means that when the number of elderly dependents increases, it will increase the interest of the elderly to work by 4.195 times greater. This can be interpreted that when in a family the number of people who must be borne increases, the possibility of the elderly to work will be greater because the needs of the family will also increase as more people in the family must be borne (Utami & Rustariyuni, 2016).

The reason above is different from the article written by Wijaya (2019) which stated that the elderly in Japan no longer support their children or their children's families, it is not uncommon for Japanese elderly people to choose to live alone because they do not want to be a burden on their children. So the reason the elderly in Japan are still working at retirement age is because they have to prepare all the needs for themselves if one day they (the elderly) are really unable to work, usually Japanese elderly spend their retirement time in nursing homes. In the partial test results, the number of dependents variable has a significant positive effect on the elderly working in Bumi Raharjo Village. This condition can be caused because not a few elderly people still support the families of their children who live with them, because they live in poor families (Yanti & Sudibia, 2019). However, according to Adioetomo & Pardede (2018) stated that the reason why the elderly, especially elderly men, continue to work in retirement compared to elderly women is not because of the number of dependents, but the deep-rooted patriarchal culture that men are responsible for household needs as well as the main breadwinner.

Relates to elderly people who still support their children's families. Usually the elderly person is still the head of the household in the household. The head of the household is the person responsible for the household. The position of the head of the household is very important in determining the continuity of the household. Apart from being economically responsible for meeting the needs of all family members, the head of the household also acts as a decision maker. The enormous responsibility of the

head of the household from a psychological and economic perspective, it turns out that many are still carried by the elderly population who should enjoy old age without the heavy burden of the Ministry of Health of the Republic of Indonesia, (2013: 6) in Kartika & Sudibia (2018).

This study strengthens micro-level evidence that rural elderly labor market participation in Indonesia is primarily driven by necessity rather than preference. It supports the income-maintenance theory and highlights the urgent need for village-based social security innovation.

CONCLUSION AND RECOMMENDATIONS

This research focuses on the decision of the elderly to work, where 76 elderly people in Bumi Raharjo Village, Bumi Ratu Nuban Subdistrict, are the main objects, which presents the following results:

1. Since 76 respondents, 42 respondents (55.26 percent) of the elderly made the decision to continue working with 2 (two) main reasons, namely that they felt they were still able to work andnot have old age insurance / pension money.
2. Age has no effect on the decision of the elderly to work. Education has a negative effect on the decision of the elderly to work. Income and the number of dependents have a positive effect on the decision of the elderly to work. Elderly people with low education have a greater chance of doing work in old age than those with higher education.

Based on the research that has been done, it shows that the education variable is very influential on the elderly working. There are more elderly people with a lower education level than secondary school who work, compared to elderly people with higher education. Elderly with a high level of education tend not to work at retirement age because, at a young age, these elderly usually have better jobs so that in their old age they already have old age insurance.

This study is limited by its relatively small sample size and exclusion of variables such as health status, pension ownership, and marital status, which could influence labor participation decisions.The government is advised to have a further understanding of this labor issue to use other variables that have not been included in this study and can use other analytical techniques and take research objects that have not been studied before.

Policy Recommendations

First, The Bumi Raharjo Village Government, in collaboration with the Social Affairs Office, should establish an Elderly-Friendly Village Program that includes cash assistance for the elderly and household-based light work training activities.

Second, The Central Lampung Regency Government should develop a micro-pension or old-age savings scheme targeting elderly individuals working in the informal sector.

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