

Women Factor Analysis Workers Who Affect Fertility Rates in the Banjar Tribe in Banjarmasin City, 2010-2024

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Abstract

This study aims to analyze in depth the influence of female workers on fertility rates among the Banjar ethnic community in Banjarmasin City between 2010 and 2024. This phenomenon is important because changes in women's roles in the workforce are not only related to economic aspects but also impact social and demographic dynamics, particularly birth rates. Using a quantitative approach, this study relies on secondary data sourced from the Central Statistics Agency (BPS) and the National Population and Family Planning Agency (BKKBN). Through regression analysis, it was found that the increasing number of women working as professionals actually contributes positively to population growth. This can be explained because women with economic stability tend to feel more financially capable of raising children. Conversely, increasing female representation in parliament has shown a tendency to reduce fertility rates. This condition indicates that women's involvement in the political sphere and public decision-making is related to preferences for delaying or limiting the number of children, which ultimately affects birth rates. The findings of this study emphasize that women's socioeconomic factors have a significant influence on population dynamics. Therefore, public policies in the field of employment and family development need to be designed by considering the balance between women's productive roles in the public sector and their reproductive decisions.

Keywords: Fertility, Working Women, Labor Force Participation, Banjar Tribe

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1. Introduction

Fertility is one of the main factors in the dynamics of population that influences the age structure, the rate of population growth, and various aspects of social and economic. In many developing countries, the declining level of fertility is generally associated with transition demographics triggered by modernization, urbanization, and increasing levels of education and participation force Work women (Adserà, 2005; Engelhardt & Prskawetz, 2004). Indonesia, as a country with a diverse culture and structure complex social structure, is experiencing a decline in fertility for several decades, however, with variation between regions and groups, sufficient social significance. Schultz (2008) emphasizes the importance of human capital quality in population policy. The quality of children and women's access to education and employment become key determinants of rational family planning in determining the number of children. Kabeer (2001), through her study of women in Bangladesh, showed that access to economic resources such as credit and employment strengthens women's autonomy, which significantly affects fertility decisions.

One of determinant important determinants that many under review in the literature is the involvement of women in the world of work. Economic theory House stairs (Becker, 1981; Willis, 1974) emphasizes that improved participation of women in the power market Work increases the cost opportunity owning a child, so that it pushes fertility decline. However, the contemporary study shows that the connection between working women and fertility is not always linear. In the context of developed countries, the involvement of women in the world of work can precisely synergize with pro-family policy to guard stability and fertility (Oppenheimer, 1994; Scherer & Brini, 2023). Furthermore, the study by Goldscheider et al. (2015) emphasizes that the second gender revolution namely men's involvement in domestic roles is key to aligning women's employment with fertility stability in developed countries. Meanwhile, in the Southeast Asian context, Jones (2020) highlights that modernization and urbanization do not automatically reduce fertility, especially in communities with strong cultural norms.

In Indonesia, studies have previously shown that women workers tend to have level fertility more low compared to those who don't work, because of delayed age of marriage and preferences to have more children (Mahendra, 2019; Khotimah, 2021). McDonald (2006) proposed that persistently low fertility in East Asian countries can be explained by a mismatch between workplace institutions and traditional gender role expectations. This is relevant in the Banjar context, where traditional values remain strong despite increasing female labor force participation. However, some big studies have the done in scope in national or urban areas with homogeneous culture. Research that explores relatedness between working women and fertility in a context of culture-thick local cultures, such as the Banjar ethnic community in Banjarmasin City, is still very limited.

The Banjar tribe is known own values strong traditional values, especially in at role of women as Mother House stairs and guards the harmony family. However, in two decades, social and economic conditions in Banjarmasin City have triggered increasing participation of women in the world of work, both in the formal and informal sectors. Conditions This brings up new complexity in decision-making reproduction, where women must balance between their role as producers outside the home and their role as reproductive women inside the home. In Indonesia, research by Utomo et al. (2021)

shows that urban middle-class women experience tension between the desire for economic independence and cultural pressure to become the ideal mother. This aligns with phenomena observed in Banjarmasin, where working women face similar dilemmas. Frejka, Goldstein, and Lappegård (2008) noted that while the two-child norm remains a global standard, its implementation is highly dependent on cultural context and local social structures. This is relevant to Banjar society, where cultural values continue to strongly influence childbearing preferences.

Apart from the economic factors, fertility is also influenced by education, gender, work, access to service custody children, and support family big. Access to facilities and policies like leave for giving birth and flexibility at Work become more relevant in explaining the variation in fertility among women workers. On the other hand, the factor still culturally and religiously strong in Banjar society can become a strength booster and also an inhibitor in the change pattern of fertility. In addition, a recent World Bank (2023) report highlights that declining fertility in East Asia has become increasingly complex due to household economic pressures and rising childcare costs. Although the context differs, similar dynamics are beginning to emerge in urban areas of Indonesia, including Banjarmasin.

In theory, economic family classic, fertility results decision rational in House stairs, considering the trade-off between amount children and available resources (Becker, 1981; Willis, 1974). Involving women in the power market Work increases the cost opportunity For owning a child, so that pushes fertility decline. This theory was expanded by the approach of modern demographics such as Demographic Transition Theory and New Home Economics, which combine social, cultural, and policy in explain the decline in fertility.

However, the contemporary approach starts by considering that the connection between working women and fertility is not linear. Engelhardt and Prskawetz (2004) and Oppenheimer (1994) highlight that improved participation Work women can be accompanied by stabilized fertility if supported by policy and an inclusive family leave, giving birth, flexibility in work, and facilities for child custody. Research by Adserà (2005) in developed countries finds that low fertility tends to happen in societies with level unemployment, height and participation Work strong woman a supported, adaptive social system. Scherer and Brini (2023) emphasized that the involvement of women in formal work becomes an important element in the formation family, but remains heavily influenced by the social structure and support available institutions.

Another study in Central Asia by Kazenin and Kozlov (2020) shows that the level of education women own correlation negatively correlated with the number of children in the household, especially in communities experiencing economic pressure and transition mark culture. In Indonesia, Mahendra (2019) showed that improved participation of working women correlated negatively with the number of children owned, especially in urban areas. Khotimah and Hastuti (2020) also found that women aged fertile and working tend to postpone marriage and having a preference child slightly, which is strengthened by the increased education and awareness that will cost raising the child.

Dewi (2012) and Harsoyo & Sulistyaningrum (2018) stated that the pressure economy and transformation of gender roles encourage women to look for income; however, this often conflicted with the traditional role of their mothers as housewives. In

this context, policy employment and access to facility custody for children become crucial to allow women to maintain their dual role.

Although there are Lots of studies about the connection between working women and fertility, a study that specifically explores this matter in local culture in Indonesia is still limited. The majority of studies focus on aspects macro macro-national or urban generalization, without studying the dynamics typical of ethnographic as happened to the Banjar tribe in Banjarmasin.

Condition socio-cultural Banjar society, which still upholds traditional values of patriarchy and domestic roles, Woman cause challenge alone in understanding fertility. Thus, research This try answer the gap with to browse How Good Women's Work in the form of participation, professional, and also political influence patterns fertility in the context thick local context with traditional norms.

Based on the context, this research aimed to analyze the influence involvement of women workers to level fertility levels in the Banjar tribe community in Banjarmasin City during the period 2010–2020. Research. This expected can fill in the emptiness literature related to the dynamics of fertility in local culture and provide empirical input for the formulation of policy, more development inclusive and based proof.

2. Method

This study uses a quantitative approach with explanatory design, aiming to identify and measure the influence of the involvement of women workers to level fertility levels among the Banjar Tribe community in Banjarmasin City during the period 2010–2024. Through this approach, the relationship between variables independent and dependent analyzed systematically based on secondary statistical data (BPS Kota Banjarmasin, 2025).

Study This was conducted in Banjarmasin City, South Kalimantan, which is an area with a concentration the largest Banjar tribe population in South Kalimantan. Focus study limited to the period 2010–2020 to describe the dynamics latest related participation of women in the world of work and change level fertility.

Data used in the study are secondary data obtained from the following sources: (1) The Central Statistics Agency (BPS) of Banjarmasin City, particularly annual data on population and number of working women; (2) The National Population and Family Planning Agency (BKKBN), especially data related to fertility programs and indicators; (3) Policy documents related to women's participation and electoral Laws, including Law No. 12 of 2003 and its subsequent revisions).

The variables in this study are categorized into dependent and independent variables. Dependent Variable: The fertility rate, which is proxied by annual population growth, representing the number of births per year. This approach is commonly used in demographic studies when direct fertility data (such as Total Fertility Rate/TFR) is limited or unavailable (Bongaarts, 2006; Shryock & Siegel, 1980). Independent Variabel: 1. The percentage of women in professional or managerial positions, representing women's economic empowerment and labor force participation. This indicator reflects the influence of women's employment on fertility choices (Brewster & Rindfuss, 2000; Engelhardt et al., 2004). 2. The percentage of women's representation in parliament, reflecting women's political empowerment. Higher female political representation has

been associated with broader social changes, including attitudes toward gender roles and fertility behavior (Moghadam, 2003; Kabeer, 2005).

Table 1. Definition of Variables

Variables	Indicator	Data source
Fertility	Growth among the population per year	Central Bureau of Statistics of Banjarmasin
Professional woman	Proportion of women power formal work	Central Bureau of Statistics of Banjarmasin
Women in parliament	Proportion member legislative women	KPU / BPS

According to Becker's (1964) theory in Weiss (2025), as more women attain higher education and professional positions (doctorates, academics, managers, etc.), they accumulate quality human capital (knowledge, skills, credentials). According to Critical Mass Theory (Kanter, 1977), when professional women reach a critical mass threshold of 30% in society, they build networks, advocacy, and political channels that increase parliamentary representation, community empowerment, and involvement in decision-making (Kabeer, 1999).

Thus, theoretically, the higher the percentage of influential professional women in society, the greater the likelihood of increased female representation in parliament.

Data analysis was performed using a multiple linear regression model to measure the simultaneous influence of two independent variables on the dependent variable. The model equation is stated as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \epsilon$$

Where:

- Y: Amount resident annual (fertility proxy)
- X1: Percentage of women as powerful professionals
- X2: Percentage of women in parliament
- β : Coefficient of regression
- ϵ : Error term

Statistical tests used include:

- F test for significance, simultaneous,
- t-test for partial significance,
- Coefficient determination (R^2) for measuring the strength model explanation,
- Assumption tests, classical (multicollinearity, heteroscedasticity, and residual normality), were performed as model validation.

3. Results and Discussion

Table 2 shows a trend fluctuating in participation of women as power professionalism and involvement of women in parliament during the period 2010–2020, and an improvement consistent number of residents every year. Participation of women as powerful professionals increased in a way significantly from 45.58 % in 2010 to 49.95

% in 2020. The increase shows the existence transformation social and economic transformation that allows more Lots Banjar women to enter sector formal work sector, including education and public services.

However, political participation the women reflected in representation in parliament experienced a drastic decline from 28.89% at the beginning period become only 17.78% during several years in succession, then A slight increase to 24.44% in 2019–2020. Fluctuations This indicates that although opportunities work professionally open widely for women, political representation, they do not yet show a consistent trend of improvement, which can So caused by still strong structural and patriarchal norms in the local world of politics.

In the same period, the number of residents of Banjarmasin City experienced improvement from 628,199 people in 2010 to 715,703 people in 2020. The increase shows that although there has been an improvement in participation Work women, the No in a way, it automatically lowers number fertility rate in Banjar society. This is a strong argument that cultural norms and supporting family big role in guard level birth, where women can still operate a functional reproductive role without sacrificing their professional role.

More continues, the relationship between the three indicators indicates that participation of women in the world of work No in a way, directly reduces fertility, even Can nature is neutral or positive if balanced by the system's support, social and cultural adaptive local. On the other hand, the low participation of political women seems correlated negatively with fertility, because women who are active in parliament tend to postpone or limit the birth consequence burden work, and take on more publicly big.

Table 2. The Level of Participation of The Female Labor Force In Banjarmasin City 2010 -2024

Year	Women as professional staff (Percent)	Involvement of women in parliament (Percent)	Amount resident
2010	45.58	28.89	628,199
2011	42.79	28.89	637,873
2012	39.79	28.89	647,403
2013	43.87	28.89	656,778
2014	40.62	17.78	666,223
2015	44.61	17.78	675,440
2016	44.45	17.78	684,183
2017	46.39	17.78	692,793
2018	49.53	17.78	700,869
2019	47.44	24.44	708,606
2020	49.95	24.44	715,703
2021	53.57	24.44	724,453
2022	50.71	24.44	733,204
2023	52.77	24.44	741,765
2024	53.32	24.44	750,326

Source: BPS Banjarmasin City

In Table 3 below, the load results regression shows, visible influence from two independent variables, that is, women involved as professional staff and women's

involvement in parliament, and its dependent variable is growth resident.

Table 3. Regression Results

Variables	Results	
	Coefficient	Prob
C	482493,7	0,0008*
X1	54,89044	0,0175**
X2	-24,09991	0,0463**
R-Squared	0,683062	DW 2,139124
Prob(F-Statistic)	0,000109	F-Stat 8,62076
Total	60	15

Source: Analized, Results Secondary Data Processing 2010-2024

Multiple linear regression results show that the variable participation of women as powerful professionals has influence positive and significant to the growth population, while the involvement of women in parliament own influence negative and significant. The model equation is as follows:

$$Y = 482493.7 + 54.890X1 - 24.099X2 + e$$

Where:

- X1: Percentage of women power professional positions
- X2: Percentage of women in parliament

Regression results multiple show that the coefficient variable participation of women as a powerful professional worth positive, at 54,890, which means that every 1 percent increase in participation power Work women as a professional associate is associated with an improvement amount resident around 54.89 people. This results in a statistically significant, indicating the existence real contribution from role productive women to the growth amount the population. This can be interpreted that although women are involved in the world of work, they still carry out the function its reproduction, which is supported by the value culture of Banjar society that places the role of Mother as a central part of life House ladder. This study supports findings by Raymo and Lim (2011) in Japan and Korea, which state that women with professional careers face a strong dilemma between cultural expectations and career aspirations, affecting their fertility decisions. Another study by Nieuwenhuis et al. (2019) highlights that pro-family policies such as childcare subsidies and workplace flexibility are crucial in determining the impact of women's labor participation on fertility. However, in Banjarmasin, such policies are not yet optimal, leaving the burden of childcare to individuals or extended families. Basten, Sobotka & Zeman (2014) show that although working women tend to delay childbirth, they do not necessarily reduce the total number of children if adequate social support is available. This explains the contradictory findings in Banjarmasin data.

Temporary, coefficient variable representation of women in parliament shows a marked negative of -24,099. This means a 1 percent increase in the involvement of women in parliament is associated with a decline in growth resident amounting to 24.09 people. This result is also significant in a way that statistics show that women involved in the sector's politics tend to have level fertility more low. This can be explained through the approach burden time and career orientation, where women with position strategic public position tend to postpone pregnancy or limit amount child because they demand a professional and responsible answer to a more public big.

Findings that the second variable's own direction has different influences indicate a complex connection between the role of public women and fertility decisions. Professional women, it seems, can still maintain a role that doubles as mothers and workers, in particular because existence support structure that family and large flexible cultural norms. However, women who are involved in the realm of politics often face social and institutional demands that focus more big to career, which results in a decline in fertility.

Coefficient determination (R^2) of 0.683 shows that the regression model This capable of explaining 68.3% of the variation in the growth population, which is an indicator of fertility. This value is tall enough in the context of social studies, signifying that two variables independent used namely Woman professionals and women in parliament, have a substantial influence in explaining change fertility in Banjarmasin City. The rest, 31.7 %, is likely influenced by other factors such as age, marrying first, level of education, access to health reproduction, as well as social and religious norms that have not been entered into the model (Gujarati, 2021).

On the contrary, the involvement of women in parliament is precisely associated with a decline amount population. This indicates that women involved in politics may have their own preference to have more children, A little because of attachment to public task and professionalism. These results are consistent with findings Adserà (2005) and Engelhardt & Prskawetz (2004), who showed that women with high public tend to have lower fertility.

In addition, studies up to date enrich the perspective related to How Work and women's fertility influence each other in global and local contexts. For example, Goldscheider et al. (2015) in "The Gender Revolution" mention that the second phase relates gender revolution with the redistribution of domestic roles, yet it has fully happened in many countries, including Indonesia. This is cause women experience a burden that doubles as a participatory influence decision fertility decisions. Another study by Raymo and Shibata (2022) showed that women who have more control big on decision family decisions tend to choose amount more children a little bit, especially when they work full time.

Study The latest in Southeast Asia by Utomo and McDonald (2020) also emphasizes the importance of social norms and support families in explaining why participation in Work does not always lower fertility, especially in societies with strong kinship. In the Banjar context, social norms that allow parenting based on the family's big give room for women to still work without having to postpone pregnancy.

Therefore, the analytical approach in studies considers that the connection between working women and fertility is not only a natural economic factor, but also greatly influenced by the dynamics of social, cultural norms, local, as well as institutional support. This is put study. This is a strategic position to provide empirical evidence for studying demographics contextual and applicable manner, in line with the approach to sustainable development.

This result is also in line with the latest findings from Jones et al. (2022), which states that in an urban, culturally traditional society in Asia, involvement of women in the sector profession can increase fertility if there is adequate system support, adequate social and institutional support. While that, Duvander and Lappegård (2021) in their study of Nordic cross-country shows that policy families such as parental leave and subsidies for

child custody have a big impact on gender stability, fertility, although participation Work Woman high.

Decrease the fertility consequence involvement. Women in politics can be associated with a preference style modern life and influence mark individualism, such as put forward in a study by Frejka et al. (2023), which states that women in public life more often postpone birth because demands of professionalism and the choice of a better life autonomy.

Findings. This strengthens the importance multi-dimensional approach in analyzing fertility. Not only to examine the variable economy, but also to examine the role of values, social institutions, and form in supporting the structural. Research this, with a focus on Banjar society, contributing important information for understanding fertility in the context of public transition, namely the community that is experiencing change between traditional and modern.

This result gives a new perspective to existing literature. If deep Lots studies international involvement, women in the world of work tend to have lower fertility (Willis, 1974; Becker, 1981), then results show that this connection the Can varies depending on the social culture context. Mills et al. (2011) explain that the main reasons for delayed childbearing in developed countries include job instability, career pressure, and lack of family policy support. Although Indonesia's context differs, similar pressures are experienced by professional women in urban areas. Morgan and Taylor (2006) note that low fertility in the 21st century is structural and difficult to reverse without major social system changes. In Banjarmasin, although fertility has not dropped drastically, shifts in modern family structures are starting to influence reproductive patterns.

In the study of Mahendra (2019) and Khotimah (2020), the decline in fertility is explained through a structural level approach, education, age at marriage, and urbanization. However, in public with culture strong cultural family such as the Banjar Tribe, the role productive Woman seems not yet fully replaced role domestic. This supports Scherer and Brini's (2023) view that the connection between Work women and fertility the more complex and cannot be separated from contextual values and structure social public structure. In patriarchal societies such as the Banjar ethnic group, these findings support Westoff & Cross (2006) that religious and customary values are major determinants of child number preferences, often outweighing economic considerations. Balbo, Billari, and Mills (2013), in their review, state that the relationship between women's employment and fertility is heavily dependent on social institutions, availability of public services, and values of individualism. This reinforces the argument that a locally-based approach is essential.

From the results study, so implications for policies that can be given related to Policy Resilience Family. The Government area needs to strengthen resilience programs for families that not only emphasize control amount children, but also on increasing welfare and quality of parenting children, especially for families with working mothers. Then related to Pro-Family Policy for Working Women so the need for implementation of supportive policies to balance work-family, such as flexibility of working hours, adequate leave delivery, and provision service custody childcare services based on the community. Next, For Empowerment, Women's Politics, then increase the representation of women in parliament and positions in strategic government, can become a catalyst for the fight for gender-sensitive sensitive, including related to health, reproduction, and

support for women workers. And for the Integration of Local Culture in Planning Population, then the development strategy and planning population need to consider local values and cultural norms, in particular in communities such as the Banjar Tribe, so that intervention policy becomes more effective and acceptable public.

4. Conclusion

Study This shows that the participation of women as powerful professionals and their involvement in the world of politics has a significant influence to level fertility levels among the Banjar Tribe community in Banjarmasin City during the period 2010–2020. Regression results indicate that improved participation Work women in the sector professional associated with an increase amount population, while involvement of women in parliament shows a negative influence on the growth of residents.

Findings This confirms the connection between the participation of women in the public world and decisions fertility nature, contextual and influenced by cultural norms, social structures, as well as support institutions. In Banjar society, which still holds a strong mark of tradition, women workers do not always reduce the number of children they have, different from findings in context public industry context in developed countries.

Suggestions For Study Next, Research upcoming needs to enter variable additions like age, marriage, access to health reproduction, and gender norms in the House ladder for enrich analysis connection between working women and fertility. Mixed methods with a qualitative approach can be used for the purpose, meaning subjective behind decision reproduction, a Woman worker.

Then, suggestions for Academics, there is an interdisciplinary approach that combines knowledge of economics, sociology, and anthropology to explain the dynamics of fertility in local society. For Regional Government and Related Institutions, need for mapping more Details of dynamic demographics based on ethnicity and gender to support the formulation of more inclusive policies

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