ABSTRACT

The purpose of this study is to analyze the factors influencing married women's employment decisions in West Java in 2024. West Java is the province with the highest labor force in Indonesia. The potential of the female workforce remains underutilized. Working-age women largely choose to take care of their households and not work.

This study used cross-sectional data from the 2024 National Labor Force Survey (SAKERNAS). The analysis method used binary logistic regression to analyze the influence of education, training, age, location of residence, head of household status, and number of household members on married women's employment decisions in West Java in 2024.

The results show that education (Diploma 1 to Bachelor's Degree, Doctoral Degree), training, age, and head of household status have a positive and significant effect on married women's employment decisions in West Java. Age2, location of residence, and number of household members have a negative and significant effect on married women's employment decisions in West Java. Interventions in the form of expanding education and training programs, age-friendly employment policies, job matching, wage equality, increasing the number of remote workers, and household support facilities are highly recommended.

Keywords: *Employment decision, married women, labor force participation, social factors, binary logistic regression, West Java, SAKERNAS.*