


Women's Empowerment to Increase Labor Force Participation in West Lampung Regency

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Article Info	ABSTRACT
<p>Keywords: Women's Empowerment, Labor Force Participation, West Lampung</p>	<p>West Lampung Regency faces serious challenges in reducing the number of residents with seasonal unemployment status. This is due to the dependence of the community, the majority of whom work in the coffee farming sector, especially robusta coffee. This sector absorbs a lot of labor but has seasonal characteristics and is susceptible to market price fluctuations. The Open Unemployment Rate (TPT) in the district will increase in 2023. This is in line with the decline in the Labor Force Participation Rate (TPAK) which is due to the increase in the number of people taking care of the household, especially the female population. The writing of this paper uses a qualitative descriptive method by collecting data through holding focus group discussion (FGD) meetings, field visits, and literature studies to understand the causes of low TPAK and formulate effective policies. The selection of policy recommendations uses the Bardach method with 4 criteria. The purpose of writing this paper is to analyze and formulate policy recommendations that can increase the Labor Force Participation Level (TPAK) in West Lampung Regency, with a focus on empowering women, the majority of whom are hampered in household roles. The conclusion of this paper is to increase the Labor Force Participation Rate (TPAK) in West Lampung Regency, especially by overcoming the dominance of the female population who only take care of the household thereby reducing the female population's labor force participation, comprehensive regulations are needed. The chosen policy recommendation is to formulate and enact a Regional Regulation on Home Economic Empowerment</p>
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INTRODUCTION

West Lampung Regency is facing the challenge of an unemployment rate that has the potential to increase. Many people are very dependent on the agricultural sector, especially Robusta coffee plantations. The agricultural sector is able to absorb a large number of workers in West Lampung. However, this sector has seasonal characteristics which affect the stability of the income of workers and farmers. When the harvest season ends, many plantation workers lose their temporary source of income and must look for alternative work, which is often limited and results in seasonal unemployment. According to the West

Lampung Central Statistics Agency (BPS), the coffee plantation sector accounts for the majority of employment opportunities in West Lampung Regency, especially for rural communities. However, the productivity of the Robusta coffee sector is still influenced by several factors such as the use of traditional equipment, limited market access, and fluctuations in coffee prices on the global market. In addition, dependence on one commodity such as coffee makes the local economy vulnerable to changes in market prices and weather, thus having a negative impact on the stability of local employment (BPS West Lampung, 2023).

Another factor is the low alternative skills of workers in the agricultural sector. This makes it difficult for residents to switch to other jobs on plantations and makes residents unproductive. Based on labor economic theory, the lack of diversification of skills in the workforce contributes to an increase in structural unemployment because workers do not have the skills needed in other areas that have growth potential (Todaro & Smith, 2020). Apart from that, problems such as limited access to training and formal education also hinder economic diversification in West Lampung, which causes the coffee plantation sector to become the only main choice for most people.

Based on West Lampung BPS data, it is known that the Open Unemployment Rate (TPT) of West Lampung Regency in 2023 has increased, whereas previously in 2022 it was 2.10%, increasing by 0.15% to 2.25% in 2023 or an increase in the number of unemployed previously in 2022 as many as 4.083 people to 4.272 people in 2023. The increase in TPT figures is not only caused by an increase in the number of unemployed but can also be caused by a decrease in the Labor Force Participation Rate (TPAK) in a region. The main cause of the increase in TPT in West Lampung Regency is the decline in TPAK in 2022 by 83.17%, down by 1.16% to 82.01% in 2023.

The main cause of the decline in TPAK in West Lampung Regency was the increase in the number of residents taking care of households from 39.275 people to 41.588 people or an increase of 2.313 people, with details of men increasing by 49 people and women increasing by 3.895 people. The phenomenon of decreasing TPAK in West Lampung Regency, which is predominantly caused by the increase in the number of residents who take care of households, especially female residents, needs to be studied more deeply to find out the source of the problem and the policy steps that need to be taken to increase TPAK which is ultimately expected to reduce TPT.

METHOD

This paper was written using a qualitative descriptive method. The data collection method used in this paper is through focus group discussions (FGD), field visits, and literature studies. FGD was carried out to obtain information from sources regarding the decline in TPAK in West Lampung Regency. The FGD explored further various efforts to increase TPAK and reduce unemployment. Meanwhile, a literature study was carried out to obtain an overview of various efforts to increase TPAK and reduce unemployment in various regions.

RESULT AND DISCUSSION

Theory and Definition

1. Method of Selection of Policy Alternatives

Bardach (2012) divides these criteria into 4 criteria, namely technical feasibility, economic and financial possibility. Political viability, and administrative operability.

2. Gender Emancipation Theory

Simone de Beauvoir in her book *The Second Sex* explains that women should not be limited by the traditional role of housekeeper. Economic freedom is the key for women to achieve independence and social equality. In his view, women can escape dependency by participating in the workforce, which allows them to have more control over their lives.

3. Human Capital Theory (Human Capital Theory)

Gary Becker in *Human Capital* argues that women's education and skills are important investments that can increase economic productivity. According to Becker, women who work make a significant contribution to the economic growth of the family and the country, while breaking the stigma that limits their role in the home.

4. Sustainable Development Theory (Sustainable Development)

The UN report regarding the Sustainable Development Goals (SDGs) highlights that gender equality in the world of work is one way to eradicate poverty and support inclusive economic growth. Women's participation in the workforce not only reduces gender inequality but also improves overall family welfare.

5. Feminism Economic Theory

Nancy Folbre in *The Invisible Heart* states that limiting women to domestic work ignores their potential economic contributions. He emphasized that working women are able to increase family income and act as agents of significant social change.

6. Theory of Equality of Human Rights

The Universal Declaration of Human Rights emphasizes that every individual has the right to work and earn a decent income without discrimination. By providing women with equal access to work, society can ensure respect for human rights and open up opportunities for women to contribute actively to development.

7. Open Unemployment Rate (TPT)

The Open Unemployment Rate (TPT) is the percentage of the unemployed to the total workforce. TPT reflects the proportion of the population in the workforce who do not have a job and are looking for work in a certain period. According to BPS, unemployed are individuals who are not working, are looking for work, or are preparing for a new business. TPT is used to describe the level of economic powerlessness in absorbing labor.

8. Seasonal Unemployment

Seasonal unemployment is a type of unemployment that occurs due to fluctuations in labor demand related to certain seasons or times. People who experience seasonal unemployment usually work at certain times (harvest season, planting season, holidays), but do not work outside of that season. Examples of seasonal

unemployment are workers in the agricultural sector, who do not have permanent work after the harvest season ends, or workers in the tourism sector who only work during the holiday season.

9. Labor Force Participation Rate (TPAK)

The Labor Force Participation Rate (TPAK) is an indicator that shows the percentage of the workforce to the total working age population (15 years and over). TPAK describes the extent to which the working-age population is actively involved in the labor market, both working and looking for work. TPAK is an important indicator to assess how much potential the available workforce is utilized in the economy. A high TPAK value indicates the involvement of the working-age population in relatively large economic activities.

10. Residents only take care of the household

Residents who only take care of the household are individuals in the working age group (15 years and over) who do not work, are not looking for work, and are not involved in economic activities, but whose activities are focused on managing the household. This group is included in the non-labor force category according to the Central Statistics Agency (BPS).

Because they are not included in the labor force, residents who only take care of the household are not included in the TPAK calculation. TPAK only counts the working-age population who are economically active (working or looking for work). Even though they are not included in the TPAK, if residents from this category turn into job seekers (enter the workforce) but do not immediately find work, the Open Unemployment Rate (TPT) will increase. This is because they move from “not in the labor force” to “unemployed.”

In the BPS report, residents who only take care of the household are classified together with students and retirees as not in the workforce. However, changes in this group (for example, housewives starting to look for work) can influence employment indicators such as TPT. Residents who only take care of the household are not counted in the TPAK because they are not involved in the labor market. However, if they decide to look for work but don't get it immediately, this will increase the TPT rate.

Overview of Working Age in West Lampung Regency

Table 1. Development of Working Age in West Lampung Regency

No	Description	TYear			
		2020	2021	2022	2023
1	Male	122.615	124.026	125.152	120.421
2	Female	105.734	107.349	108.176	110.708
	Total	228.349	231.375	233.328	231.129

Data Source : BPS West Lampung Regency 2024

From the table above, it is known that the number of male workers increased from 122,615 people in 2020 to 125,152 people in 2022, but decreased sharply to 120,421 people in 2023. A decrease of 4% from 2022 to 2023 shows that external factors may

influence male labor force participation. These factors include workforce placement in certain sectors and economic conditions in West Lampung Regency which influence the level of male labor force participation.

The number of female workers shows a steady upward trend from 2020 to 2023, from 105,734 people in 2020 to 110,708 people in 2023. An increase of 4.7% in female workers over the last four years shows that female participation continues to increase. This is due to increasing job opportunities in sectors that attract female labor force participation, such as the service sector, trade, or small and medium enterprises (SMEs).

Furthermore, overall, the number of working people increased from 228,349 people in 2020 to 233,328 people in 2022 and then decreased slightly to 231,129 people in 2023. The decline in the number of workers in 2023 was mainly influenced by the decrease in the number of male workers, while women's participation continues to increase. This is due to fluctuations in sectors that predominantly employ men, such as agriculture and other private jobs.

The trend of increasing female labor force participation is an opportunity to strengthen household economic resilience. Local governments can support this trend by providing more job opportunities and training programs that meet the needs of the female workforce through regulations related to Increasing Employment Opportunities for Women.

The decline in the male workforce in 2023 is due to economic challenges in certain sectors. Local governments can be involved in stabilization efforts by diversifying employment opportunities and developing alternative sectors. This policy can be implemented through regulations on Local Economic Diversification as well as regulations on Local Labor Market Stabilization and Assistance.

Increased female labor force participation can be harnessed through the development of the service sector and small and medium enterprises, which often attract female labor force participation. Training and access to capital for SMEs can help increase this participation and realize greater economic contributions. With the right policy instruments, increasing female labor force participation can be further encouraged, while occupational diversification can stabilize male employment.

Overview of the Labor Force in West Lampung Regency

Table 2. Development of the Labor Force in West Lampung Regency (2020-2023)

No	Description	Year			
		2020	2021	2022	2023
1	Working	186.579	187.114	189.970	185.269
1.1	Male	111.301	111.480	112.704	107.667
1.2	Women	75.278	75.634	77.266	77.602
2	Open unemployment	4.053	5.453	4.083	4.272
2.1	Male	2.147	2.490	1.616	2.662
2.2	Women	1.906	2.963	2.467	1.610
	Total	190.632	192.567	194.053	189.541

Data source: BPS West Lampung Regency 2024

The table above shows that the number of workers has tended to fluctuate over the last four years, namely from 186,579 people in 2020, reaching a peak of 189,970 people in 2022, and decreasing to 185,269 people in 2023. This also shows that the number of male workers also fluctuated from 111,301 people in 2020 to 112,704 people in 2022, but this will decrease to 107,667 people in 2023. The working population is dominated by men, which will experience a fairly large decline in 2023 of 4.5% due to job losses. The number of female workers in the labor force increases slightly every year, from 75,278 people in 2020 to 77,602 people in 2023. This shows that female labor force participation is stable and increasing slightly, although the growth rate is relatively stable compared to the total number of women.

The unemployment rate fluctuated from 4,053 people in 2020, rose to 5,453 people in 2021, then fell to 4,083 people in 2022, and rose slightly again in 2023 to 4,272 people. These fluctuations reflect unstable labor market conditions due to external factors such as changes in the local economy and uncertainty in the agricultural sector.

The number of openly unemployed men in male-dominated sectors increased from 2,147 in 2020 to 2,662 in 2023, and reached a low of 1,616 in 2022, indicating instability. The number of unemployed women has fluctuated. Increasing from 1,906 people in 2020 to 2,963 people in 2021, then dropping to the lowest level of 1,610 people in 2023. This decline shows an increase in employment opportunities for women in recent years and is most likely related to increasing opportunities in the service sector as well as small and medium businesses.

The number of the labor force, namely the number of employed and unemployed people, fluctuated slightly from 190,632 people in 2020 to 194,053 people in 2022 but decreased to 189,541 people in 2023. The decline in 2023 was related to the decrease in the number of male workers, which can have an impact on employment as a whole. The decline in male employment in 2023 indicates challenges in creating stable employment opportunities for men, especially in key sectors such as agriculture and industry. Job diversity measures and new skills training for men can help solve this problem.

The stable number of working women indicates the potential for further integration of women into the labor market. Programs that support women's participation in sectors such as the service industry and small and medium enterprises can help reduce women's unemployment rates. Changes in the unemployment rate indicate that stronger policies are needed, such as vocational training and improving the skills of the local workforce to be more flexible in responding to changing labor market needs. With the right policies, the West Lampung Regency Government can reduce employment instability, encourage female labor force participation, and increase the economic stability of society as a whole. This policy can be implemented through regulations regarding Vocational Training and Skills Improvement Programs.

Overview of the Non-Labor Force in West Lampung Regency

Table 3. Development of the Non-Labor Force in West Lampung Regency (2020-2023)

No	Description	Year			
		2020	2021	2022	2023
1	Attending school	12.899	14.309	15.047	15.409
1.1	Male	5.562	6.495	6.722	6.854
1.2	Women	7.337	7.814	8.325	8.555
2	Taking care of the household	19.608	19.791	19.867	23.811
2.1	Male	721	1.463	1.499	1.548
2.2	Women	18.887	18.328	18.368	22.263
3	Other activities	5.210	4.708	4.361	2.368
3.1	Male	2.884	2.098	2.611	1.690
3.2	Women	2.326	2.610	1.750	678
	Total	37.717	38.808	39.275	41.588

Data source: BPS West Lampung Regency 2024

From the table above, the number of people attending school increased from 12,899 people in 2020 to 15,409 people in 2023, or an increase of 19.5%. The number of men attending school increases every year, from 5,562 people in 2020 to 6,854 people in 2023, or an increase of 23.2%. The number of women attending school also increased by 16.6%, from 7,337 people in 2020 to 8,555 people in 2023. The increase in the population attending school, both men and women, reflects increased access and participation in education.

The number of residents who take care of households increased from 19,608 people in 2020 to 23,811 people in 2023 or an increase of around 21.4%. Although the number of men taking care of the household is still relatively small, this number has increased from 721 in 2020 to 1,548 in 2023, or more than doubling in four years. The number of women who only take care of the household also increased from 18,887 people in 2020 to 22,263 people in 2023. The increase in the number of people who only take care of the household, especially women, shows that there are challenges in creating jobs and productive opportunities for society, especially women. The increase in the number of men doing household work also shows changes in gender roles in the family and limited employment opportunities.

The number of residents carrying out other activities decreased significantly from 5,210 people in 2020 to only 2,368 people in 2023, or a decrease of more than 54%. The number of men doing other activities fell from 2,884 people in 2020 to 1,690 people in 2023. The number of women doing other activities also fell drastically, from 2,326 people in 2020 to only 678 people in 2023. This decline shows that few people take jobs that don't fit into the categories of going to school or taking care of a family. This decline may be due to increased participation in education a shift in activities to work or simply taking care of the household.

The increasing number of women taking on household responsibilities highlights the need for flexible work opportunities and economic empowerment programs that allow

women to participate in the economy without completely abandoning their domestic roles. This policy can be realized through regulatory policies related to Increasing Job Opportunities for Women as well as regulations regarding Home Economic Empowerment.

Diversify local economic activities to provide more productive opportunities outside of education and the household, especially for women and men who do not have formal employment. This policy can be implemented through regulations on Local Economic Diversification as well as regulations on Local Labor Market Stabilization and Assistance.

Overall, this data shows the need for interventions to support education and household economic empowerment in West Lampung Regency, especially to increase women's participation in productive economic activities. This policy can be realized through the preparation of regulations related to Increasing Employment Opportunities for Women as well as regulations on Home Economic Empowerment and regulations on Support for Informal Workers and Unpaid Labor.

Overview of Types of Work in West Lampung Regency

Table 4. Employment Development by Sector in West Lampung Regency (2020-2023)

No	Description	Year			
		2020	2021	2022	2023
1	Agriculture	144.995	139.056	133.704	131.960
2	Manufacturing	7.466	8.972	6.678	7.456
3	Services	34.118	39.086	49.588	45.853
	Total	186.579	187.114	189.970	185.269

Data source: BPS West Lampung Regency 2024

From the table above, it can be seen that the number of people working in the agricultural sector continues to decline from 144,995 people in 2020 to 131,960 people in 2023. Calculated from 2020 to 2023, the number of workers in the agricultural sector has decreased by around 9% or decreased to 13,035 person. This decline was caused by several factors, including the movement of labor to other sectors, the reduced need for labor due to agricultural mechanization, and the lack of interest of the younger generation to work in this sector.

Considering that the agricultural sector, especially robusta coffee, is the backbone of the West Lampung economy, this decline may need to be anticipated because it is a change that could have an impact on regional economic stability. The manufacturing industry is susceptible to fluctuations. In 2020, the number of working residents was 7,466 people, increasing to 8,972 people in 2021, decreasing again to 6,678 people in 2022, and increasing again to 7,456 people in 2023. This fluctuation reflects the volatility of the manufacturing industry in West Lampung and can influenced by external factors such as market demand and limited local production capacity. This situation shows that the manufacturing industry in West Lampung has not developed well and it is difficult to rely on sustainable employment.

In the service sector, the labor force showed a significant increase from 34,118 people in 2020 to 45,853 people in 2023, although it decreased slightly compared to its peak in

2022. From 2020 to 2023, the service sector added around 11,735 workers an increase of more than 34%. This shows that the service sector is starting to play an important role in absorbing labor in West Lampung. This is due to the development of local tourism and increasing demand for other commercial services. The development of the service sector is driven by increasing demand in the tourism and trade sectors, thus providing opportunities for efforts to reduce unemployment and diversify the economy.

Overall, the number of workers in these three sectors stagnated and showed a slight decline in 2023. The number increased from 186,579 in 2020 to 189,970 in 2022, but decreased to 185,269 in 2023. The decline in 2023 could indicate economic challenges , both in terms of productivity and job insecurity in agriculture and manufacturing.

Although the services sector grew, this increase was not enough to offset the decline in other sectors. The West Lampung Regency Government needs to diversify the economy and encourage sectors that can continue to increase employment opportunities, especially the service sector which has growth potential. Considering the decline in the workforce in the agricultural sector, increasing added value through downstreaming Robusta coffee products and other raw materials could be a solution. Downstreaming creates manufacturing jobs related to the processing of agricultural products. Training programs for homeworkers or those looking to transition away from farming can help meet labor demand in the growing service and manufacturing sectors.

Based on this analysis, developing the service sector and further processing of agricultural products can be an effective strategy to reduce unemployment levels and increase economic stability in West Lampung. This policy can be implemented through regulations on Local Economic Diversification as well as regulations on Downstreaming of Featured Products which can be integrated into regulations on Local Economic Diversification by providing incentives for business actors who develop advanced processing of regional superior products.

Overview of Employment Status in West Lampung Regency

Table 5. Employment Development Based on Employment Status in West Lampung Regency (2020-2023)

No	Description	Year			
		2020	2021	2022	2023
1	Self-employed	26.414	32.029	34.179	40.180
2	Unpaid workers	57.123	55.014	63.128	57.891
3	Workers paid	6.276	3.526	4.536	1.591
4	Employees/employees	16.073	18.272	19.773	19.490
5	Casual workers	16.797	15.419	9.924	12.834
6	Family workers/unpaid	63.896	62.854	58.430	53.283
	Total	186.579	187.114	189.970	185.269

Data source: BPS West Lampung Regency 2024

The table above shows that the number of self-employed or self-employed residents increased from 26,414 people in 2020 to 40,180 people in 2023 or an increase of 52% in

four years. This increase indicates a desire to work independently, due to limited formal employment opportunities or the desire to develop a small business. While this reflects a positive trend in local entrepreneurship, it is also caused by a lack of employment opportunities in the public sector.

The number of unpaid workers has fluctuated, from 57,123 people in 2020, decreasing in 2021, increasing again in 2022, and decreasing to 57,891 people in 2023. This fluctuation is caused by the uncertainty of non-formal employment which depends on economic conditions and the season. agriculture. The large number of workers in this category shows that many workers depend on work without formal compensation.

The number of paid workers decreased significantly from 6,276 people in 2020 to only 1,591 people in 2023. This sharp decline shows that jobs that provide a regular salary are decreasing, perhaps because many workers are turning to informal or independent work. This may indicate a lack of paid work in agriculture or manufacturing.

The number of residents working as employees has increased slightly from 16,073 people in 2020 to 19,490 people in 2023. This figure is relatively stable and shows the consistency of formal employment in the public sector or other formal sectors. Even though growth in this category is stable, it has not been able to absorb labor on a large scale, this shows that the formal sector in West Lampung has not developed rapidly.

The number of casual workers decreased from 16,797 people in 2020 to 9,924 people in 2022 but increased again to 12,834 people in 2023. Although the decline may be due to a decrease in informal employment or difficult economic conditions, the increase in 2023 may indicate efforts in economic recovery or temporary improvement in business activity. This fluctuation shows the uncertainty of the employment situation in the informal sector.

The number of unpaid family workers decreased from 63,896 people in 2020 to 53,283 people in 2023. This decline indicates that more families are starting to work alone or switching to paid work. However, the large number of workers in this category also shows that many families do not have the opportunity to work outside the home and work without formal compensation.

The increase in the number of self-employed people indicates a desire to be self-employed, but this may be due to necessity and not opportunity resulting in reliance on informal work. This can be seen from the high number of unpaid workers and unpaid family workers, which shows their dependence on unpaid informal workers and has the potential to make them economically vulnerable. The precariousness of paid and formal employment can be seen from the decline in the number of paid and casual workers, indicating the precariousness of employment in the more established paid sectors.

From the analysis above, various efforts can be made to reduce TPT, namely:

- a. Increase investment in the formal sector, such as manufacturing and services, to create stable and well-paid jobs in West Lampung Regency. This policy can be implemented through regulations on Local Labor Market Stabilization and Assistance.
- b. Providing training and capital support for self-employed workers so they can build sustainable businesses. This policy can be implemented through regulations on

Vocational Training and Skills Improvement Programs as well as regulations on Support for Informal Workers and Unpaid Labor.

- c. Encourage economic empowerment for family workers and unpaid laborers through skills and training programs, especially for women who work in the household sector. This policy can be implemented through regulations on Home Economic Empowerment as well as regulations on Support for Informal Workers and Unpaid Labor.

From the results of the analysis and discussion of the problem, several alternative policy recommendations were obtained, namely:

1. Prepare and enact Regional Regulations (Perda) concerning Increasing Employment Opportunities for Women. The aim of this regulation is to reduce gender inequality in labor force participation by providing flexible work opportunities and skills training. This regulation regulates the obligations of the public and private sectors to provide skills-based job training programs according to women's needs, including digital skills, MSME management, and local crafts, and regulates the provision of flexible work options (such as part-time or remote work) to support women in their roles. as a housewife.
2. Prepare and establish Regional Regulations regarding Local Economic Diversification. The aim of this regulation is to reduce dependence on certain sectors and create new, productive job opportunities. This regulation regulates encouraging the development of alternative sectors such as services, tourism, and agricultural product processing, including the downstream of Robusta coffee products as regional superiors. This regulation also regulates the provision of tax incentives and ease of licensing for investors in the service and manufacturing sectors to create new jobs.
3. Prepare and establish Regional Head Regulations (Perkada) concerning Vocational Training and Skills Improvement Programs. The aim of this regulation is to ensure the local workforce has relevant skills to face changing labor market needs. This regulation regulates the implementation of new skills training based on market needs, such as information technology, business management and creative skills. This regulation also regulates targets for vulnerable groups, including women housekeepers, to be included in this training program.
4. Prepare and establish Regional Regulations regarding Home Economic Empowerment. The aim of this regulation is to encourage the productive role of households, especially women, in economic activities. This regulation regulates the provision of entrepreneurship training and access to microfinance for women who want to start or develop small businesses. This regulation also regulates the development of community-based women's cooperatives to market household products.
5. Prepare and establish Regional Regulations regarding Support for Informal Workers and Unpaid Laborers. The aim of this regulation is to increase the productivity of informal workers, especially family workers and unpaid workers in the household sector. This regulation regulates the provision of skills training to increase the

productivity of informal workers, especially women. This regulation also regulates the provision of incentives for households that take advantage of locally based business opportunities, such as handicrafts, processed food products or local services.

6. Prepare and establish Regional Regulations regarding Stabilization and Assistance of the Local Job Market. The aim of this regulation is to stabilize labor force participation by diversifying employment opportunities.

This regulation regulates employment diversification through labor-intensive programs in the service sector and small industry. This regulation also regulates the provision of special assistance and training programs for residents transitioning from the informal to the formal sector.

CONCLUSION

The conclusion of this paper is that to increase the Labor Force Participation Rate (TPAK) in West Lampung Regency, especially by overcoming the dominant role of the household which reduces women's participation, comprehensive regulations are needed, including Regional Regulations on Increasing Employment Opportunities for Women, Diversification of the Local Economy, Vocational Training and Skills Improvement Programs, Home Economic Empowerment, Support for Informal Workers and Unpaid Labor, as well as Local Labor Market Stabilization and Assistance. These regulations aim to open flexible work opportunities, improve workforce skills, diversify economic sectors, and provide training and assistance to encourage the involvement of women and communities in the productive economy, with a focus on the economic empowerment of families and informal workers. Implementation of this policy is expected to increase overall labor force participation and reduce gender inequality in the economy.

Based on alternative policy recommendations in the previous chapter, there are 6 policies being considered to overcome existing problems. However, due to the limited resources of the West Lampung Regency Government, a method is needed that can help choose the most effective and efficient policies. Therefore, an analysis was carried out using the Bardach method, which considers various criteria, namely technical feasibility, economic and financial possibility. Political viability, and administrative operability. Based on discussions through FGDs which were attended by stakeholders, namely Bappeda, BPS, Population Control Service, Family Planning, Women's Empowerment and Child Protection, Manpower and Industry Service, Plantation and Livestock Service, PTSP Investment Service and UKM and Trade Cooperatives Service, it was concluded The weighting of each criterion for each policy alternative is as follows: Technical Feasibility: Weight 25%, Economic and Financial Possibility: Weight 25%, Environmental Sustainability: Weight 25%, Social Acceptability: Weight 25%, Next, a policy assessment is carried out. Each policy is assessed based on four criteria with a rating scale of 1 to 5 (where 1 is very low and 5 is very high).

Table 6. Assessment of Policy Alternatives

Policy	Feasibility (25%)	Economic & Financial Possibility (25%)	Political Viability (25%)	Administrative Operability (25%)	Total (100%)
1. Regional Regulation on Increasing Employment Opportunities for Women	4	4	5	3	16
2. Regional Regulation on Local Economic Diversification	3	5	4	3	15
3. Regional Regulation on Vocational Training and Skills Improvement Programs	3	4	5	2	14
4. Regional Regulation on Home Economic Empowerment	5	4	4	4	17
5. Regional Regulation on Support for Informal Workers and Unpaid Labo	4	4	4	4	16
6. Regional Regulation on Stabilization and Support of the Local Labor Market	3	4	4	4	15

Based on an analysis using the Bardach Method with four criteria (technical feasibility, economic and financial possibility, political viability, and administrative operability), the most optimal policy recommendation to be chosen by the West Lampung Regency Government is to prepare and enact Regional Regulations regarding Total Household Economic Empowerment. Value of 17 points. The analysis is as follows:

- a. Feasibility Criteria: This policy is very feasible because it focuses more on empowerment through entrepreneurship and access to microfinance, which does not depend too much on training institutions.
- b. Economic & Financial Possibility Criteria: Microfinancing and entrepreneurship training can be obtained from the APBD and collaboration with financial institutions, and this is easier to implement even without a formal training institution.
- c. Political Viability Criteria: This program can still be well received by politicians because it has a direct impact on household economic empowerment, which is a priority for many parties.
- d. Administrative Operability Criteria: Management and development of micro-businesses is more dependent on coordination with financial institutions and the community, which is easier to manage even without formal training institutions.

Making policy recommendations to prepare and enact Regional Regulations on Home Economic Empowerment in West Lampung Regency is very relevant to the main problem, namely the increasing number of women who only take care of the household, as well as the potential of the regional superior product, namely Robusta coffee. This policy aims to empower women by providing entrepreneurship training and access to microfinance, which will enable women to start or develop small businesses. This will have a direct impact on improving women's welfare, by giving them the opportunity to contribute to the regional economy.

Apart from that, this policy can encourage the development of businesses based on local products such as Robusta coffee, handicrafts, or processed foods, which have the potential to improve the regional economy and create new jobs. Because it does not depend too much on training infrastructure that does not yet exist, this policy is also easier to implement in the short term, so it can immediately have a positive impact on families and communities, especially women in West Lampung Regency. Thus, this policy is a strategic choice to overcome gender inequality in the workforce and maximize the existing local economic potential.

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