

Analysis of Women's Migration Decisions Originating from East Java with the Purpose of Working to The City of Denpasar

I Gede Rastaka Putra¹, Made Dwi Setyadhi Mustika²

^{1,2}Faculty of Economics and Business, Udayana University, Bali, Indonesia

ABSTRACT: This study aims to analyze the migration decisions of women from East Java who migrate to Denpasar City with the main purpose of working. The phenomenon of inter-regional female migration is an important issue in population dynamics, especially because it involves social, economic, and gender aspects. Using a descriptive analysis method, this study examines the socio-demographic characteristics of female migrants, push factors from the area of origin (push factors), and pull factors in the destination area (pull factors). Data were obtained through direct surveys and in-depth interviews with a number of female migrant respondents in Denpasar City. The results show that most female migrants come from families with lower-middle economic backgrounds, have secondary education levels, and work in the informal sector such as domestic helpers, salon workers, or other service industries. The main push factors are limited employment opportunities and low income in the area of origin, while the pull factors in Denpasar City include wider job opportunities, established social networks, and Denpasar's image as a city with better economic prospects. This study provides an initial overview of the dynamics of female migration and the importance of protecting the rights of female migrant workers in urban areas.

KEYWORDS: female migration, East Java, Denpasar City, descriptive analysis, economic factors

I. INTRODUCTION

Population is one of the important aspects in the development of a country because it is directly related to the availability of resources, economic planning and public welfare. As a developing country, Indonesia also faces various challenges in managing population problems. As is known, according to data from the Central Statistics Agency, Indonesia currently ranks fourth in the world in terms of population, namely 283.5 million people, following India, China, and the United States (Abert, 2024). One of the main factors influencing the large population in Indonesia is the high rate of population growth which is a development problem that is difficult for developing countries to overcome (Gatiningsih & Sutrisno, 2017).

Population growth in various regions is also caused by population mobility or migration which results in uneven population distribution in Indonesia. As is known, population mobility or migration is the movement of people from one region to another within a certain period of time. According to Greenwood & Hunt (2003), migration is a global phenomenon that has occurred since humans occupied the earth, which is estimated to be 1.7 million years (Hamdi, 2021).

One of the population mobility phenomena that is often in the spotlight because it causes uneven population distribution in Indonesia is urbanization, namely the increasingly rapid migration from villages to cities (Todaro & Smith, 2006). This rapid urbanization is mainly triggered by the large number of villagers moving to cities to find work and a better life. This is in line with the migration theory of Lee (2011) and Todaro & Smith (2006), which states that the main motivation for migration is economic factors, namely the existence of economic inequality between regions. Migration tends not to occur if the wage level in the area of origin is higher or equal to the destination area. In addition, limited employment opportunities and high levels of poverty in rural areas increasingly encourage villagers to migrate to cities.

However, excessive urbanization causes various social problems, such as increasing poverty, unemployment, crime and pressure on public facilities in big cities. The inequality of population distribution that occurs due to urbanization will also have an impact on increasing the rate of population growth in certain areas, which ultimately affects the level of population density significantly.

One of the causes of the migration phenomenon from villages to cities is the presence of female workers who migrate or are often known as female migrant workers who have become a trend in recent decades. This migration flow carried out by women

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is called migration feminism (Ardiansyah et al, 2023). This is because many girls and married women go to work in other areas to find work as female workers because the local economic system has collapsed (Sali Susiana, 2016). This evidence is also supported by research from Anggraini, et al (2020) and Camlin, et al (2014) that female residents migrate because of economic motives as indicated by increased participation in the labor market in the hope that female residents can have higher incomes in their destination areas than in their areas of origin. In addition to economic motives, social factors such as education level and skills can certainly also influence women in migrating.

Based on data from Susenas (2023), indeed, migrant migrants are still dominated by men compared to women where the percentage of male migrants is 51.1 percent and women 48.9 percent. However, if the 2023 Susenas period is compared with the 2019 Susenas period, the figure has decreased by 0.7 percent which recorded 51.8 percent men (Central Statistics Agency, 2024). These data show that there is an increasing tendency for women to migrate.

The factors that encourage women to migrate are also inseparable from gender equality, where women have so far been considered unable to equal access to the same rights as men, such as in terms of economic motives to finance their living needs. For example, there is still a gender wage gap, discrimination in access to decent work due to cultural factors and limited career development opportunities in their areas of origin which are factors that encourage women to seek alternative livelihoods through migration. This is supported by the example of Sasak culture which does not provide ample space for women to work outside the home and does not guarantee their freedom to choose the work they like (Hamdi, 2021).

As is known, Bali Province, known as the Island of the Gods, has a fairly large population. According to the 2020 Population Census (SP), Bali Province in September 2020 was recorded to have a population of 4.32 million people with an area of 5,636.64 km² so that the population density of Bali Province was obtained at 747 people/km² (Bali Province Central Statistics Agency, 2021). This is supported by the population growth rate of Bali Province which continues to fluctuate from year to year (Sudibia, 2011). Proof of the alleged increase in population growth can be seen through the results of the 2020 SP conducted by the Bali Province Central Statistics Agency, where based on the conformity of the domicile address with the KK in 2020, the number of residents domiciled in Bali Province did not match the KK by 0.53 million people or 12.27 percent of the total population of Bali Province. The population domiciled in Bali Province that does not match the KK is also supported by the in-migration carried out by some of the residents. The following table presents the incoming migration in the districts/cities of Bali Province.

As the capital city of Bali Province, Denpasar City is the largest recipient area for incoming migrants in Bali Province, which has an impact on increasing population growth in Denpasar City, which is 40,378 people. This is inseparable from the achievement of the Human Development Index (HDI) level in Denpasar City in 2023 of 84.73 (Central Statistics Agency of Bali Province, 2023) which is the city/district with the highest Human Development Index (HDI) in Bali Province. The impression of being the center of city encourages migration and allows for increased urbanization. Based on BPS data (2023), it shows that the area of origin of migrants who migrated to Denpasar City the most was from East Java, which was 10,687 people, followed by residents from East Nusa Tenggara of 3,412 people and West Nusa Tenggara of 1,654 people. The high rate of migration from these provinces is due to its geographical proximity to Bali Province. Migrants are also more likely to migrate to Denpasar City because of the city's appeal due to economic factors. One of the factors contributing to the high number of migration to Denpasar City is also the migration carried out by female residents, especially those from East Java Province. There are many factors that cause many migrants from East Java to go to Denpasar City, one of which is because the distance between Bali Province and East Java Province is relatively close and easy to reach by private or public vehicles because of adequate transportation facilities and transportation infrastructure. In addition, the Ketapang - Gilimanuk ferry port can be used 24 hours, also making it easier for residents who will migrate to Bali, especially to Denpasar City (Sudibia, et al, 2012).

Furthermore, data accessed from BPS (2023) also shows that the number of female residents who migrated into Denpasar City was 21,884 people, greater than the male population of 18,494 people based on LFSP 2020. This highlights the dominant role of economic factors in influencing women's migration decisions. In line with the theory of Lee (2011) and Todaro & Smith (2008) which states that migration occurs due to the dominance of economic factors. This is reinforced by the main reasons for residents to migrate based on the main reasons for residents to migrate by district/city according to SUPAS 2015.

Of course, the high number of women migrating to Denpasar City cannot be separated from the economic conditions and better job opportunities compared to other areas in Bali Province. In addition to economic factors which are the main reason for the decision to migrate to work in Denpasar City, there are a number of social and cultural factors that are attractive to female residents outside Denpasar City. Selod & Shilpi (2021) also stated that the decision to migrate is influenced not only by the level of wages but also the availability of facilities and the cost of living in an area.

Gender equality also plays a role as a moderating factor that influences the decision of female residents to migrate for work purposes to Denpasar City. This is because with good gender equality, women also have the same rights to obtain the same welfare

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as men. Therefore, it is interesting to further study how much influence the various factors studied such as economic, social and cultural factors influence the decision of female residents from East Java to migrate for work purposes to Denpasar City.

II. RESEARCH METHODOLOGY

The research method used in this study is a qualitative descriptive method, which aims to describe and understand in depth the migration decisions of women from East Java to Denpasar City for work purposes. Data were collected through direct observation, in-depth interviews with female migrant respondents, and documentation from related agencies such as the Department of Manpower and Civil Registry. The selection of informants was carried out using purposive sampling, namely selecting respondents who met certain criteria, such as being of productive age (18–45 years), having worked in Denpasar for at least six months, and coming from East Java. The data analysis technique used was qualitative descriptive analysis, with the steps of data collection, data reduction, data presentation, and drawing conclusions. This approach was used to identify push and pull factors that influence migration decisions, as well as to see the role of social networks and working conditions in the destination area. Data validity was maintained through triangulation of sources and techniques, to ensure the accuracy and validity of research findings.

III. RESULT AND DISCUSSION

A. Socio-Economic Characteristics of Migrant Women

Based on the results of this study, the majority of migrant women from East Java who work in Denpasar City come from families with lower to middle economic backgrounds. They generally live in very limited conditions in their areas of origin, where household income is often only enough to meet basic needs, and in many cases is still lacking. Low income and high economic dependence in the family mean that many women have to take part in supporting household life. In situations like this, migration becomes a rational strategy for women to expand their economic opportunities. Denpasar City, as the center of economic and tourism activities in Bali, is considered to have great appeal because it provides more jobs than rural areas in East Java. Thus, economic limitations in their areas of origin are one of the main driving factors that encourage them to undertake geographic mobility, especially towards large cities that are considered to have more promising economic prospects. This phenomenon strengthens Todaro's view (1980) which states that differences in job opportunities and income between areas of origin and destination are one of the main causes of internal migration in developing countries.

In addition to economic conditions, the level of education of migrant women also shows a relatively uniform pattern, dominated by graduates of secondary education, especially junior high and high school. No respondents with a higher education background were found, indicating that limited access to further education is still a crucial problem in their areas of origin. This low level of education reflects their vulnerable socio-economic position, and is one of the structural factors that limits the choice of accessible jobs. In the context of an urban labor market such as Denpasar City, low education directly impacts the limited ability of migrant women to compete in the formal sector that requires skills, certification, or professional experience. As a result, they are more absorbed into the informal sector which is relatively easier to enter, but does not guarantee job security or long-term welfare. Jobs such as domestic helpers, salon workers, cleaning services, or shopkeepers are the main alternatives, because they do not require higher education or special training. This is in line with Hugo's view (2000), which states that limited education is one of the main obstacles for migrant women in obtaining more stable and dignified jobs. In addition, the informal sector often places women in work positions that are vulnerable to exploitation, without adequate legal protection. Therefore, the issue of education is not only an individual issue, but also part of a structural problem that needs to be addressed through affirmative policies in the field of education and vocational training, especially for women from low socio-economic groups.

The phenomenon of female migration found in this study is in line with the results of a previous study by Hugo (2000), which emphasized that internal migration of women in Indonesia, especially from rural areas to urban areas, is often triggered by complex interactions between structural poverty, low levels of education, and minimal employment opportunities in the area of origin. In situations like this, migration is seen as an adaptive strategy for low-income households to overcome economic pressures. Women, as potential family members who can also work outside the area, play a strategic role in supporting the family economy through remittances that they send regularly from the destination area. This strategy, according to Todaro (1980), reflects a form of migration that is rational in the context of economic imbalances between regions. However, as noted by Silvey (2004), informal migration that is not accompanied by social protection support often plunges migrant women into vulnerable working conditions. The informal jobs they do are generally temporary, low-paid, and not protected by adequate employment regulations. As a result, instead of gaining significant welfare gains, many migrant women face new vulnerabilities in exploitative work environments. This

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shows that migration, while serving as an alternative economic channel, cannot be seen as a long-term solution without structural support that guarantees access to education, skills training, and adequate legal protection for migrant workers, especially women.

From a gender perspective, the conditions faced by migrant women illustrate a very real double vulnerability. Not only are they trapped in an unequal socio-economic structure due to poverty and limited education, migrant women also face additional challenges as workers in the informal sector with minimal protection. They generally work in private work spaces such as households or salons, which makes regulatory oversight of working conditions very weak. In these workplaces, they often face long working hours without adequate rest periods, receive substandard wages, and have no access to social security or health facilities. This work is generally not formally recognized as an equal form of economic contribution, thus reinforcing their social marginalization.

In addition, migrant women also often bear a double burden, namely a productive role as a breadwinner and a reproductive role as a household manager, both in the nuclear family and the employer's family. This reflects systemic gender inequality in the distribution of work and domestic responsibilities, which further burdens their conditions in the diaspora. A study by Saptari and Holzner (1997) shows that migrant women in the context of internal migration in Indonesia are often not only in low-status work positions economically, but also experience social and cultural subordination, both in their home communities and in their new work environments. In many cases, their work is not only considered low economically, but also has no bargaining power in the social power structure.

This situation confirms that migration analysis cannot be separated from a gender-based approach, because gender factors greatly influence the types of jobs available, women's bargaining position in the labor market, and the form of treatment they receive as workers. Therefore, a policy response is needed that is not only economic in nature, but also sensitive to gender equality issues, by strengthening legal protection, providing skills-based training, and advocating for women workers' rights, especially in the informal sector which has so far been the dominant space for migrant women.

Thus, this descriptive analysis shows that the profile of migrant women working in Denpasar City is strongly influenced by interrelated socio-economic variables. Low education and economic constraints in their areas of origin are the main factors that drive them to migrate, while limiting the employment options available to them in their destination areas. This finding emphasizes the need for policy interventions, both in their areas of origin and destination that focus on improving access to education, job training, and protection of informal workers, especially for women.

B. Push and Pull Factors in Migration Decisions

One of the important findings in this study is the strong influence of push factors originating from the area of origin, namely East Java, in shaping women's migration decisions to Denpasar City. Most respondents stated that the economic conditions of their families in their area of origin did not allow them to remain and work there. The lack of employment opportunities, especially in the formal sector, is one of the main reasons they leave their hometowns. In many rural areas of East Java, available jobs are limited to subsistence agriculture or informal jobs with very low and uncertain incomes. These limitations are exacerbated by high levels of job competition, low regional minimum wages, and lack of access to skills training and job information. According to Todaro and Smith (2011), rural-to-urban migration usually occurs when individuals assess that the income potential in the city is higher than the opportunities available in the village, even though the jobs they get are not necessarily formal or stable.

The structural conditions that form economic limitations in the areas of origin do not only originate from micro household factors, but also reflect systemic regional development disparities. Economic development in East Java, especially in rural areas, is still very much focused on the primary sector such as agriculture, fisheries, and small trade, which are unable to optimally absorb female labor, especially in decent and productive positions. Meanwhile, the formal sector which is more economically promising and provides job security is often only available in large urban areas and requires qualifications that most rural women do not have. Thus, migration becomes one of the mechanisms of vertical social mobility, although economically it is not necessarily always profitable in the long term. As explained by Jones (1997), in the context of domestic migration in Indonesia, women's migration decisions are often born from economic coercion and limited choices, not from freedom or equal opportunities. Therefore, it is important to interpret migration not merely as an individual response to economic incentives, but also as a reflection of structural failures in providing decent and equal access to work, especially for lower-class women in nonurban areas.

On the other hand, from the perspective of the destination area, Denpasar City offers a number of pull factors that make it an attractive migration destination for women from East Java. Denpasar as the center of economic and tourism activities in Bali provides many job opportunities, especially in the service and informal sectors, such as households, beauty salons, cleaning services, and other tourism-supporting industries. Although these jobs do not always provide social security or a living wage, their relatively easy access and lack of a higher education background make them a rational choice for women with limited educational

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and economic capital. In addition, many of these migrant women have family, relatives, or acquaintances who have already worked in Denpasar. The existence of these social networks provides a sense of security, ease in obtaining job information, and even support for temporary housing. The study by Massey et al. (1993) emphasized that social networks play an important role in facilitating migration because they reduce the economic and psychological costs of the moving process.

Furthermore, Denpasar's character as a city with an economic structure based on tourism and services makes it a relatively open area for low to medium-skilled workers. This condition creates a kind of "open labor market" for migrant women who do not have a higher education background or formal work experience. Although the available jobs tend to be informal, temporary, and have minimal protection, their existence provides opportunities for direct income that can be accessed without complicated recruitment procedures. On the other hand, Denpasar's image as a safe, immigrant-friendly, and economically dynamic city is also a psychological factor that strengthens the decision to migrate. In many cases, migrant women also feel the solidarity of fellow migrants from their hometowns who have already settled and worked in Denpasar. This community functions as a social network that not only provides information on work and housing, but also informal protection from potential social and economic risks that they face while they are away from home.

The role of social networks as "social capital" in the context of migration has been widely recognized in previous studies. As stated by Massey et al. (1993), the existence of social networks between old and new migrants has the power to significantly reduce migration barriers, both in terms of economic costs, information uncertainty, and social risks. These networks often replace the role of formal institutions, especially among migrants working in the informal sector. In the context of migrant women from East Java, social networks not only accelerate the migration process, but also create a sense of psychological security and strengthen their courage to leave their hometowns even with limited education and skills. In other words, social networks play a strategic role in shaping migration patterns, maintaining the sustainability of migration, and mitigating the risks that accompany it.

This combination of push and pull forces creates a consistent and recurring migration pattern from economically disadvantaged areas to centers of economic growth such as Denpasar. In this context, migration is not merely an individual choice, but also a reflection of structural inequalities between regions that encourage rural residents, especially women, to undertake geographic mobility in order to improve their standard of living. Hugo (2000) states that female migration from rural to urban areas is an important phenomenon in the dynamics of development in Indonesia, which is often overlooked by policymakers, even though this group plays a significant role in the household economy and urban communities. Therefore, it is important for stakeholders to understand that behind women's migration decisions are dynamics of economic pressures, limited choices, and hopes for improved lives, all of which require evidence-based and gender-based policy responses.

C. Push and Pull Factors in Migration Decisions

After arriving in Denpasar City, most migrant women from East Java face a work reality that does not match their initial expectations. Many of them work in the informal sector which has characteristics of being vulnerable and unprotected, such as domestic helpers, salon workers, cleaners, and individual-based service providers. These jobs generally do not have formal contracts, do not receive social security, and the wages received are often below the standard of living. In addition, long working hours without clear time limits are also a challenge, especially for those who work as live-in domestic workers (living in the employer's house). In these conditions, migrant women are in a subordinate position that is very vulnerable to exploitation and violence, whether physical, verbal, or psychological.

This condition shows that women's migration to urban areas such as Denpasar does not necessarily guarantee an increase in living standards, especially when the available jobs are informal jobs that do not have employment protection. As explained by Silvey (2004), the informal sector is the main work space for migrant women because of its high flexibility, but it is often organized unfairly and exploitatively. Many migrant women do not have a bargaining position in determining wages or working conditions, because they are completely dependent on employers or labor brokers who sometimes take advantage of their ignorance of the law and limited access to information. This reflects the existence of structural inequality in the world of work that has not been able to guarantee justice for vulnerable groups of workers, especially migrant women.

This reality reinforces the importance of the presence of the state and local governments in creating employment protection policies that target the informal sector, especially for female workers. Employment law socialization programs, provision of shelters and complaint hotlines, and legal assistance must be expanded to reach migrants who work in domestic or hidden spaces. A study by Saptari (2000) suggests that protection for migrant women should not stop at the legal aspect, but should also include a socio-cultural approach that can change public perception of domestic work as dignified and valuable work. In addition, cross-

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regional cooperation between areas of origin and destination is also needed to ensure that migrant women are not neglected from the reach of state services simply because of their status as informal workers and migrants.

The lack of decent work guarantees for migrant women is also a serious gender issue. In many cases, migrant women bear a double burden: as the main breadwinner while still being responsible for domestic affairs when they return home. As stated by Saptari and Holzner (1997), this double burden reflects the patriarchal structure that is still embedded in Indonesian society, where women are placed in a subordinate role, even when they help support the family economy. Therefore, strengthening gender-based employment policies is very urgent, including the preparation of sectoral regulations that regulate working hours, minimum wage standards, and protection from violence in the workplace.

IV. CONCLUSIONS

Based on the research results, it can be concluded that the decision to migrate women from East Java to Denpasar City for work purposes is influenced by various interrelated social and economic factors. The majority of migrant women come from families with lower-middle economic backgrounds, and have secondary education levels that limit their access to formal employment in their areas of origin. This condition encourages them to seek employment opportunities outside the area, especially to Denpasar City which is considered to have more promising economic prospects. Most of them then work in the informal sector, such as domestic helpers, salon workers, and other service providers that do not require skills or higher education but offer a relatively more stable income. The main push factors from the area of origin are limited employment opportunities, low income, and family economic pressures, while pull factors in the destination area include job availability, established social networks, and Denpasar's image as a city with better life opportunities. These findings indicate that female migration is not just an individual choice, but also a response to structural conditions that are not balanced between the areas of origin and destination. Therefore, it is important for the government and stakeholders to pay attention to aspects of social protection and employment for migrant women, especially those working in the informal sector, so that their rights as workers and women can be guaranteed fairly and with dignity. This study also provides an initial overview of the dynamics of genderbased migration in urban areas and becomes the basis for further quantitative studies and affirmative policies.

This study has limitations in the relatively limited number of respondents and the geographical scope that only focuses on Denpasar City, so that the findings cannot be generalized to all destination areas for female migration from East Java. In addition, the qualitative descriptive approach does not allow quantitative measurement of the magnitude of the influence of each migration factor. Therefore, it is recommended that further research expand the study area and involve more respondents with a mixed methods approach in order to obtain a more comprehensive and representative picture. Local governments, especially in the areas of origin and destination, are also expected to be able to formulate policies that are more supportive of the empowerment and protection of migrant women, especially in providing access to job training, safe migration information, and legal protection for those working in the informal sector.

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