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The Effect Of Gender And Education On Elderly To Continue Working In Palembang, South Sumatra

Pengaruh Jenis Kelamin Dan Pendidikan Terhadap Keputusan Lansia Untuk Tetap Bekerja Di Palembang, Sumatera Selatan.

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ABSTRACT
This research study focused on determining the factors of the elderly who still continued their work activities in the city of Palembang. There were 399 respondents used as the samples on this research. The data were analyzed by using binary logistic regression, use two categories (binary). Variables of Gender & Education had a significant influence on the decision of the elderly to continue working in the city of Palembang. The value of the Odds Ratio is 2.192, meaning that the male elderly population has a greater probability of choosing to continue working by 2.192 times compared to the female elderly population. The Odds Ratio value of 4.668 means that the elderly population with higher education has a probability of choosing to continue working 4.668 times compared to the elderly population who have primary and secondary education. The Nagelkerke's R-Square value was 0.172.
Keywords : **Gender, Education, Possibility, Working life, Elderly, Workfoce.**

ABSTRAK
Penelitian ini berfokus untuk menentukan faktor-faktor yang memengaruhi penduduk lanjut usia (lansia) yang tetap melanjutkan aktivitas pekerjaan di Kota Palembang. Sebanyak 399 responden dilibatkan sebagai sampel dalam penelitian ini. Data dianalisis menggunakan regresi logistik biner, yang mencakup dua kategori (biner). Variabel jenis kelamin dan pendidikan memiliki pengaruh signifikan terhadap keputusan lansia untuk tetap bekerja di Kota Palembang. Nilai *Odds Ratio* sebesar 2,192 menunjukkan bahwa lansia laki-laki memiliki probabilitas 2,192 kali lebih besar untuk tetap bekerja dibandingkan dengan lansia perempuan. Nilai *Odds Ratio* sebesar 4,668 menunjukkan bahwa lansia dengan pendidikan tinggi memiliki probabilitas 4,668 kali lebih besar untuk tetap bekerja dibandingkan dengan lansia yang menempuh pendidikan dasar dan menengah. Nilai *Nagelkerke's R-Square* adalah 0,172.
Kata kunci: Jenis kelamin, Pendidikan, Probabilitas, Kehidupan kerja, Lansia, Angkatan kerja.

1. Introduction (Pendahuluan)

The journey of a person's life in the long run will come to the final stage of the complete span of human life. This stage is often referred to as the elderly phase which is characterized by various kinds of decline in body functions biologically, psychologically, and socially which will then affect the personality of each individual (De Lange et.al., 2006). Based on Hurlock (1999), the formative stages of a person starts from pre-birth, early childhood, late childhood, early youth, youth, early adulthood, middle adulthood, and childhood old (elderly). Moreover, Hurlock (1999) and Santrock (2002) stated that the elderly can be a stage of life when a person has reached the age of 60 years or more.

The age of 60 years is often used as a dividing line between middle age and older adult, however, the differences in character in each country or region can lead to various variations in the age grouping of the elderly. The boundaries of the grouping of the elderly can be influenced by various things such as: demographic, economic, nutritional intake, and health factors that can affect life expectancy in an area or country. The increasing life expectancy of

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the population causes the number of elderly people to continue to increase from year to year. An increase in the elderly population in a country indicates an aging population in that country. Changes in demographic characteristics towards an aging population are characterized by the growth rate of the young population being slower than the growth of the elderly population. The slow growth of the young population is caused by a decrease in the birth rate, while the accelerated growth of the elderly population is due to an increase in life expectancy (Burtless, 2013).

In social life, the elderly is a figure that is less noticed when compared to the younger age group. The elderly are assumed to be no longer productive due to limitations that can have an impact on decreasing work productivity. According to Hedge et. al., (2006) and Nelson (2002) decreased productivity caused by decreased body function in the elderly. This kind of thing makes someone who has entered older adult rarely seen returning to work because of the stereotype that older workers have lower abilities, are less motivated, and are less productive than young workers. Elderly who decide to return to work is actually not an easy matter because there are a number of fields of work that can no longer be applied. Therefore many elderly people decide not to continue working activities.

According to Simanjuntak (2005), the level of education has a significant influence on a person's decision to work. The higher a person's education is, the more valuable time they have, and the higher the desire to work. Especially for the elderly who have higher education, they will choose to work rather than just stay at home. The next thing that is also estimated to affect the productivity of the elderly is work experience. With a high level of education supported by work experience, the elderly will be more valued and needed by the community. A worker who has a low level of education tends to have a more unstable work history which will lead to unemployment later in life and this will have a direct impact when a worker is in the elderly phase, the choice not to work has a greater possibility when compared to the choice to work (Flippen & Tienda, 2000; Hipple, 1999).

Based on the above phenomenon, there are still elderly people who continue working but some of them prefer not to work. This research aims to see whether the facts and results of research conducted by these experts partially or even entirely occur in the city of Palembang. This study will use the latest data collected by researchers, namely data for 2025. According to data from the Central Bureau of Statistics (2025), the population of Palembang City in 2025 is 198.082 people. The table below shows the number of citizens and the number of elderly people in Palembang City in the year of 2025.

Table 1. The Data of Palembang Elderly Population in 2025

Age Groups	Gender		Total
	Male	Female	
60 - 64	32748	38596	71344
65 - 69	26225	29770	55995
70 - 74	17018	18456	35474
75+	14452	20817	35269
Total	90443	107639	198082

Source : Central Bureau of Statistics, 2025

Table 1 shows that the total number of elderly population in Palembang City in 2025 is 198.082 people consisted of 90.443 male or 45,65 percent and 107.639 female or 54,35 percent. Based on the data above, it can be concluded that there are more elderly female than male. Based on the phenomena, data and results of previous studies, the researchers will analyze the factors that influence the decision of the elderly to continue working which includes Gender and Education. The research problem is how does The Effect Of Gender And Education On Elderly To Continue Working In The City Of Palembang?

2. Literature Review

2.1 Theoretical Framework.

2.1.1 Elderly Concept

The definition of elderly according to Law Number 13 of 1998 concerning the welfare of the elderly defines "Olderly is someone who reaches the age of 60 (sixty) years and over. It is also stated in Law Number 13 of 1998 that there are two groups of Elderly (elderly) are:

a. Potential Elderly is a person who has reached the age of 60 years and over but still has physical, intellectual and emotional and social abilities that are utilized to be able to meet the needs of his life.
b. Non-Potential Elderly is someone who has reached the age of 60 years and over but has limited physical, intellectual and emotional and social abilities that can interfere with social interaction and fulfillment of his life needs, so that his life depends on the help of others.

According to Santrock (2002), there are two views about the elderly, namely the view according to the westerners and the views according to the Indonesians. The western view states that those who are classified as elderly are people who are aged 65 years and over, where this age will distinguish a person who is still an adult or an elderly person. On the other hand, the Indonesian view states that the elderly are people aged 60 years and over. At the age of 60 years a person has started to look the characteristics of aging. Meanwhile, according to Tanaya and Yasa (2015) stated that the elderly is someone who has reached the age of 60 (sixty) years and over. The definition of population stated above seems to be in line with the concept of the Central Bureau of Statistics which states that the elderly are people aged 60 years and over. Several expert opinions related to this study stipulate certain classifications in determining the elderly age range according to WHO and according to Law no. 13 of 1998 concerning the welfare of the elderly. According to the WHO classification of the elderly are;

a. Middle Age, the age group between 45 – 59 years;
b. Elderly, the age group between 60 – 74 years;
c. Older adult, the age group between 75 – 90 years;
d. Very older adult, the age group above 90 years.

According to the provisions of the law of the Republic of Indonesia no. 13 of 1998 concerning the welfare of the elderly states that "elderly is someone who has reached the age of 60 years and over". According to Santrock (2002) some developmental experts distinguish between young parents or older adult (age 65-74 years) and old parents or late older adult (75 years or more). For sure someone who has entered older adult will experience a decline in physical abilities, this will affect the ability of the elderly to get along with the wider community. Along with the decline in public attention to elderly individuals, the attention from the immediate environment decreases, it will affect the personal self of the elderly to become increasingly complex. Some studies consider 'elderly' workers to mean a person aged 40 years (Ng and Feldman, 2008). Savickas (2012) stated that elderly workers are those who are over 50 years old and above. Taylor (2006) concludes that there is a sharp decline in the labor force participation rate after this age (50 years and over). Many researchers define older workers as workers aged 50 years and over (Fenwick, 2013; Stamov-Robnagel & Hertel, 2010). For all these reasons, this study uses chronological age and defines elderly workers as those who are over 50 years of age.

2.1.2 Education Concept

According to Flippo (1997) education is related to increasing general knowledge and understanding of our environment as a whole. Meanwhile, according to the Government Regulation of the Republic of Indonesia Number 17 of 2010 concerning Management and Implementation of Education, it states that formal education is a structured and tiered educational path consisting of basic education, secondary education, and higher education.

The classification of the management and administration of general education is divided into several classifications:

1. Basic Education.
   Basic education is basic education is a level of education on the formal education path that underlies the secondary education level, which is held in an education unit in the form of an elementary school or other equivalent form and becomes a continuing education unit in an education unit in the form of junior high school and or other forms that equal.
2. Secondary Education.
   Secondary education is a level of education on the formal education path which is a continuation of basic education, in the form of high school, vocational high school, and or other equivalent forms.
3. Higher Education.
   Higher education is a level of education in the formal education path after secondary education which can be in the form of diploma, bachelor, master, specialist, and doctoral education programs, which are organized by universities.

2.2 RESEARCH FRAMEWORK

This research is entitled “The Effect Of Gender And Education On Elderly To Continue Working In The City Of Palembang". The main theory that forms the basis for this research is the Labor Supply Theory. Some of the variables used in this study are Gender and Education. To clarify the concept of research, it is described through a research framework.

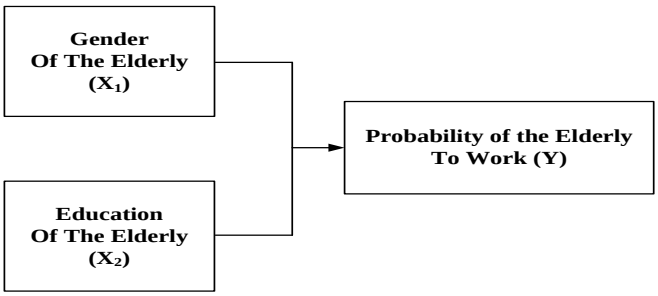


Figure 1. Research Framework

In general, the elderly male population in a household acts as the head of the family and at the same time as the support for the family economy. This has resulted in elderly men having the obligation to work in order to survive and meet the daily needs of their families. Meanwhile, someone who enters older adult, who has a high level of education becomes very valuable and will increase the bargaining power of the elderly to be able to continue his work activities.

2.3 VARIABLE OPERATIONAL DEFINITION

In the sub-chapter the operational definition of variables discusses how the variables in this study are measured through several predetermined indicators.

Table 2. Variable Operational Definition

No.	VARIABLE	Variable Operational Definition	Categorical Measurement	References

No.	VARIABLE	Variable Operational Definition	Categorical Measurement	References
1.	Gender (X_1)	The gender of the elderly.	• 0 = Female • 1 = Male	• Employment among older workers and inequality of gender and education: evidence from a taiwanese national survey. (Luo Lu : 2010). • How does occupational access for older workers differ by education?. (Matthew S. Rutledge, Steven A. Sass, Jorge D. Ramos-Mercado : 2015). • Return to work after retirement: contributing factors and health implications. (Jason Settels : 2013).
2.	Education (X_2)	The last highest formal education that the elderly have successfully completed	• 0 = Primary And Secondary Education • 1 = College	• Employment among older workers and inequality of gender and education: evidence from a taiwanese national survey. (Luo Lu : 2010). • Identifying pre-retirees for bridge employment: factors that influence post-retirement employment decisions. (Sharon Kendrick and Melody L. Wollan: 2009). • Bridge jobs and partial retirement. (Ruhm, C. J. ; 1990).
3.	Opportunities for Older Persons to Continue Working (Y)	Elderly opportunities related to current elderly activities to carry out work activities	• 0 = not continue working • 1 = continue working	• • Factors influencing the elderly population to continue working. (Moch. Affandi : 2009). • • What factors can affect the elderly still working. (Ni Kadek Andini, Desak Putu Eka Nilakusmawati, Made Susilawati : 2013). • Older workers' motivation to continue to work: five meanings of age. A conceptual review. (Dorien Kooij, Annet de Lange, Paul Jansen and Josje Dikkers : 2007)

3. Research Methods (Metode Penelitian)

This study utilized a quantitative descriptive approach using primary cross-sectional data collected through structured questionnaires administered to elderly residents aged 60 years and over in Palembang City. With a total population of 198.082 individuals, the sample size of 399 respondents was determined using Slovin's formula with a 5 percent error margin,

and samples were selected via random sampling. Furthermore, the data were analyzed using binary logistic regression to examine the influence of explanatory variables specifically gender and education on the elderly's decision to continue working, supported by overall model evaluations through the Likelihood Ratio Test, individual parameter assessments using the Wald Test, and model feasibility testing via the Hosmer and Lemeshow Goodness of Fit Test.

4. Results and Discussions

4.1 Goodness Of Fit Test (GoF) / Hosmer And Lemeshow Test

The feasibility of the regression model was assessed by using Hosmer and Lemeshow's Goodness of Fit Test. This model was to test the null hypothesis that the empirical data match or fit the model (there is no difference between the model and the data so that the model can be said to be fit). The results include (Ghozali, 2011).

- H_1 = If the statistical value of Hosmer and Lemeshow Goodness of Fit Tests (Chi-Square) is equal to or less than 0.05, then the null hypothesis is rejected, which means that there is a significant difference between the model and the observed value so that the Goodness fit of the model is not good because the model is not can predict the value of the observations.
- H_0 = If the statistical value of Hosmer and Lemeshow Goodness of Fit Tests (Chi-Square) is greater than 0.05 then the null hypothesis can be accepted and it means that the model is able to predict the value of the observation because it matches the observation data.

Table 6. Goodness Of Fit Test (GoF)

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	1.106	2	.575

Source: Research Results, 2026. (Research Data, Processed).

The results of the data estimation for the above model suitability test can be seen that the probability value of sig. was : 0,575 while *Chi-Square* ($\chi^2_{Estimates}$) = 1,106. *Chi-Square Value* ($\chi^2_{(0,05,2)}$) = 5,991465. Based on the provisions ofα = 0.05, the statistical value of *Chi-Square* ($\chi^2_{Estimates}$) < *Chi-Square* ($\chi^2_{(0,05,2)}$) and the value sig. (0,575 > 0.05), it was concluded that the null hypothesis could be accepted and the model was able to predict the value of the observation because it matched the observation data.

4.2 Binary Logistic Regression Model Results.

The binary logistic regression model was given as follows:

$$g(\boldsymbol{x}) = \boldsymbol{\beta_0} + \boldsymbol{\beta_1 JK} + \boldsymbol{\beta_2 EDU}$$

Equation Description:

$\boldsymbol{g(x)}$ = Probability of the binary logit equation for the Elderly Category To Keep Working And Or the Older Category Not Working (1 = Still Working, 0 = Quitting/Retiring).

β_0 = Intercept for binary logit equation

JK = Dummy variable for the elderly gender variable (1 = male, 0 = female).

EDU = Dummy variable for Elderly Education Variable (1 = Collage (Diploma/Bachelor/ Postgraduate), 0 = Primary and Secondary Education (Elementary School, Junior High School, High School).

β_1, β_2 = Binary Logistics Regression Coefficient.

By using the binary logistic regression estimation method using 2 categories on all the variables used, the estimated results obtained were as follows:

Table 3. Binary Logistic Regression Estimation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1(a)	X1(1)	.785	.249	9.972	1	.002	2.192

X2(1)	1.541	.243	40.262	1	.000	4.668
Constant	-.387	.214	3.282	1	.070	.679

a Variable(s) entered on step 1: X1, X2.

Source: Research Results, 2026. (Research Data, Processed).

Binary logistic regression probability model involving several independent variables xi can be formulated as follows:

$$g(x_i) = Ln\ \frac{\pi(x_i)}{1-\pi(x_i)} = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \cdots + \beta_k X_k$$

$$g(x_i) = \frac{e^{(-0{,}387 + 0{,}785JK + 1{,}541EDU)}}{1 + e^{(-0{,}387 + 0{,}785JK + 1{,}541EDU)}}$$

$$g(x_i) = \frac{\pi(x_i)}{1-\pi(x_i)} = e^{(-0{,}387 + 0{,}785JK + 1{,}541EDU)}$$

$$g(x_i) = Ln\ \frac{\pi(x_i)}{1-\pi(x_i)} = -0{,}387 + 0{,}785JK + 1{,}541EDU$$

4.3 Coefficient Parameter Test

The model that had been obtained needed to be tested for the significance of the coefficient ß on the response variable, namely the Likelihood Ratio Test (G-Test) and the Wald Test.

a. *Likelihood Ratio Test* (G-Test).

Simultaneously test on the parameter significance of the predictor variables was applied to determine whether the parameter estimates obtained had a significant or insignificant effect on the model. The hypothesis of testing parameter estimates simultaneously can be seen below:

- H_0 Accepted and H_1 Rejected : If G^2 or (χ^2***Omnibus Test***) < $\chi^2_{(\alpha,df)}$ (Gender and Education variables are not significant to the model).
- H_1 Accepted and H_0 Rejected : If G^2 or (χ^2***Omnibus Test***) > $\chi^2_{(\alpha,df)}$ (At least one of the variables Gender and Education is significant to the model).

Table 4. Likelihood Ratio Test (G-Test)

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	51.144	2	.000
	Block	51.144	2	.000
	Model	51.144	2	.000

Source: Research Results, 2026. (Research Data, Processed).

Based on Table 4, it can be seen that the value of G^2 = 51,144 > $\chi^2_{(\alpha,df)}$ = 0,102587 or P-value = 0,000 < α = 0,05, so that the decision H_1 was accepted and H_0 was rejected. It was concluded that at least one of the variables Gender and Education was significant to the estimation model.

b. Wald Test

The Wald test is obtained by squaring the ratio of the parameter estimate to the estimated standard error. Wald's test is used to test the significance of each parameter. Partial/individual test results will show whether a dependent variable is eligible to be included in the model or not (Agresti, 2002; Kleinbaum et.al., 2002). According to Nachrowi and Usman (2002), the individual parameter significance test was carried out using the Wald Test with the following hypothesis formulation:

- H_0 : ßi = 0 (the logit coefficient is not significant to the model)

- H_1 : ßi ≠ 0 (significant logit coefficient to the model)

The test statistics used are:

$$W^2_{Hitung} = \left[\frac{\hat{\beta}_i}{SE(\hat{\beta}_i)}\right]$$

The value of W^2_{Hitung} follows a Chi-square distribution with Degree Of Fredom (DF) = 1. If $W^2_{Estimates} \geq \chi^2_{(1,\alpha)}$ or *p-value* ≤ α, then H_0 is rejected, and H_1 is accepted, and H_0 is accepted if $W^2_{Estimates} \leq \chi^2_{(1,\alpha)}$ or *p-value* > α.

Table 5. Wald Test Parameter Significance Test Results Partially / Wald Test

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1(a)	X1(1)	.785	.249	9.972	1	.002	2.192
	X2(1)	1.541	.243	40.262	1	.000	4.668
	Constant	-.387	.214	3.282	1	.070	.679

a Variable(s) entered on step 1: X1, X2.

Source: Research Results, 2026. (Research Data, Processed).

Based on the estimation on the SPSS Version 23 for Windows output, the variables in the equation can be seen partially significant effect of each independent variable on the dependent variable with the hypothesis. Based on the provisions of = 0.05, all the results of the estimated value of sig. (0.000 < 0.05), it was concluded that the variables Gender and Education had a significant effect on the decision of the elderly to continue working at a significance level of 5 percent.

4.4 Odds Ratio Interpretation

Odds ratio is the value of the tendency between one category and another on the qualitative explanatory variable. The trend ratio value can be seen in the following table.

Table 7. Estimated Results Of Odds Ratio

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1(a)	X1(1)	.785	.249	9.972	1	.002	2.192
	X2(1)	1.541	.243	40.262	1	.000	4.668
	Constant	-.387	.214	3.282	1	.070	.679

a Variable(s) entered on step 1: X1, X2.

Source: Research Results, 2026. (Research Data, Processed).

From the estimation results using SPSS Version 23.00, the odds ratio value was obtained as follows:

1. The value of the Odds Ratio was 2.192, meaning that the male elderly population had a greater probability of choosing to continue working by 2.192 times compared to the female elderly population.
2. The Odds Ratio value of 4.668 showed that the elderly population with higher education had a probability of choosing to continue working 4.668 times compared to the elderly population who had primary and secondary education.

4.5 Nagelkerke R Square Test

Cox and Snell's R Square is a measure that tries to imitate the size of multiple regression which is based on a probability estimation technique with a maximum value of less than 1 so it is difficult to interpret. To get the coefficient of determination that can be interpreted as the value in multiple regression, Nagelkerke R Square is used. (Ghozali, 2011).

Table 8. Nagelkerke R Square Test

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	428.095(a)	.120	.172

a Estimation terminated at iteration number 6 because parameter estimates changed by less than .001.

Source: Research Results, 2026. (Research Data, Processed).

The estimation results above showed that the Nagelkerke R-Square is 0.172. This showed that 17.2 percent of the variation in the independent variables (Gender and Education) were able to explain the dependent variable (the decision of the elderly to continue working). While the remaining 82.8 percent were explained by variables outside the model or by other variables not examined.

5. Conclusion

Gender and education variables had a significant effect on the chances of the elderly to keep working.

1. Variations in the independent variables (Gender and Education) were able to explain the dependent variable (Opportunities for Older Persons to Keep Working) by 17.2 percent. While the remaining 82.8 percent were explained by variables outside the model or by other variables not examined, for example the Variable Social Support for the Elderly, Health for the Elderly.
2. The interpretation of the Odd Ratio for each variable was:
   a. The male gender had a higher probability of choosing to keep working when compared to the female elderly population.
   b. Education had a higher probability of choosing to keep working when compared to the elderly population who had primary and secondary education levels.
3. The respondent's education variable had the highest Odd Ratio value when compared to other variables. This indicated that the education variable was able to provide the highest opportunity contribution to the dependent variable when compared to other variables..

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