

Working Hours of Female Headed Households in The Informal Sector in Rensing Raya Village, West Sakra District East Lombok Regency

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Abstract. A family with a woman as the head of the family is a situation where the father dies (death divorce) or is separated from the mother (divorced) causing the woman who was previously a wife to become the head of the family. The time spent by female headed of households working in the informal sector is known to be longer than the standard working hours in Indonesia. The working hours of female headed of households vary, depending on the intensity of work, whether it is only in one (main) job or side jobs with different lengths of work. Variables that affect the working hours of female heads of household are income, education, age and number of children. The method used in this study is descriptive quantitative using primary data, obtained from questionnaires distributed to 42 respondents, namely female heads of families who work in the informal sector. Data were analyzed using SPSS 24 program with multiple linear regression analysis method. The results showed that the working time of female heads of household was influenced by income, age and number of children. While the level of education has no effect on the outpouring of working hours for women heads of families of informal workers. Suggestions, it is better for women workers to improve their quality by continuing to hone their skills and creativity to increase working hours and increase income with existing capabilities, and the government should pay attention to their welfare, by providing nodal assistance in micro, small and medium enterprises.

Keywords: Working Hours, Female Headed Households, East Lombok Regency

1 Introduction

The high divorce rate that occurs in West Nusa Tenggara causes many women to become the head of the family. Women who are supposed to be housewives, due to divorce, have to work hard to support their families. The number of women who are heads of families is quite high. The results of research conducted by the Center for Gender and Children Studies at the University of Mataram, data on women who are heads of households reached 200 thousand people or 20.8 percent of the number of women (CGCS Unram, 2017).

The results of research conducted by Putri et al, (2014) show that there are many reasons behind women helping to support the family economy. First, women who are divorced or died by their husbands (widows). They have to work hard to earn a living to replace the role of

their husbands so that their needs are still met, especially for those who have children. Second, women who are still married but feel that their husband's income is not sufficient to meet the needs of their family, or their husbands cannot work because of illness or disability. Third, women who live alone and have to replace the role of their parents because they are no longer able to work. Such conditions require women to be able to support the family economy.

Based on data from the Office of Women's Empowerment and Child Protection in East Lombok Regency, in 2019 the number of females headed of households in East Lombok Regency was 73,850 people. West Sakra district is one of the sub-districts in East Lombok Regency, it has a total of 4,308 female heads of household in 2017. The highest number of female heads of household is in Rensing Raya village of 426 people. Meanwhile, the lowest number of female heads of household is in Bagek Nyale Village as many as 114 people. The number of females headed households in Rensing Raya Village is the highest in the West Sakra District.

A family with a woman as the head of the family is a family situation where the father died (divorced) or separated from the mother (divorced) so that the woman who had been the wife of the family became the head of the family. The term used by Julia Cleves for female heads of household is women headed (headed by women) or women maintained (which are looked after by women), namely women who bear the sole responsibility of supporting their families (Julia Cleves Mosses, 2007).

The time spent working in the informal sector by of female headed of households is known to be longer than the standard working hours in Indonesia. Where the Indonesian manpower regulations stipulate the number of standard working hours is 40 hours of work per week which is long working hours per day. In a day consisting of 7 hours of work for 6 working days a week which is generally applied to small businesses (informal sector), while in large businesses apply 8 hours per day or equivalent to 48 hours per week. This condition is in stark contrast to the number of women working short working hours or less than 10 hours per week (Puguh et al, 2000).

Female headed of households working hours are varied. This depends on the intensity of work, whether it is only in one (main) job or side jobs with different lengths of work in each job. Variables that can affect of female headed of households working hours are income, education, age, and number of children.

According to Pudjiwati (1983) in Lisnawati. (2018) the shift in the role of women to become the head of the family reflects the changing role of women in household work (reproduction), where women have a role in household work and work to earn a living. This change creates problems, because women who previously only played a role as mothers and managed domestic life, now have to play multiple roles, such as doing work to earn income, supporting the family by providing food, clothing, and other facilities for survival, which was originally a task carried out by husband and wife, but now makes women have to work even more.

Based on the background described above, the main issues to be discussed are "How much influence do income, education level, age, and number of children have on the outpouring of working hours for informal workers, Female Heads of Households in Rensing Raya Village West Sakra District, East Lombok Regency". Then the hypothesis that will be formulated in this study is as follows: Hat income (X1), education (X2), and number of children (X4) have a positive and significant effect on the outpouring of working hours for informal workers of female headed of households in Rensing Raya Village, West Sakra District, East Lombok Regency. That age (X3) has a negative and significant effect on the outpouring of working

hours for female headed of household's informal workers in Rensing Raya Village, West Sakra District, East Lombok Regency.

2 Research Method

2.1 Type and Location of Research

This type of research is descriptive research. The location of the research was carried out in Rensing Raya Village, West Sakra District, East Lombok Regency. The determination of the research area was carried out purposively with the reason that Rensing Raya Village had the highest of female headed of households in the first position in West Sakra District.

a. Population and Sample

The population in this study were 426 divorced and divorced of female headed of household's informal workers living in Rensing Raya Village. The simple random sampling technique used in this study is by means of a lottery, which provides an opportunity for each individual to become a sample, by going through several steps. So that the number of samples obtained is 42 people.

b. Data Collection Techniques

The data collection technique used is interviews using a questionnaire. Based on the usefulness of the interview technique, the researchers obtained information about the working hours of informal female headed of households above the standard working hours and the factors that affect the working hours of informal workers who are female headed of households

c. Types and Sources of Data

The type of data used is quantitative data. Quantitative data used include of female headed of household's total income, of female headed of households age, number of children and female headed of households total working hours to work in the informal sector. Sources of data used are primary data obtained directly through interviews with respondents who are female headed of household's informal workers using a questionnaire in the form of a set of open-ended questions that have been prepared in the form of respondents' personal data, respondents' monthly income, respondents' education level, respondent's age, and number of children. as well as the number of respondent's working hours.

2.2 Research Variables

a. Dependent Variable

The dependent variable in this study is the outpouring of working hours of informal female heads of household as the dependent variable. This variable is measured in units of time, namely the hours of work offered for one week. To make it easier to understand, the dependent variable is symbolized by Y.

b. Independent Variable

The independent variables: in this study are income, education, age and the number of female heads of household working in the informal sector.

c. Data Analysis Procedure

To determine the effect of the independent variable on the dependent variable in this study, in processing the data from the results of this study using quantitative analysis. This analysis uses the Eviews program and data analysis is carried out using the Multiple Linear Regression Method.

d. Multiple Linear Regression

To analyze the magnitude of the influence of an independent variable on the dependent variable, this study uses a multiple linear regression model with the Ordinary Least Square (OLS) method. In general, OLS is the most frequently used regression analysis, mainly because it is intuitively attractive and mathematically simpler which makes this model one of the most powerful and well-known methods in regression analysis (Gujarati, 2010). The use of this multiple linear regression model is intended to determine the income, education level, age and number of children on the outpouring of working hours of informal female family heads so that the basic model formula is:

$$Y = \beta_0 + \beta_1(X_1) + \beta_2(X_2) + \beta_3(X_3) + \beta_4(X_4) + e$$

Where :

Y = Outpouring of working hours (hours)

X1= Income (Rupiah)

X2= Education Level (Years)

X3= Age (Years)

X4= Number of children (person)

e = error

0 = constant

1-β5 = coefficient of each independent variable

e. Statistic Test

The accuracy of the sample regression function in estimating the actual value can be measured from its goodness of fit. Statistically, at least this can be measured from the value of the t statistic, the F statistic, and the coefficient of determination. (Kuncoro, 2001).

- 1) Partial Test (t Statistics)
- 2) Simultaneous Test (F Statistics)
- 3) Coefficient of Determination (R²)
- 4) Classic Assumption Test
- 5) Multicollinearity Test
- 6) Autocorrelation Test

3 Result and Discussion

3.1 Characteristics of Respondents

Female headed of household's characteristics are individual characteristics that are present in respondents that distinguish one respondent from another. The characteristics of the respondents used in this study were income, education level, age and number of children. These characteristics are used as in-depth information regarding the analysis of the working hours of female headed of household's informal workers in Rensing Raya Village, West Sakra District, East Lombok Regency. The data used is primary data, namely data sourced from female headed of households who work in the informal sector in Rensing Raya Village.

In accordance with the analysis study, the data collected are grouped to make it easier to analyze. The description of the data displayed is general and more specific data is shown in the appendix, however, the study of the general description of the data is important as an introduction to understanding the interpretation of the results of this study.

Respondent's Type of Work

The type of work in question is the suitability of the job with education, skills and experience. The type of work is very important for the respondents because the work can generate income. The type of work owned by the respondents can be seen in the following table:

Table.1 Types of Work of Female Headed of Households in Rensing Raya Village, West Sakra District, East Lombok Regency in 2019

No.	Type of Work Number	Respondents (persons)	Percentage (%)
1	Merchants	29	69,05
2	Farm workers	2	4,76
3	Day Worker	4	9,52
4	Domestic Helper (PRT)	7	16,67
	Total	42	100,00

Source: Primary data processed

Based on Table.1. it can be explained that most of the respondents have jobs as traders as many as 29 respondents with a percentage of 69.05 percent and followed by 7 respondents who have jobs as housemaids with a percentage of 16.67 percent. For respondents who have jobs as day laborers as many as 4 people with a percentage of 9.52 percent. The remaining only 2 respondents who have jobs as day laborers with a percentage of 4.76 percent.

Rensing Raya village has a market whose activities are classified as dense, as the center of the economy. Almost most of the respondents depend on trade, because the respondent's low education affects the type of work he can do because low education causes limited skills, so working as traders, farm laborers, day laborers, housemaids and tailors is a choice of work that can be done.

Income

Respondents' income in this study is income in the form of money received by respondents every week. The respondent's income is according to the type of work the respondent has in the informal sector. The amount of income received by respondents in each week can be seen in table 2:

In this study, the income obtained from respondents ranged from Rp. 275,000 - Rp. 550,000 per week, each respondent received an income of Rp. 275,000, namely the number of respondents was 2 respondents with a percentage of 4.76 percent as well as respondents who earned an income of Rp. 300,000, IDR 350,000 and IDR 375,000. For income of Rp. 325,000, 3 respondents received a percentage of 7.14 percent as well as respondents who earned an income of Rp. 450,000. For income of Rp. 400,000, 20 respondents received a percentage of 47.62 percent, which is the income with the most respondents and followed by income of Rp. 425,000 with a total of 5 respondents with a percentage of 11.91 percent. For income of IDR 475,000 obtained by 1 respondent with a percentage of 2.38 percent as well as respondents who earned an income of IDR 500,000 and IDR 550,000.

Table 2. Percentage and Number of Respondents Based on Income Level of Female Heads of Family in Rensing Raya Village, West Sakra District, East Lombok Regency in 2019

No	Respondent's Income (Rp)	Number of Respondents (org)	Percentage (%)
1	275.000	2	4,76
2	300.000	2	4,76
3	325.000	3	7,14

4	350.000	2	4,76
5	375.000	2	4,76
6	400.000	20	47,62
7	425.000	5	11,91
8	450.000	3	7,14
9	475.000	1	2,38
10	500.000	1	2,38
11	550.000	1	2,38
	Total	42	100%

Source: Primary data processed

Level of education

Education is one of the determining factors in terms of job achievement and income. The higher the education taken by a person; it will affect the work they have. The education level in question is the level of education (elementary, junior high, high school, and college) taken by the respondent can be seen in table 3.

Table 3. Percentage and Number of Respondents Based on Education Level of female headed of households in Rensing Raya Village, West Sakra District, East Lombok Regency in 2019

No.	Education Level (Year)	Number of Respondents (persons)	Percentage (%)
1	Elementary	9	21,43
2	Junior High	26	61,90
3	High School	6	14,29
4	Bachelor's degree	1	2,38
	Total	42	100,00

Source: Primary data processed

Based on Table 3, it can be explained that respondents who work in the informal (non-permanent) sector such as traders, day laborers, farm laborers, tailors and housemaids mostly study up to junior high school with a percentage of 61.90 percent with 26 respondents. And 9 respondents took primary school education with a percentage of 21.43 percent and 6 respondents took senior secondary education with a percentage of 14.29 percent. The rest is only 1 respondent who is pursuing a bachelor's or bachelor's degree with a percentage of 2.38 percent.

This is because respondents are not too concerned with the level of education due to the lack of funds to take the next level of education, so they prefer to work. In addition, environmental factors also affect respondents with low education because life in village education is not a top priority. Work is considered more important than taking education which will only cost money and time. Education is not the main requirement for respondents or of female headed of households to work in the informal sector which only requires physical strength and skills such as thoroughness, neatness and tenacity.

Age

Age has an influence on a person's response to devote time or hours of work in work. In this study, the age of the respondents who were used as samples can be seen in the following table:

Table 4. Percentage and Number of Respondents by Age Group of females headed of households in Rensing Raya Village, West Sakra District, East Lombok Regency in 2019

No.	Age group	Number of Respondents (persons)	Persentase (%)
1	<35	10	23,81
2	36-45	16	38,10
3	46-55	15	35,71
4	>56	1	2,38
Total		42	100,00

Source: Primary data processed

Based on Table 4 above, it can be explained that most of the respondents in the age group of female household heads of informal workers are in the age group of 36-45 with a percentage of 38.10 percent of the 16 respondents, then 15 respondents are in the age group of 46-55 years with a percentage of 35.71 percent, followed by 10 respondents who are in the age group <35 years with a percentage of 23.81 percent. Only 1 respondent is in the age group >56 years with a percentage of 2.38 percent. This age is classified as a productive age.

Productive age is a time when a person can carry out income-generating activities and is physically and mentally capable of completing his responsibilities as a worker. The higher the age (as long as it is still in productive age), the greater the outpouring of working hours, because the higher a person's age, the higher the responsibilities that must be borne, even though at a certain age the outpouring of working hours will decrease in line with increasing age, resulting in reduced ability. physically, especially jobs that require labor such as day laborers or farm laborers.

Number of children

Dependent children are children who are not married and have not separated from their parents' place of residence. In general, families with many children are at a low socioeconomic level, the more children in a family will affect the number of dependents in the family (Ahmadi, 2004: 203). The number of children also determines how far the respondent is involved in work inside and outside the household. The number of children owned by the respondent is one of the reasons for the respondent to increase the number of working hours in order to meet the needs of life and prosper the family.

The number of children owned by respondents can be seen in the following table:

Tabel 5. Number of Daughter Of Female Headed Of Households In Rensing Raya Village, West Sakra District, East Lombok Regency In 2019.

No	Number of Children Respondents (Person)	Number of Respondents (persons)	Percentage (%)
1	1	23	54,76
2	2	13	30,95
3	3	5	11,90
4	4	1	2,39
Total		42	100,00

Source: Primary data processed

The number of children numbered from 1-4 people. Respondents who have 1 child are 23 respondents with a percentage of 54.76 percent, while for respondents with 2 children there are 13 respondents with a percentage of 30.95 percent. The number of children 3 people as

many as 5 people with a percentage of 11.90 percent, this is the largest number of family members owned by the respondent.

So, most of the respondents have 1 child. The number of children owned by the respondent is one of the reasons for the respondent to increase the number of working hours in order to meet the needs of life and prosper the family. The more the number of children who are dependents of the respondent, the higher the respondent's working hours to work.

Number of Working Hours

The number of working hours indicates the number of working hours allocated by the respondent to the informal sector. The increase in respondent's working hours aims to further increase the output produced or in other words to get a greater income. The number of respondents' working hours can be seen in the following table:

Table 6. Number of Working Hours of Female Headed of Households in Rensing Raya Village, West Sakra District, East Lombok Regency in 2019

No.	Number of Working Hours (per week)	Number of Respondents (persons)	Percentage (%)
1	<56	2	4,76
2	56-63	38	90,48
3	> 63	2	4,76
Total		42	100,00

Data Source: Primer Processed

Based on Table 6, it can be explained that the number of working hours devoted by respondents mostly has a number of working hours between 56-63 hours per week with a percentage of 90.48 percent. Meanwhile, a small percentage of respondents who have a number of working hours less than 56 hours per week with a percentage of 4.76 percent as well as respondents who have a number of working hours more than 63 hours per week.

If it is assumed that based on the Indonesian manpower regulations, the standard number of working hours is 40 hours of work per week, which is long working hours per day. A day consists of 7 working hours for 6 working days a week which is generally applied to small businesses or the informal sector (Puguh et al, 2000). So that table 6 shows that the working hours of respondents who work in the informal sector have working hours above the standard working hours or have longer working hours.

For example, some respondents who trade in the public market in Rensing Raya village, when interviewed, the hours they start selling, the number of hours they work is from 6 am to 1 pm. This means that the working hours in a day consist of 8 working hours for 7 working days a week, so the number of working hours is 56 working hours per week. This condition is in stark contrast to the number of women working short working hours or less than 10 hours per week.

3.2 Analysis of Statistical Calculation Results

Multiple Linear Regression Analysis

Based on the results of multiple linear regression calculations, multiple linear regression equations are obtained about the effect of income variables, education level, age, and number of children on the outpouring of working hours for informal female heads of household in Rensing Raya Village, namely:

$$Y = 28,641 + 0,000035X1 + 0,349X2 + 0,262X3 + 1,804X4$$

Test Statistics

Based on multiple linear regression analysis, several results were obtained regarding the effect of the independent variable on the dependent variable. The results of this analysis will be explained statistically to test the accuracy of the regression equation model and the effect of the independent variables on the dependent variable either partially or simultaneously.

Partial Test (t Statistics)

Based on the results of data processing using the SPSS 24 application, it shows that partially there are three independent variables that have a significant influence on the dependent variable (the outpouring of working hours of informal workers of female heads of household in Rensing Raya Village, West Sakra District, East Lombok Regency), namely income (X1), age (X3), and number of children (X4). The income variable (X1) has a t-count value of 3.760 with a significance level of 0.001.

By using a significance table of 5%, the value of t table is obtained with $df = 42 - 4 - 1 = 37$ so that the value of t count (3.760) > t table (1.687) so that H_0 is rejected, and H_a is accepted, thus the hypothesis which states that income has a positive effect and significant to the outpouring of working hours of female household heads of informal workers is proven. The age variable (X3) has a t-count value of 4.802 with a significance level of 0.000. By using a 5% significance table, the t table value is obtained with $df = 42 - 4 - 1 = 37$ so that the t count value (4.802) > t table (1.687) so that the hypothesis which states that age has no significant effect on the outpouring of working hours of female informal workers the head of the family was rejected.

The variable number of children (X4) has a t-count value of 3.159 with a significance level of 0.003. By using a significance table of 5%, the value of t table with $df = 42 - 4 - 1 = 37$ is obtained so that the value of t count (3.159) > t table (1.687) so that H_0 is rejected, and H_a is accepted, thus the hypothesis which states that the number of children a positive and significant effect on the outpouring of working hours for female heads of household informal workers is proven. While the education level variable (X2) does not have a significant effect on the outpouring of working hours for female head of household informal workers.

It can be seen that the education level variable (X2) has a t-count value of 1.558 with a significance level of 0.128. By using the 5% significance table, the value of t table with $df = 42 - 4 - 1 = 37$ is obtained so that the value of t count (1.558) < t table (1.687). This is reinforced by a significance level of 0.386 which is greater than the maximum level of significance $\alpha = 5\%$ or a significance value of >0.05 which has been determined

Simultaneous Test (F Statistics)

Simultaneous effect test is used to determine whether the independent variables simultaneously or simultaneously affect the dependent variable. From the results of statistical calculations using SPSS 24, the F-statistic value is 27,268 with a significance level of 0.000. If it is seen from the significant value of F, it is obtained that the value of F table with $df = 42 - 4 - 1 = 37$ is 2,626.

Thus, obtained F count (27,268) > F table (2,626). This means that the variables of income, education, age and number of children together have a significant effect on the outpouring of working hours for informal female heads of household in Rensing Raya Village, West Sakra District, East Lombok Regency.

R2 . test

The coefficient of the determinant is carried out to see how much the ability of the independent variables together gives an explanation of the dependent variable. The adjusted R² value in this study is 0.733, which means that the variability of the dependent variable explained by the variability of the independent variable is 73.3%, while the remaining 26.7% is explained by other variables not included in the regression model.

Classical Assumption Test

In order to draw conclusions based on the results of the regression, the equation model must be free from classical assumptions. The classical assumption test in this study is as follows:

Multicollinearity Test

Multicollinearity indicates a perfect or definite linear relationship (correlation), among some or all of the variables that explain the regression model. The results of the regression using SPSS 24, then from the correlation matrix it can be seen that the VIF and Tolerance output displays indicate that there is no multicollinearity in the two regression models carried out in this study, here is no VIF value that exceeds 10 and no Tolerance value is less than 0.10.

Autocorrelation Test

The method of detecting the presence or absence of autocorrelation between nuisance errors is the statistical Durbin Watson (DW) test. The calculated DW value will be compared with the value in the DW table at a significance level of 5%. To determine the value of the table DW used guidelines for the number of samples = 42 ($n = 42$) and the number of independent variables = 4 ($k = 4$), so the dl value is 1.249 and the du value is 1.723. So it can be found $(4-dl) 4-1,249 = 2,751$ and $(4-du) 4-1,723 = 2,277$. The calculated DW value is 1.873. Based on the table DW values that have been known above, it can be described the acceptance limit of Ho (Appendix 10).

The results of the analysis show the DW value of 1.873. It can be seen in the figure that the value of 2.34 lies in region III, , so it can be concluded that there is no autocorrelation in the model.

3.3 Interpretation of Research Results Analysis of the Effect of Independent Variables on Dependent Variables

Effect of Income on Working Hours

From the results of the study, the probability value (X1) is 0.001, when compared with the value of the degree of confidence which is 0.05, the value of the probability of income is smaller than the degree of confidence or $0.001 < 0.05$. The results of this study are in accordance with the hypothesis which states that the income variable has a positive effect on the working hours of informal female heads of household in Sakra Barat District, East Lombok Regency, this can be seen from the coefficient value of 0.000035 which means that when of female headed of households informal workers' income increases by 1,000 Rupiah, so the total working hours of female headed of households informal workers increases by 0.000035 hours/week.

This research is also in accordance with the existing theory that one of the factors that influence the outpouring of working hours is income. The higher the income, the more of female headed of households working hours to work in the informal sector will increase. This is because the increased income will make of female headed of households more motivated to devote time to work in the informal sector. As stated by Manurung (2007) that one of the motivations to work is to increase family income, in addition to maintaining a standard of living.

The Influence of Education Level on Working Hours

From the calculation results show the value of probability (X1) is 0.254 which when compared with the value of the degree of confidence which is 0.05, the value of the probability of education is greater than the degree of confidence or $0.128 > 0.05$. The results of this study are in accordance with the hypothesis which states that the education variable has a positive effect on the working hours of informal workers.

The results of this study produce a coefficient value of 0.349 which means that an increase in the number of years of schooling for one year with the assumption that other independent variables are constant will increase the outpouring of working hours for female headed of household's informal workers by 0.349 hours/week. A high level of education will provide with greater opportunities to obtain decent positions and jobs, thereby increasing the time spent working in the informal sector. The education that women get will also strengthen their preparation to enter a prosperous family life.

Effect of Age on Working Hours

From the calculation results show the value of the probability of age (X3) is 0.000 which when compared with the value of the degree of confidence which is 0.05, the value of the probability of the number of family members is smaller than the degree of confidence or $0.000 < 0.05$. The results of this study are in accordance with the hypothesis which states that the age variable has a positive effect on the outpouring of working hours for female headed of households.

The results of the study resulted in a coefficient value of 0.262, which means that each additional age of female headed households informal workers is 1 year with the assumption that other independent variables are constant, it will increase the number of working hours of informal workers of female heads of household by 0.262 hours/week. As of female headed households age increases, the outpouring of female headed of households working hours to work in the informal sector will increase.

The Influence of Number of Children on the Outpouring of Working Hours

The results of this study are in accordance with the hypothesis which states that the variable number of children has a positive effect on the working hours of informal workers of female headed households in Rensing Raya Village, this can be seen from the coefficient of 1.804

Based on the results of the study, most of the respondents had 1-2 children totaling 24 people. This means that the respondent has a small number of children or is in accordance with the government program, namely family planning (FP). Most of the children owned by respondents are still receiving education, especially the youngest children. The respondent's youngest child is still attending junior high school (junior high school) and high school (high school).

This will cause the need for life to increase, especially the need for the education costs of the respondent's children so that respondents are motivated to work so that their children's education is better than their parents.

4 Conclusion

The results showed that the working time of female heads of households was influenced by income, age and number of children. While the level of education has no effect on the outpouring of working hours for female headed of household's informal workers. Suggestion, women workers should improve their quality by constantly honing their skills and creativity to increase working hours and increase income with existing abilities, and The Government should pay attention to the welfare of women's family informal workers who work in the informal sector, by opening up decent jobs and providing assistance in the field of micro, small and medium enterprises

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