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Provincial Minimum Wage and Gender Disparity in Eastern Indonesia: A Panel Data Approach

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ABSTRACT: This study aims to analyze the impact of the increase in the Provincial Minimum Wage on gender inequality in Eastern Indonesia. The data used is secondary data from the Central Statistics Agency (BPS) for the period 2017-2022, covering 14 provinces in the region. The analysis was carried out using panel data regression with the Random Effect Model (REM) method.

The results showed that: The Provincial Minimum Wage had a negative impact on gender inequality in Eastern Indonesia during 2017-2022, meaning that any increase in the minimum wage could reduce gender inequality. Poverty negatively affects gender inequality, so an increase in poverty reduces gender inequality. The Women's Labor Force Participation Rate has a positive impact on gender inequality, so increasing women's participation in the labor force increases gender inequality. Economic growth negatively impacts gender inequality, which means that increased economic growth reduces gender inequality in Eastern Indonesia.

KEYWORDS: Minimum Wage, Gender Inequality, Eastern Indonesia, Random Effect Model, Panel Data.

I. INTRODUCTION

Gender inequality also places a burden on productivity, efficiency, and economic progress. By restraining the accumulation of human capital at home and in the labor market, and systematically excluding women or men from access to resources, public services, or productive activities, gender discrimination reduces an economy's capacity to grow and reduces the capacity to improve living standards (World Bank, 2005). One form of gender gap is the wage gap. The wage gap between men and women has now become a hot issue in the world and attracts a lot of attention in economic literature because of its relation to economic growth (Syahrur Romi, 2019). The world agency United Nations Development Programme (UNDP) introduced the Gender Inequality Index (GII) or Gender Inequality Index (IKG) as a measure of gender inequality that describes the deprivais of human development as the impact of inequality in development achievement between men and women (UNDP 2016).

GII can improve the weaknesses of IDG and IPG which are suspected to have various weaknesses both in technical and conceptual terms. Gender Inequality in the context of the Provincial Minimum Wage creates economic differences between male and female workers. Although the minimum wage is set by the government to protect workers, there is often a significant gap; women tend to receive lower payments compared to their male counterparts in similar situations; discrimination factors and women's limited access to equal employment opportunities can exacerbate this inequality. According to the Presidential Decree of the Republic of Indonesia Number 44 of 2002 concerning the development council of Eastern Indonesia that the council in question has the task of formulating and determining strategic policies and priority programs to improve development in Eastern Indonesia Eastern Indonesia which is described in article 1 covering 14 provinces: West Kalimantan, Central Kalimantan, South Kalimantan East Kalimantan, West Nusa Tenggara, East Nusa Tenggara, North Sulawesi, Central Sulawesi, Southeast Sulawesi, Gorontalo, Maluku, North Maluku and Papua.

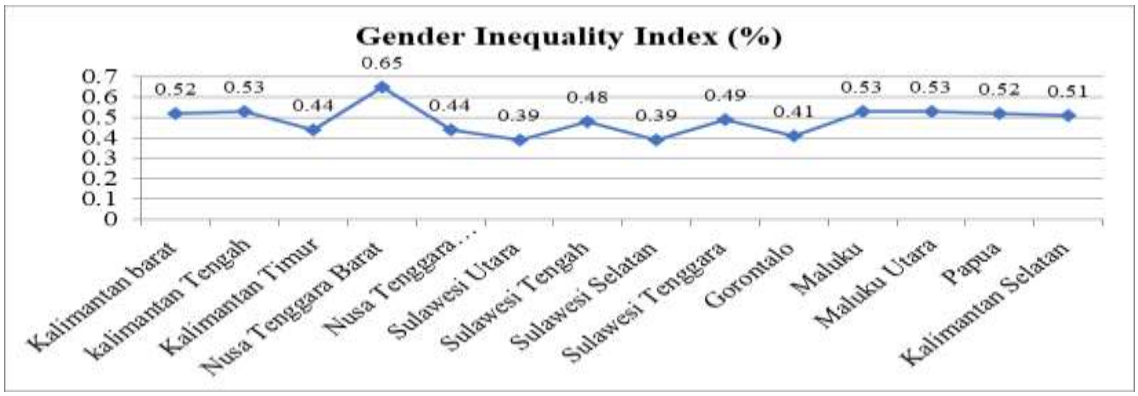

Figure 1 : Gender Inequality Index in Eastern Indonesia
Source : BPS, 2024

In chart 1, it can be seen that West Nusa Tenggara is one of the provinces that has an inequality index of 0.65 points in 2022 and a province with a fairly low inequality index is in South Sulawesi province of 0.38 points, which means that the smaller the inequality index number, the better gender equality in the province.

Eastern Indonesia (KTI) also has an Index that is below the national Gender Empowerment Index (IDG) where West Nusa Tenggara Province which is included in the Eastern Indonesia Region (KTI) only has a gender empowerment index of 53.47% which means that out of 100 men there are only 53% of women participating in employment. The wage gap between genders and the low level of women's participation in employment in Eastern Indonesia (KTI) is interesting to study because the Eastern Region of Indonesia turns out to be a region that has provinces with higher average hourly worker wages than the Western Region of Indonesia (KBI). Where the province included in the Eastern Region of Indonesia is the only one with Papua province that has the highest average hourly wage from 2017-2022 in Indonesia, with an average of Rp24,097 per hour in 2022.

However, the use of wage differences to measure the gender wage gap has limitations. According to Syamsuddin (2003), the establishment of a minimum wage is expected to have the lowest wage level that can be paid by a company to workers, encourage an increase in worker welfare, and will actually reduce the gap between the lowest and highest wages towards creating wage balance (Ahmaddien, 2017). Wage differences, which are simple comparisons between women's and men's wages, ignore important factors, such as differences in characteristics between women and men and bias or discrimination in the labor market Chamberlain, (2016).

Referring to Jacobsen's (1974) research, the wage gap is caused by human capital investment such as education, training, and work experience of women is generally lower than men. In addition, women's preferences in choosing the type of work and determining working hours can also cause wage gaps between genders. Therefore, this study aims to answer various problems regarding the provincial minimum wage, women's participation rate in the formal and informal sectors, poverty, economic growth in the region, and other relevant indicators. The data will be analyzed using quantitative methods to identify the relationship between provincial minimum wage growth and gender equality in Eastern Indonesia.

II. THEORY BACKGROUND

Gender Inequality

According to Ritzer and Goodman, there are 4 themes that mark this theory of gender inequality. First, men and women are placed in society not only differently, but also unequally. Specifically, women derive fewer material resources, social status, power and opportunities for self-actualization than men who divide their social position by class, race, occupation, ethnicity, religion, education, nationality or by other important social factors. Second, gender inequality stems from the organization of society, not from important biological or personality differences between men and women. Third, although individual humans have different traits and characters from each other, there is no significant pattern of natural differences that distinguish men and women.

Acknowledging gender inequality means directly stating that women are situationally less powerful than men to meet their needs alongside men in order to self-actualize. Fourth, all theories of gender inequality assume that both men and women will respond to situations and social structures that increasingly lead to equality (egalitarian) easily and scientifically. In other words, they believe in opportunities to change the situation.

Provincial Minimum Wage

Provincial Minimum Wage or Regional Minimum Wage is a minimum standard used by employers or industry players to provide wages to employees, employees or laborers in their business or work environment. Payment of wages is principally given

in the form of money. Wages are basically a reward from employers to workers for a job or service that has been or will be done, stated or assessed in a form determined according to the agreement or applicable laws and regulations (Soesanto, 1991: 23).

Poverty

The measure of society's inability to make ends meet is the concept of absolute poverty. While the role that aims as a boundary to distinguish the poor and the rich is the poverty line. The existence of the poverty line is a crucial position in measuring the level of poverty that exists in the social community According to definition, the poverty line is the minimum level of real income of the community where per day less than two dollars "purchasing power parity" Todaro and Smith (2009).

Women's Labor Force Participation Rate

According to Hardiani, et al (2017) women's participation in the labor force is reflected in the increase in the labor force and the number of jobs available to women. This is due to the increased awareness of women to live financially independent or the demands of meeting daily needs Although women's labor force participation is increasing, discrimination against women in the workplace still occurs.

Economic Growth

According to Prof. Simon Kuznets in M.L. Jhingan (2003) defines economic growth as an increase in income in the long run in enabling a country. This understanding has three components: first, the economic growth of a nation is manifested from the availability of goods always available; second, seeing the increasingly sophisticated era of technology is a factor in increasing economic growth that can facilitate various kinds of doing work among the public; Third, the use of technology in institutions and understanding can be produced easily, quickly and precisely examples: patterns of village and city life, patterns in the family.

III. METHODS

This study uses quantitative research using panel data regression analysis which is a combination of cross section data from 14 provinces in Eastern Indonesia and 6 years time series, starting from 2017 to 2022. This research data is secondary data obtained from BPS (Central Bureau of Statistics) Provinces in Eastern Indonesia consisting of data on Provincial Minimum Wage, Poverty, female labor force participation rate, and economic growth on gender inequality in Eastern Indonesia.

Data analysis techniques

Data analysis techniques in this study use qualitative analysis where quantitative analysis is used to analyze the Effect of Provincial Minimum Wage Growth and other factors that affect gender inequality in Eastern Indonesia. Data processing is carried out with the help of the Eviews 10 program. Then the equation is formed from the Independent and dependent variables as follows:

$$GII_{it} = \beta_0 + \beta 1\ PMW_{it} + \beta 2\ POV_{it} + \beta 3\ WPRF_{it} + \beta 4\ GROWTH_{it} + \varepsilon_{it}$$

Where: GII is Gender Inequality Index, PMW is Provincial Minimum Wage, POV is poverty, WPR is woman participation rate, and GROWTH is economic growth.

IV. RESULT

Data Analysis Results

Chow Test

The Chow test is used in determining the most appropriate model to be used among 2 models, namely Cammon Effect Model (CEM) or Fixed Effect Model (FEM).

Tabel 2. Chow Test

Redundant Fixed Effects Tests

Pool:

Test cross-section fixed effects

Effects Test	Statistic	d.f.	Prob.
Cross-section F	19.304252	(13,66)	0.0000

Source: Processed Products (2024*)*

Table 4.4 above shows that Cross-Section F probability is 0.0000, where this value is still smaller when compared to the specified alpha level of 1%, 5%, 10% based on the Chow test, H0 is rejected so that the selected model is Fixed Effect Model. So it is necessary to do further testing to determine whether the Fixed Effect Model or Random Efeect Model is more appropriate to be used in this study.

Hausman Test

Tabel 3. Hausman Test

Correlated Random Effects - Hausman Test
Pool: COBA
Test cross-section random effects

Test Summary	Chi-Sq. Statistic	Chi-Sq. d.f.	Prob.
Cross-section random	3.741924	4	0.4421

Source: Data processed, Eviews (2024)

Based on the results of the Hausmant Test in Table 4.5 shows that, the significant value of the cross-section is 0.0000 when compared to the alpha values determined by 1%, 5% and 10%, then the significant value obtained is still smaller than the specified alpha level. So it can be concluded that H0 is rejected, which means that the model used in this study is the *Random effect model.*

Multipiler Lagrange Test

Tabel 4. Multipiler Lagrange Test

Lagrange multiplier (LM) test for panel data
Sample: 2017 2022
Total panel observations: 84

Null (no rand. effect) Alternative	Cross-section One-sided	Period One-sided	Both
Breusch-Pagan	64.92977 (0.0000)	1.254341 (0.2627)	66.18411 (0.0000)
Honda	8.057901 (0.0000)	1.119974 (0.1314)	6.489737 (0.0000)
King-Wu	8.057901 (0.0000)	1.119974 (0.1314)	5.198681 (0.0000)
GHM	-- --	-- --	66.18411 (0.0000)

Source: Data processed, Eviews (2024)

Based on the results of the Lagrange Multiplier Test in Table 4.6 shows that, the value of the Breusch-Pagan prob is 0.0000 (<0.05), the significant value obtained is still smaller than the specified alpha level. So it can be concluded that H0 is rejected, which means that the model used in this study is the *Random effect model.*

Classical Assumption Test Results

Data Normality Test

This Normality Test aims to see that the regression model is normally distributed from disruptive variables or side values. this test can be seen by comparing the *Jarque-Bare* (JB) value with the specified significant level. Where, if the JB value> alpha level (1%, 5%, 10%) is considered normal distribution, and vice versa the JB value is < (1%, 5%, 10%) then the data is considered not normally distributed.

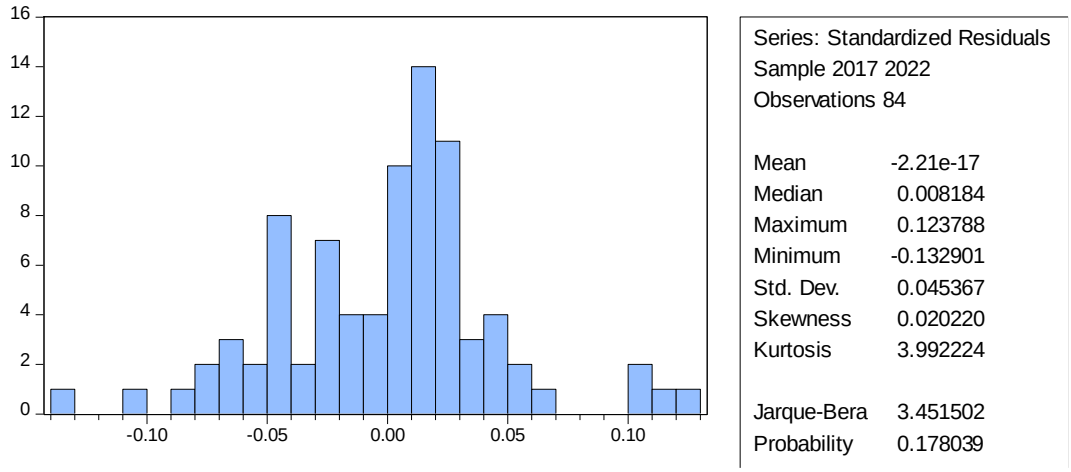

Figure 1. **Normality Test**

From figure 4.2 above, it is known that the *probalitiy* value of JB obtained is 0.178039 which is greater when compared to alpha levels of 1%, 5% and 10%. So it can be concluded that the data in this study is normally distributed. As for if the *Jarque-Bera value* is smaller when compared to the alpha value, then the data is considered not normally distributed.

Multicolinerity Test

Multicollenity Test is to see the presence or absence of symptoms of multicollenaritity or correlation between independent variables using the variance Inflation Factor (VIF) mode. This VIF model is seen using the value of VIF Tollerance, where if the VIF is <10 then it is concluded that there are no symptoms of multicoloration, but if VIF<_10_>30 which means there are symptoms of multicolearity in the model, while if the value of VIF > 30 then there are symptoms of high multicolority.

Table 5. Multicolinearity Test

Variance Inflation Factors
Date: 01/24/24 Time: 18:57
Included observations: 84

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.008872	52.44362	NA
UMP	1.76E-16	7.669602	1.034942
KEMISKINAN	2.07E-09	3.617897	1.349493
TPAKP	3.38E-06	57.72912	1.330807
PE	7.33E-07	1.113880	1.011409

Source : Data Processed, 2024

Based on the results of the analysis in table 4.2 above, it can be seen that the value of the centered VIF of the independent variable is below 10. So it was concluded that the data used in this study did not have symptoms of multicollinearity.

Autocorrelation Test

Autocorrelation test is a test that aims to see whether in the research model there is a correlation between confounding variables in observations that are different in time. Autocorrelation testing in this study, using the method of comparing the results of DW-count and DW-table.It is known that the number of observations or the number of N 84, and the number of variables or K-4. When viewed from the DW table, the dU value is 1.7462 and dl. 1.5472, while the calculated DW value in this research model is 1.170033. So, if compared with the dU value, then the calculated DW value is still greater. So it can be concluded that, in this research model there are no symptoms of autocorrelation.

Heteroskedasticity Test

The Heterokedacity Test is a test used to see whether the regression model in this study has a resident error value that has similarities or not.

Table 6. Heterokedacity Test

Dependent Variable: RESABS
Method: Panel EGLS (Cross-section random effects)
Total panel (balanced) observations: 84

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-0.127140	0.059118	-2.150621	0.0346
UMP	5.02E-09	8.42E-09	0.597009	0.5522
KEMISKINAN	-3.59E-05	2.81E-05	-1.277799	0.2051
TPAKP	0.003183	0.001154	2.758834	0.0072
PE	-0.000202	0.000546	-0.370045	0.7123

Source: Data Processed (2024)

Based on the results in table 4.3 above, it can be seen that the prob value of the variables above is at the specified alpha level, namely 1%, 5%, and 10% so that it can be concluded that in the regression model in this study there are no symptoms of heterokedacity.

Hypothesis Testing Results

Table 7 below show the hypothesis result, it can describe the result of coefficient effect each variables to gender inequality index in Eastern Indonesia.

Table 7. Result Estimation and Hypotesis Test

Dependent Variable: GII?

Total pool (balanced) observations: 82

Variable	Coefficient	Std. Error	t-Statistic
C	3.065611	0.517778	5.920707**
LOG(UMP?)	-0.169316	0.033646	-5.032325**
LOG(KEM?)	-0.020048	0.021967	-0.912663**
TPAKP?	0.001233	0.001505	0.819746**
PE?	-0.000214	0.000567	-0.376370**

Source : Data Processed, 2024

Based on the regression results, it can be seen that the t-statistic of the Provincial Minimum Wage, which is -5.032325 with a probability value of 0.0000, this probability value is still small when compared to the specified alpha level (1%, 5%, 10%) so that H0 is rejected, so it can be concluded that the Provincial Minimum Wage has a significant effect on Gender Inequality in Eastern Indonesia in 2017-2022.

Result estimation can be seen that the t-statistic of Poverty is -0.912663 with a probability value of 0.3648, this probability value is still greater when compared to the specified alpha level (1%, 5%, 10%). So that H0 is accepted, it can be concluded that it has an effect but is not significant on Gender Inequality in Eastern Indonesia in 2017-2022.

Based on the regression results, it can be seen that the t-statistic of women participation rate is 0.819746 with a probability value of 0.4154, this probability value is still greater when compared to the specified alpha level (1%, 5%, 10%) so that H0 is accepted k so it can be concluded that women's expenditure per capita has an effect but is not significant on Gender Inequality in Eastern Indonesia in 2017-2022.

The regression results, it can be seen that the t-statistic of GDP is -0.376370 with a probability value of 0.7079, this probability value is still greater when compared to the specified alpha level (1%, 5%, 10%) so that H0 is accepted, so it can be concluded that at a significant level of 1%, Economic Growth has an effect but is not significant on Gender Inequality in Eastern Indonesia in 2017-2022.

V. DISCUSSION

Eastern Indonesia has a fairly high gender inequality index which is above 0.40 on average. The increase was due to a variety of factors, including discrimination in terms of salary, access to education and employment opportunities, and gender roles in society. These factors are often interrelated and complex, contributing to differences in treatment and opportunity between different sexes. Therefore, an examination of the impact of provincial minimum wage growth, poverty, female labor force participation rate and economic growth on gender inequality in eastern Indonesia was carried out.

The results of hypothesis testing for provincial minimum wage variables negatively affect Gender Inequality in Eastern Indonesia. This means that every 1% increase in the Provincial Minimum Wage can reduce gender inequality in Eastern Indonesia and the Provincial Minimum Wage can significantly reduce the level of gender inequality. The findings of this study are also in line with those conducted by Aleksandra Majchrowska and Pawel (2018) who explained that wage increases significantly reduce the gender wage gap increasing the Provincial Minimum Wage Increase can improve worker welfare.

The results of hypothetical testing for the Poverty variable have a negative effect on Gender Inequality, which means that every increase in poverty will reduce the rate of gender inequality in Eastern Indonesia, but this result is not significant or can indirectly affect the poverty rate in Eastern Indonesia. This finding is in line with research conducted by Rahmi Yulia Putri (2019) where the results of her research show that poverty and gender in general have a relationship or relationship.

The results of hypothesis testing for the variable Women's Labor Force Participation Rate (TPAK) have a positive effect on Gender Inequality in Eastern Indonesia, where if the Women's Labor Force Participation Rate (TPAK) increases by 1%, it will increase the number of gender inequality, but this does not significantly affect or the influence of the Women's Labor Force Participation Rate (TPAK) does not directly increase the gender inequality rate This finding is in line with research conducted by Novia Nur Arif Wijayanti (2023) where the results of her research show that the Labor Force Participation Rate has a negative and insignificant influence on distribution inequality, thus, increasing labor force participation is not only about numbers, but also about creating an environment that supports career growth and harmony in the workplace.

The results of testing the hypothesis for the variable Economic Growth negatively affect Gender Inequality in Eastern Indonesia, which means that every 1% increase in economic growth will reduce large inequality in Eastern Indonesia, but the results are not significant or can indirectly affect the level of economic growth in Eastern Indonesia. This finding is in line with research conducted by Syurif Prawira 2018 where the results of his research show that economic growth has a negative but not significant influence on unemployment.

The government must increase supervision and take firm action against business actors who discriminate against workers, especially female workers, so that the wage gap between genders caused by discrimination can be reduced. The government also needs to allocate education budgets for scholarship programs to expand opportunities and access to higher education, provide free job training especially for female workers, involve women more in the formal sector, and provide female workers with ease by working from home.

VI. CONCLUSION AND ADVICE

From this study, several conclusions can be obtained, first that the Provincial Minimum Wage Variable (X1) has a negative and significant effect on the veriabel of Gender Inequality in Eastern Indonesia, meaning that every time there is an increase in the Provincial Minimum Wage, it will reduce Gender Inequality. second, the Poverty Variable (X2) has a negative but not significant effect on the Gender Inequality variable in Eastern Indonesia, meaning that every time there is an increase in poverty, it will reduce gender inequality. Third, the variable of the Participation Rate of the Women's Labor Force (X3) has a positive but not significant effect on the variable of Gender Inequality in Eastern Indonesia, meaning that every increase in the Women's Labor Force Participation Rate will increase gender inequality. and fourth, that the Economic Growth Variable (X4) has a negative but not significant effect on the variable of Gender Inequality in Eastern Indonesia, meaning that every increase in Economic Growth will reduce gender inequality. Tackling gender inequality in Eastern Indonesia requires a series of policies that focus on the provincial minimum wage, poverty, women's labor force participation, and economic growth.

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GII_{it}	=	Inequality Index
β_0	=	nta/ Intercept
β 1,2,3	=	Partial Regression Coefficient
PMW	=	Provincial Minimum Wage
POV	=	Poverty
WPR_F	=	Percentage of Women's Work Rating to Working Age Women
GROWTH	=	Economic Growth
ε	=	*Error*
i	=	*ection*
t	=	*eries*