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Judul karya ilmiah (paper) : Gender Wage Gap and Education: Case in Indonesia’s Labor Market
Jumlah Penulis : 2 orang
Status Pengusul : Penulis ke-2
Penulis Karya Ilmiah : **Akhmad Syakir Kurnia, SE., M.Si., Ph.D**

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: c. Tahun terbit, : Volume 73, 2018
Tempat pelaksanaan
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Semarang, 2021

Reviewer 2



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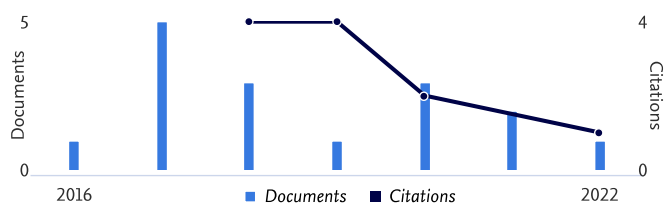
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Reducing Economic Disparity in the Outermost and Border Regions: Assessing Barriers and Opportunities in the Electricity Sector

Dhandy Arisaktiwardhana^{1,*} and Iqbal Akbar²

¹ Doctoral Program of Innovation Economics, Technische Universität Berlin – Germany

² MBA Program of Energy Management, Technische Universität Berlin – Germany

Abstract. Economic disparity is still a major problem threatening Indonesia's future prosperity. Spatial inequality between rural and urban areas remain to exist and is driven by unequal access to and unaffordable cost of the traditional electricity infrastructures. The national electrification ratio reached 91.16 % in 2016. This paper evaluates the feasibility of reforming existing regulations for Indonesia's electricity sector in its light to reduce economic disparities between-regions and intra-regions in Indonesia. A systematic review of the literature on the publications and research reports is used to provide inputs for revising the regulations of the electricity sector to address more focused mission-oriented objectives. Empirical models are discussed and established to predict the cost-saving from the reduction of CO₂ emission by applying the technological solutions for renewable energy and energy efficiency. This study finds a cost-saving of Rp. 135 trillion per 40.000 hours-use for the whole electricity consumers in Indonesia that can be converted into financial instruments to support the development of electricity infrastructure in the disadvantaged regions. In the end, the study concludes that there is a clear financial benefit, in the form of opportunity cost, for reforming narration of the electricity policy and further transforming the institutional arrangement.

Keywords: **economic disparity; renewable energy; energy efficiency; CO₂ emission reduction**

1 Electricity Access in Economic Equality

Indonesia has a considerable potency to grow its economy given its growing population and abundant reserves of natural resources. With the predicted population reaching 295 million in 2030, Indonesia will be the fourth largest country in the world [1]. The strong level of economic growth will land the country as the fifth powerful economy in the world in term of GDP - leading its neighbours at the Southeast Asia regions. PWC estimates that Indonesian GDP in 2030 will yield 5.424 trillion USD shadowing Japan in the fourth position [2]. However, economic disparity is still a major problem in Indonesia where four Indonesians hold more wealth than the poorest one hundred million [3]. The expanding middle class in the urban areas of Indonesia isn't followed by the income growth of the lower class in the rural areas, i.e. Eastern Indonesia. Pachauri and Spreng revealed that the economic inequality closely mirrored the energy inequality at a global level (see Fig. 1). The poorest 40 % of the world's population only disposes of some 10 % of the global income, hence consumes some 10 % of the final energy use [4]. The lack of infrastructure development for electricity in the

outermost and border regions widen the income gap between the rich and the poor in Indonesia.

The ratio of electrification in Indonesia reaches 94.9 % in 2017 summing up to 10.4 million people who live in the dark [5]. Most of the outermost and border regions have poor access to the electricity [6]. The failure to powering the households in the underdeveloped regions may hamper the national target of 97 % electrification ratio in 2019.

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The Study of Rice Husk as Co-Digestion Together with Cow Dung is Biogas Production of Anaerobic Digester

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Abstract. One of alternative waste-to-energy technologies to treat organic waste is anaerobic digestion. This study conducted by three stage of experiments using the laboratory scale biogas production from cow dung and rice husk as co-digestion. Based on the first stage experiments, TS 10% gave the highest accumulation of biogas 458 ml and 506,95 ml. In the second stage of the experiments, 10 ml media in TS 20% gave the highest accumulation of biogas production (743.1 ml). The last stage of experiments showed that Blank TS 30% with 5 ml media gave the highest accumulation of biogas production (922.2 ml). From the last stage we can conclude that the presented of rice husk as a co-digestion didn't give the significant effect to increase biogas production in anaerobic digestion, at least at room temperature. This caused by the high lignin and cellulose concentration in the rice husk that might resist or inhibit the production of biogas production. This is contrast situation when TS 40% occurred, the existing of rice husk in AD will give positive impact to biogas produce.

Keywords: anaerobic digestion; cow dung; rice husk ; co-digestion.

1 Introduction

Anaerobic digestion performance is heavily influence by the characteristic of organic material such as food waste, manure, sewage sludge, organic fraction of municipal solid waste, and energy corps, and others [1]. The popularity of the technology is due to its ability to turn organic waste into energy [2].

In Indonesia, cow dung volumes are increasing annually and most of them are disposed without any treatment. Anaerobic digestion could be an alternative option to treat the cow dung and thus reducing the cost of disposal and produce biogas for energy recovery. Methane and carbon dioxide which is mainly contained in biogas production, can be used as renewable energy sources [3].

Other type of organic waste that is abundant in rural area is agricultural waste, such as properly such as rice husk, rice residues and rice straw from the drying process. The waste is abundant particularly during harvest and is mostly burnt in the field causing air pollutant. As a matter of fact, these wastes have high carbon content which can be used as for biogas production through anaerobic digestion process. However as the rice residues are to optimize anaerobic digestion performance and obtaining energy by considering digestion of rice residues are difficult to

degrade, the parameters of the anaerobic digestion should be set properly [4].

Table 1 Characteristic of Rice Husk Reported in Literatures

Parameters	Pillaier, 1988	Bronzeoak, 2003	Kumar, P.Senthil, 2010
Crude protein, %	1.7 - 2.6	-	-
Crude fiber, %	31.71 - 49.92	-	-
Mineral Ash, %	-	-	13.87
Pentansans, %	16.94 - 21.95	-	-
Crude fat, %	0.38	-	-
Nitrogen free extract, %	24.7 - 38.79	-	-
Cellulose, %	34.34 - 43.80	-	31.12
Ash, %	13.16 - 29.04	22.0-29.0	-
Hemicellulose, %	-	-	22.48
Lignin, %	21.40 - 46.97	-	22.34
Bulk Density (kg/m3)	-	96-160	-
Nitrogen, %	-	0.23 - 0.32	-
Carbon, %	-	≈35.0	-
Moisture, %	-	8.0 - 9.0	-
Hydrogen, %	-	4.0-5.0	-

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Democracy and Continuing Marginalization of Women in Indonesian Politics

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Abstract. Although much progress and efforts have been made to increase women's participation in politics, the main idea of women's involvement in politics has not yet penetrated into the mainstream of Indonesian politics. The main idea is not only a representation of the number of female population but also the representation that will bring new norms for Indonesian politics that has been so far dominated by the assumption of masculinity based on power politics and struggle to control resources by one party for the loss of others. This paper seeks to see how this marginalization of women continues to occur. One of the reasons for this cannot be separated from the waning of the reform spirit that inspired the reformation. Slowly but surely Indonesian politics is re-defined in term of power struggles by all means including by corruption, collusion, and nepotism that was once the object of criticism of reform groups. In this context, it is often the case that if women want to succeed in politics, they must follow such political norms and abandons the idealism of their struggle. In fact, such women politicians not only abandon the ideal of feminist struggle but reinforce the assumption that politics is the world of men.

Keywords: Democracy, Women Participation, Quota in Parliament, Gender Inequality

1 Introduction

Indonesia has held four successful, democratic and fair elections after the fall of Suharto's authoritarian regime in 1998. Theoretically, in this democratic system, all citizens with sufficient conditions without regard to gender, ethnicity, and religion have equal opportunity to vote and be elected. However, in practice, this is not always so. There are always special groups and marginalized groups. One example is in relation to women's groups. Men still enjoy privileges in politics because they are perceived as capable of formulating how politics should work. Politics is seen as a male world because it contains struggle for power to control others, which does not fit to women. This assumption is perhaps formulated with specific reference to Machiavelli's views of 'end justifies the means'. Although Machiavelli also said about Fortuna in his book *The Prince* which represents the virtues of goodness and wisdom, the Fortuna has become unimportant in male's dominated definition of what politics should be[1].

This paper assumes that politics depends on how actors define and shape it. Although the Indonesian system has been viewed as democratic by many observers[2], the process of strengthening democratic values depends on its perpetrators. We further wish to discuss politics within the framework of the contest of idea to define politics. In particular, we will elaborate how the views of women commonly

carried by feminist groups have not been part of a hegemonic political discourse.

Women have a diverse role starting from basic role to taking care of their families until their responsibilities to teach their children take care of nature and environment. Environment really important to woman because they interact more with the environment and natural resources. The impact of environmental damage is more often felt by women. Beside that woman has another role to take care of themselves by following their dream until joining political world.

2 Methodology

This paper uses feminist approach. Feminism ideas and views on gender equality strengthened and got new spirit during the reform period. Awareness of equal rights between men and women and the need to end discrimination in employment began to gain a place in public space[3]. Women also state that their experiences in life and what they imagine about politics differ from men's experiences. In particular, bad and inhumane experiences make them know better than men about what politics should be[4]. This justifies the claim that women should obtain a corresponding representation of the female population in both parliament and government.

In feminist perspective, by having more representatives in parliament and government, women can engage further in policy-making processes that can

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Enhancing Sustainable Development Goals through The Provision of Decent Work to Minimize Inequality: A Comparative Study of Bangladesh and Indonesia

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Abstract Globalization has helped countries to accelerate its growth and reduce poverty rate, particularly Bangladesh and Indonesia. Both countries started to reduce trade barrier and open up to globalization in around 1980s to 1990s and has enjoyed impressive growth since then. However, this impressive growth does not come without risks. Globalization has forced labors to meet the production target while neglecting safety measure, causing high work-related accidents in both countries. Statistics show an increase in the number of work-related accident year by year in both countries. In addition to the labor welfare condition, studies also show how actually even with decrease of global poverty rate, globalization increases inequalities. This paper analyzes globalization effect to labor welfare and inequality in Bangladesh and Indonesia by using comparative study approach. This paper also aims to provide solutions in minimizing inequality and enhancing labor welfare through the provision of decent work in accordance to Sustainable Development Goals (SDGs).

Keywords: Globalization, Inequality, Labor Welfare, Work-Related Accidents, SDGs, Decent Work

1. Introduction

Globalization is proven successful in enhancing economic growth, especially in Bangladesh and Indonesia. In Bangladesh case, it experienced rapid economic growth since it liberalized and integrated its markets to global economy in 1990s. Manufacturing sector or fast fashion industry is one of the sectors that contributes most to the GDP of Bangladesh [1]. The contribution of manufacturing industry to Bangladesh's GDP was rising from 13.4 percent in 1990, to 15.2 percent in 2000, and 17.4 percent in 2014 [2]. Fast fashion industry produced \$28billion-a-year worth of garment export, making Bangladesh as the second biggest exporter of garment after China in the world. Fast fashion industry also accommodates job for about 4 million labors in Bangladesh [3].

However, rapid economic growth induced by globalization does not always mean prosperity. Besides rising employment rate, fast fashion industry is the only sector that receives most blame for insecurity and unprosperity among labors in

Bangladesh. Many work-related accidents have occurred in the last three decades. To mention some of the accidents – Factory fire at Saraka Garment (1990), Factory collapse Savar (2005), Factory fire in Cittagong (2006), Factory fire Garib & Garib (2010), Factory fire That's it Sportswear (2010), and Factory fire at Tazreen Fashion (2012) – with total victims of 321 people killed (Deadly Secrets, 2012: 27-29). The worst work-related accident in Bangladesh was in 2013 when the Rana Plaza Factory collapsed, resulting in 1,134 labors died.

Moving to Indonesia's case, Indonesia started to remove trade barriers in 1970s and implement trade liberalization package in 1986. The liberalization effort contributed to a rise in Indonesia's GDP growth from around 3% before 1970s to a range of 3% to 11% after 1970s [4]. Globalization also reduced unemployment rate as could be seen from a yearly increase in total employment provided by both foreign and domestic enterprises. Between 1980 and 1990, total employment in Indonesia grew by 2.9% per year and this added jobs for around 18 million new labors [5].

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Gender Wage Gap and Education: Case in Indonesia's Labor Market

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1 Gender Wage Gap and Education: Case in Indonesia's Labor Market

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Abstract. The perspective gender wage gap weakens the labor market and deteriorates women's life quality. Women not only receive lower salaries than men, but also have lower employment rate in many countries due to discrimination. The aims of this study was to analyze gender wage gap by using the 2008-2016 panel data from 34 province in Indonesia. This study used derivatives canonical model in CES production function form to identify gender wage gap and elasticity substitution to observe the ability of female worker substitution of male labor in two group level education. The result of the regression panel consistently indicate that the gender wage gap exists in Indonesia.

Keywords: gender wage gap; education; elasticity substitution

1 Introduction

Considered as a second class society, the role of women in economic development is often in doubtfully as they are considered as inferior, unworthy and unable to work. The discriminatory perspective consider women doubtfully enable to fulfill even basic needs such as health, education, and economic prosperity [1].

The impact of gender discrimination perspectives is human resource accumulation for women labor was about to idle. Slowly and systematically, it was excluded women from access to resources, public services, or productive activities. Gender discrimination reduces the capacity of an economy to grow and reduces capacity to improve living standards.

In the labor market, the inability of women to fulfill the basic needs laid to degraded quality of human resources. This indirectly resulted in the wage earned by woman is lower than that of man, well known as gender wage gap. The gender wage gap, gender pay gap, or gender income inequality, is the differences in wages between women and men at the same level of productivity [2]. This idea was supported by Stojanka Dakić whose stated that gender wage gap is usually a result of breaking the principle of equal pay for work of equal value because the same work operated by different genders should have the same level of responsibility, expertise, experience and readiness in the intellectual and physical sense [3]. The low wages received by the female workforce causes the competence of female workers to be seen as lower than men. If this continues, the role of women in economic development becomes meaningless. The conclusion is that the gender wage gap has attributed to the lack of economic development.

In Indonesia, although the Gender Development Index has increased annually and exceeded the Human Development Index, the gender wage gap occurs as proven by the study of Feridhanusetyawan & Perdana [4]; Taniguchi & Tuwo [5]. The fact stated that although a decline occurs in gender gap in almost all gender development aspect, the highest gap occurs on the labor market¹. The proportion of labor wages and in Indonesia can be seen in Figure 1 and 2.

Figure 1. Male and Female Wages

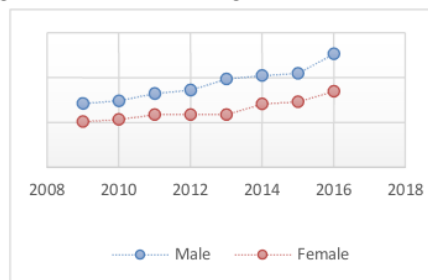
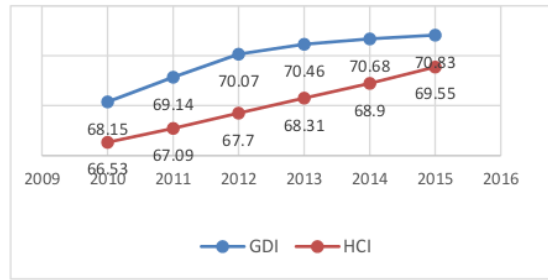


Figure 1.

1
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Figure 2. Gender Development Index and Human Capital Index



As one approach to tackling the gap, education is believed as the main determinant of raising human capital quality. The quality of labor education will be directly proportional to the job opportunity and wages received. From education's investment, individual will earn education's return. Return to education actually reflects the underlying ability that education signals – in other words education is a signal of inherent productivity of the individual rather than a means to enhance the productivity [6]. However, in the same level of education attainment, different labor can earn different level of return. Although in same education level, gender wage gap is exist, as women tend to receive lower wage than man [5]. It was indicated by the achievement of the level of education of women and men as measured by the average length of school shows an uptrend although not too significant [7].

Many previous studies have discussed related to gender wage gap. Using household survey data, research from Of [8], Dolado & Lloren [9], Autor & Dorn [10], and Fiaschi & Gabbriellini [11] tried to analyze the gender wage gap problem. However, looking at the household scope only is not enough to see the gap of the wage gender at the labor market. There are needs to have a good comparison from the household to the macroeconomic framework particularly to analyze the role of education in overcoming the gender wage gap.

By related gender wage gaps to labor demand and labor supply gaps in two groups of labor (skilled and unskilled labor), the goals of this study was to calculated gender skilled and unskilled labor elasticity substitution. In addition to showing the effect of changes in the amount of labor on the wage level, indicating the substitution ability of male and female labor production factors, the substitution elasticity coefficient indicates the labor gap. the higher the value of substitution elasticity then the gap in the amount of labor will be lower, vice versa [12]

2 Methodology

The foundation of this research is the theory of demand and supply Labor. In wage and labor nexus, labor demand is the relationship between wages and the total amount of labor. This research refer to Acemoglu & David Autor [13] whose build canonical model which divided two distinct skill group; high skill labor and low skill labor. Typically, canonical model identify high skill worker with college graduates and high school workers to identify low skill. This method to performing two distinct

and imperfectly substitutable occupations or producing two imperfectly substitutable goods. In addition, the substitution between the two groups of workers is captured using a *Constant Elasticity of Substitution* (CES) aggregate production function. With Q is aggregate output which produced by combination of skilled (S) and unskilled (U) labor in j cross object, the CES production function written as follows:

$$Q_j = \left[\alpha_j S_j^{\frac{\phi-1}{\phi}} + (1 - \alpha_j) U_j^{\frac{\phi-1}{\phi}} \right]^{\frac{\phi}{\phi-1}}$$

(Eq

in Which is ϕ is elasticity of substitution between skilled (S) and unskilled (U) labor. Assuming that factor markets are competitive, the unskilled and skilled unit wages is simply given by the value of marginal product of low skill labor, which is obtained by differentiating (Eq. 1) as $\Delta w_s = \frac{\Delta Q}{\Delta S}$ for skilled labor and similarly $\Delta w_u = \frac{\Delta Q}{\Delta U}$ for unskilled labor. To quantify the gender and softskill of differences labor demand, relation between gender wage gaps to (measurable) gaps in labor demand and labor supply was built. Follows differentiating step from Olivetti & Petrongolo¹⁰ cross-object differences in relative labor demand written as:

$$\Delta w_i = \tilde{\beta}_i - \frac{1}{\sigma} \Delta h_i \quad (\text{Eq. 4})$$

The wage gap for skill group i ($i = S, U$) is denoted by $\Delta w_i = \ln \left(\frac{w_{Mi}}{w_{Fi}} \right)$, which is w_{Mi} and w_{Fi} are gender specific wages. The gap in labor supply is denoted by $\Delta h_i = \ln \left(\frac{M_i}{F_i} \right)$, with $M_i = \sum_j M_{ij}$ and $F_i = \sum_j F_{ij}$. σ is elasticity substitution and the gap in labor demand is denoted by $\tilde{\beta}_i$ ¹³. Under perfect competition in the labor market, all inputs are paid their marginal productivity and wages are equalized across sectors.

The research model was decomposition factor from the Eq. 4, written in econometric function, we estimates three function written as:

$$w_{Uit} = \tilde{\beta}_{Uit} - \frac{1}{\sigma} h_{Uit} + e_{it} \quad (\text{Eq. 5})$$

$$w_{Sit} = \tilde{\beta}_{Sit} - \frac{1}{\sigma} h_{Sit} + e_{it} \quad (\text{Eq. 6})$$

$$w_{USit} = \tilde{\beta}_{USit} - \frac{1}{\sigma} h_{USit} + e_{it}$$

(Eq. 7)

Which is:

w_{Mi} : labor male average wage for skill group i , unskilled (U) and skilled (S)

w_{Fi} : labor female average wage for skill group i , unskilled (U) and skilled (S)

M_i : total male labor for skill group i , unskilled (U) and skilled (S)

F_i : total female labor for skill group i , unskilled (U) and skilled (S)

wu_{it} : the unskilled labor wage gap, calculated from ratio of W_{MU} and W_{FU}
 ws_{it} : the skilled labor wage gap, calculated from ratio of W_{MS} and W_{FS}
 h_{uit} : the unskilled total labor gap, calculated from ratio of M_{MU} and M_{FU}
 h_{sit} : the skilled labor wage gap, calculated from ratio of M_{MS} and M_{FS}

This study used a dataset of 33 provinces (actually in has 34 provinces, but Kalimantan Utara was removed from sample because the incompletely of data) in Indonesia during 2008 until 2016, retrieved from *Badan Pusat Statistik (BPS)*. Fixed effect panel regression method was used to capture heterogeneity in Indonesian province.

3 Discussion

Estimation started with Hausman test to make sure that fixed effect is the best effect to estimate. From Hausman test result (Table 1) it surely that the best model for this research is fixed effect panel regression model. In order to get unbiased model, we used Robust Standard Error to conquer classical assumptions problems. The result shows in Table 1 below:

Table 1. Fixes effect panel model in period 2008-2016

Variables	Coeff	Robust S.E	t	P> t	F	R ²	
$wu=f(hu)$	hu	0.25806	0.124	2.09	0.038	**	2.96*
Hausman	cons	0.31861	0.159	2.00	0.046	**	
χ^2 : 6.17, p: 0.0130							0.220
$ws=f(hs)$	hs	-	0.034	-4.15	0.000	*	7.50*
Hausman	cons	0.13960	0.29799	15.14	0.000	*	
χ^2 : 12.19, p: 0.0005							0.386
$gapW=f(gapL)$	gapL	-	0.074	-2.16	0.033	**	5.34*
Hausman	cons	0.15821	0.059	8.07	0.000	*	
χ^2 : 4.93, p: 0.0264							0.313

Numbers in the table are the coefficients of each variables (Source: Stata14 output, 2017) ***: 10% significance level, **: 5% significance level, *: 1% significance level

Estimation result for unskilled labor written as:

$$wu_{it} = 0.31861 + 0.25806hu_{it} + e_{it} \quad (\text{Eq. 8})$$

Eq. 8 is an equation for unskilled labor model. From table 1 we conclude that the gender gap in the number of unskilled labor (h_u) has positive and significant effect at the 5 percent significance level to gender wage gap in the unskilled labor (w_u). This consistent with result from Olivetti & Petrongolo [12] that positive correlation is exist between wage and total labor force. This positive result conclude that the higher the number of unskilled male labor the higher the wage gap, meaning that unskilled male workers are increasingly dominating in the informal sectors.

Estimation result for skilled labor written as:

$$ws_{it} = 0.29799 - 0.13960h_{sit} + e_{it} \quad (\text{Eq. 9})$$

Eq. 9 is an equation for skilled labor model. From table 1 we conclude that the gender gap in the number of skilled labor (h_s) has negative and significant effect at the 5 percent significance level to gender wage gap in the skilled labor (w_s).

Elasticity substitution for unskilled labor (3.8751) lower than Elasticity substitution for skilled labor (7.1633). It is conclude that the ability of substitutions in the skilled labor group is higher than the ability of substitution of unskilled labor groups. Unskilled labor generally work in the informal sector, unskilled laborers or blue collar, so that in this group will be difficult to be replaced by women.

Estimation result for all labor written as:

$$gapWs_{it} = 0.47305 - 0.13960hu_{it} + e_{it} \quad (\text{Eq. 10})$$

Eq. 10 is an equation for aggregate labor force model. From table 1 we conclude that the gender gap in the total labor force ($gapL$) has negative and significant effect at the 5 percent significance level to gender wage gap in the skilled labor (w_s).

4 Conclusion

This paper highlighted the importance contribution of education to gender wage gap. Divided to skilled and unskilled labor, the result has revealed positive and significant nexus between gap of total unskilled labor and wage gap in unskilled labor, and negative significant nexus between gap of total skilled labor and wage gap in skilled labor. The ability of substitutions in the skilled labor group is higher than the ability of substitution of unskilled labor groups. So that, skilled women easily replace skilled man labor rather than unskilled. so that, female skilled labor more easily replace male skilled labor rather than female unskilled labor replace unskilled male labor. Jobs for unskilled male labor not be easy to replace by women, because the jobs usually low level jobs.

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