

Revisiting The Dynamics Of Gender-Based Development: An Approach to Development Studies

EcceS:

Economics Social and Development Studies

Elmira Mufliha Camila^{1*}

¹ Economics Department, Universitas Negeri Malang
^{1,2} Jl. Semarang No.5, Malang, East Java-Indonesia
E-mail : elmiracamila@gmail.com*

(Article history) Received: 2021-06-14, Revised: 2021-06-29, Accepted: 2021-06-29,
Available online: 2021-06-30 DOI: 10.24252/ecc.v7i1.13382
Stable URL: [://journal.uin-alauddin.ac.id/index.php/ecc/index](http://journal.uin-alauddin.ac.id/index.php/ecc/index)

Abstract: Revisiting The Dynamics Of Gender-Based Development: An Approach to Development Studies

The Gender Development Index in Indonesia and East Java 2019 is still below the world and national average. This shows that the equality of development between male and female in East Java is still lagging behind other provinces. The novelty of this research is trying to revisit the issue of the Gender Development Index (GDI) in East Java. This research aims to analyze the effect of Gross Regional Domestic Product (GRDP), poor population, and Labor Force Participation Rate (LFPR) on the Gender Development Index (GDI) in East Java partially and simultaneously. This research uses quantitative research methods with panel data regression analysis techniques. The data used in this research is secondary data obtained from the Central Bureau of Statistics in East Java during 2017-2019. The results of this research showed that the GRDP variable and poor population variable have a negative and significant effect on the Gender Development Index. Meanwhile, the LFPR variable has an insignificant and positive effect on the Gender Development Index. In addition, simultaneously the variable of GRDP, poor population, and LFPR has a significant effect on the Gender Development Index. Currently, there is still a gap between the roles of men and women. The role of women is still not optimally utilized because women's resources in the fields of health, education, and the workforce are still low. But this can be overcome if there is an increase in the labor productivity of both male and female residents so the income of the population will also increase and the number of poor people decreases. The implication of this research is the role of all parties, especially the government, is needed to pay more attention to and increase population growth and reduce poverty levels to increase gender equality in East Java.

Keywords: GRDP; Gender Development Index; Poverty



INTRODUCTION

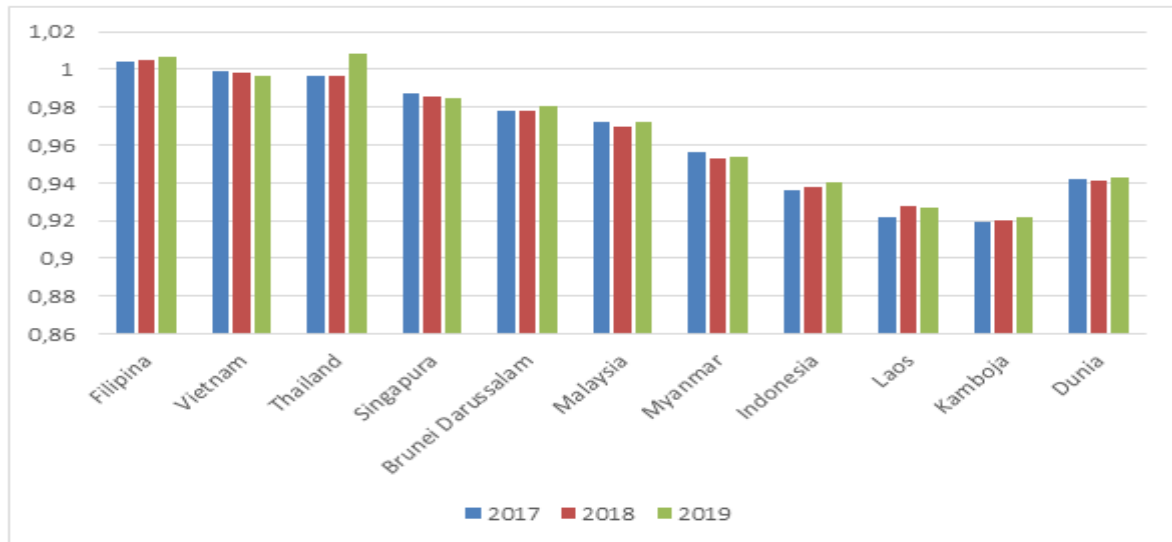
The success of the development of a country can be measured from the high and low levels of economic growth, the higher the rate of economic growth in the development of a country can be better. However, it is also necessary for terms of human quality, especially from the aspect of gender equality. The National Statistic Office (BPS) confirmed that a Gender Development Index (GDI) as a derivative of Human Development Index (HDI) which emphasizes gender status as the barometer of good development of social and economic aspects (BPS, 2015).

Gender development gaps still exist between various regions in Indonesia, and the differences in development in the eastern and western regions are very visible in terms of human resources, regional potential, and other characteristics. This shows that there is no equal distribution of gender-based human development which is contrary to development goals in Indonesia, namely the existence of equitable distribution of development outcomes that can be felt by the entire population (Azuri et al., 2016).

Based on data from the Human Development Report (HDR), the Philippines has the highest average GDI at the ASEAN level. This indicates that the development of men and women development in the Philippines is equal, or it can be said that there is no development gap between men and women. Globally, a Gender Development Index (GDI) value below 1 means that women's development is still below men's development. At the ASEAN level, the average GDI in Indonesia ranks 8th out of 10 ASEAN countries. The GDI value in Indonesia in 2017-2019 is 0.936, 0.938, and 0.940 points and is classified as one of 3 countries in ASEAN that has a GDI value below the global average with a value of 0.942, 0.941, and 0.943 points. This indicates that in Indonesia the equality of development between men and women is still quite lagging when compared to other ASEAN countries, or it can be said that in Indonesia there is still inequality in development achievements.

GDI is a human development parameter that consists of 4 indicators and emphasizes gender status, especially for women to see basic abilities. The GDI figure is expected to explain the development program plan that adapts gender equality and justice. The indicators for forming the GDI used are life expectancy (health dimension), expected length of schooling and an average length of schooling (education dimension), and income contribution (economic dimension). In his interpretation, the smaller the distance between the GDI value and the number 100, the development between men and women is more equal or balanced.

Graph 1 of Gender Development Index (GDI) in ASEAN 2017-2019

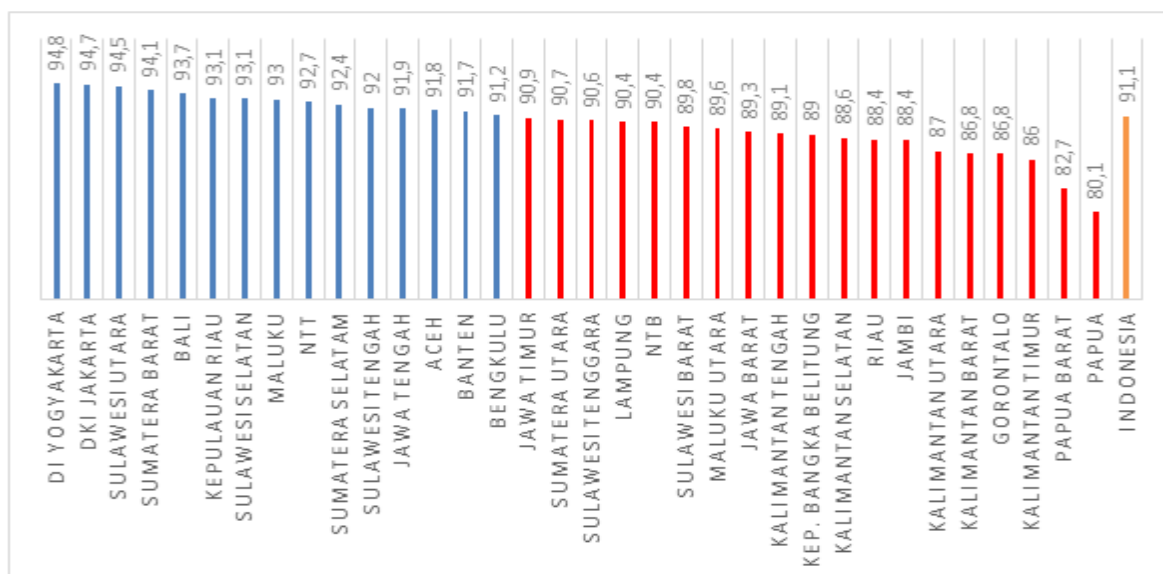


Source : *Human Development Report (HDR), 2019*

However, if the distance between the GDI value and the number 100 is greater, then the development gap between men and women is getting more serious. The number 100 is used as the basis for interpreting the GDI value because this number is included in the most perfect ratio value. The value of the female HDI growth rate which is lower than that of the male will reduce the GDI value and vice versa. With the existence of separate parameters between male HDI and female HDI, the analysis of the quality of life of each gender group can be carried out partially or separately (The Ministry of Women's Empowerment and Child Protection, 2019).

The difference between GDI and HDI lies in the indicators used. The indicators of the Human Development Index (HDI) are life expectancy, level of education, and income, but the GDI also takes into account gender inequality between men and women. GDI is known as the ratio between male HDI and female HDI, when the GDI is closer to 100 it means that the development between males and females is more equal. However, if the distance between the GDI value and the number 100 is greater, then the development gap between men and women is getting more serious so that any change in the HDI for women or men can affect increasing or decreasing the GDI. The Gender Development Index, also known as GDI, is an index that measures human development in the fields of health, education, and economy in an area by taking into account the equality between men and women (Darsyah and Sara, 2016).

Graph 2 of Gender Development Index (GDI) by Province in 2019



Source : BPS, 2019

Referring to Indonesia's Gender Development Index (GDI), it appears that the GDI achievement value of East Java Province in 2019 only reached 90.9 and is one of the provinces with a GDI value below the national average of 91.1. This indicates that in East Java there is inequality in development from a gender perspective, where this inequality also confirms that the equality of development between women and men seems to be quite lagging compared to other provinces. In fact, from 2017 to 2019 the GDI figure of East Java Province 2017 to 2019, is still far below the world and national average. Thus, in the province of East Java, there is a gender-biased development that is empirically quite lagging behind both at the national and global levels. This is a new problem, where development is running exclusively and reductively on the existence of a certain gender. The substance of development is to create justice and accessibility to all groups, to minimize the impact of poverty and inequality (Nevile, 2007).

Several previous research related to GDI that has been conducted includes (Sitorus, 2016) with descriptive results that gender inequality in Indonesia is real. This can be seen from the increase in the Gender Development Index (GDI), which is still not enough to reduce the gap in the achievement of basic capabilities between men and women. Statistical results using panel data regression analysis method show that the GDI/HDI ratio which represents the gender inequality index has a positive impact on economic growth, or it can be said that in addition to increasing the basic capabilities of the male population, the basic capabilities of the female population also affect economic growth.

According to (Tisdell, 2000), gender inequality in the formation of Human Capital (HR) in developing countries is also still common. The existence of gender inequality will cause fertility rates and population growth rates to increase, resulting in poverty levels also continuing to rise. In addition, the results of the study (Farooq et al., 2020) also show that gender disparity (the ratio of female LFPR to men) has a significant and positive impact on economic growth in member countries of the Organization of Islamic Cooperation (OIC), which means that more gender disparities (reduced gender inequality) will increase economic growth in OIC countries.

In developed countries, gender inequality has varying degrees which have various effects on the economy. In most high-income countries there is gender equality in education and health because improvements in public health and human resources can increase well-being through economic growth. Meanwhile, gender equality in the level of political and economic participation in the short term will lead to a decline in economic growth. Economic growth through gender equality in political and economic participation is a long-term goal. Therefore, reducing the gender gap in the short term can pave the way for achieving this goal (Ahang, 2015).

Furthermore, research related to poverty and GDI has been carried out by (Putri and Fakhruddin, 2016) with the results that GDI has a positive and significant effect on the poverty line. When the value of the gender development index in Banda Aceh increases, it means that the inequality that occurs in the area is reduced because the role of women is increasing, so that society productivity is also getting better followed by an increase in working women. If the welfare of the society increases, the relative poverty rate decreases which result in an increase in the poverty line. This is related to the form of poverty, which means that poverty is caused by the unequal distribution of development policies throughout the region or society so that it has an impact on the emergence of welfare inequality or income inequality between communities.

The novelty in this study which is different from previous studies is that the variables and methods in this study are different from previous studies where this study discusses the effect of GRDP, poor population, LFPR partially and simultaneously on the Gender Development Index (GDI) in East Java by using panel data regression method, while the previous study (Safitri, 2020) discussed the modeling of GDI and HDI in Indonesia with a bivariate binary probit regression approach, and research by (Nazmi and Jamal, 2018)

discussed the influence of HDI and GDI on economic growth with a multiple data regression approach time-series.

THEORETICAL REVIEW

Marshall (in Woolley, 1993) tries to put the roles of women in employment and their relation to gender issues. The neoclassical school of thought, which places great emphasis on work productivity above all else, views that productivity greatly determines the output of a production process, thus determining the level of income of a worker. In this case, the neoclassical school underlines that there are differences in productivity between male workers and female workers. Where women tend to have lower human capital than men, such as skill level, education, physical strength compared to men. Even women tend to have dual roles that are much more dominant than men. Women are tasked with taking care of the domestic needs of the family, at the same time they are also involved in the industrialization work process. As a result, the productivity of women is much lower than that of male workers. Thus, the neoclassical school underlines that the mass involvement of women in the production process is not very good in increasing productivity and output from industrialization work. This also confirms that the sexual division of labor by emphasizing sexual differences is a variable that is quite influential in worker productivity. These emerging problems are in line with the findings (Carmody, 1998; Horodecka and Śliwińska, 2019; Lowrey, 2011; Panayotakis, 2013; Horodecka and Śliwińska, 2019; Kerr, 2020; Melkevik, 2017; Reda and Reda, 2018; Vladoš, 2019).

However, this view is contrary to radical feminists, such as the idea of Marx (in Bhattacharya, 2016) that the practice of gender inequality that occurs stems from biological differences, in viewing the role of women workers. These Marxist feminists state that gender inequality occurs as a result of the capitalization process that occurs. The position of women is fragmented in the industrialization work process which positions women as an unproductive working class. Considered to have a low work productivity value compared to men. This process dehumanizes and destroys the roles of women in socio-economic activities. As a result, production processes and social interactions in society are becoming increasingly gender-biased, creating massive injustices over women's livelihoods in the social and economic spheres. The capitalists, do not take into account the dual role of women in family life. They only look at women in terms of the output produced, without considering the social aspects and women's involvement in the domestic sphere, which has a dual role in

the social life of the community. In the end, this stigma contributed to limiting the role of women in economic livelihoods, the level of women's work participation became increasingly limited, which in turn sparked the birth of a new poverty rate (Bieler and Morton, 2003; Colley, 2002; Filc and Ram, 2014; Greenhill and Wilson, 2006; Hargreaves, 1982; Rose, 2013; Agbebi and Virtanen, 2017; Berglof, 2015; Eke Jeffrey, 2013; Gala et al., 2018; Isa and Edward, 2017; Mallorquin, 2017; Mason, 2017; Ormaechea, 2020; Purcell et al., 2017; Samanta, 2018).

This chaotic cross of different views tried to be mediated by institutional economists such as Veblen. In this case, Veblen (in Rutherford, 2001) states that in the production process, policymakers must involve economic and non-economic aspects in formulating employment policies, especially those related to gender equality. Productivity is indeed a benchmark in various production problems. Currently, industrialists are no longer embracing the placement of workers based on quantity, but have changed their orientation towards an effective production scheme based on productivity. However, this is not a reason to discredit certain genders, for example, women's social roles in society which function dually, both in the workplace and in the family environment. This should be considered by industrialists, especially women. Their basic rights as women must be considered so that gender inequality does not occur, which in the end can contribute to increasing women's work participation, minimizing unemployment, poverty, and inequality, as well as improving the quality of gender justice itself (Antinori and Bray, 2005; Gürkan, 2020; Poirot, 2007; Bhattacharya, 2016; Fine, 2013; Greenhill and Wilson, 2006; McCutcheon, 2015; Rioux et al., 2020).

METHODS

This research uses quantitative methods, namely methods designed to test theories, show relationships between variables, provide statistical descriptions, and interpret results (Tanzeh, 2011). The purpose of this study is to determine the effect of GRDP, Poor Population, and LFPR on the Gender Development Index (GDI) in the Regency/City of East Java Province in 2017-2019 partially and simultaneously. This study consists of independent variables, namely GRDP (X1) with percentage units, the poor population (X2) with percentage units, LFPR (X3) with percentage units, and also the dependent variable, namely the Gender Development Index or GDI (Y) with units index with a value between 1-100.

The place of this research is Regency/City in East Java Province using secondary data from BPS East Java Province from 2017-2019.

The analytical method in this research is a panel data regression analysis model. Panel data regression analysis is a combination of time series data and also cross-section. There are three models that can be used, namely the Common Effect Model, Fixed Effect Model, and Random Effect Model. To determine the model that fits the characteristics of the research data it is necessary to do several tests. Among them is by using the Chow test to determine the model between the Common Effect Model and the Fixed Effect Model. If the test results show that the Chi-Square probability value is greater than the significance level, i.e. 0.05 then the most appropriate model to use is the Common Effect Model, but if the Chi-Square probability value is less than the 0.05 significance level, the model used is suitable for use is the Fixed Effect Model (FEM) (Novtaviana, 2020). Next is the Hausman test to determine which model is suitable between the Fixed Effect Model and the Random Effect Model used in data analysis. In this test, if the probability value is less than the significance level of 0.05, the model used is the Fixed Effect Model (FEM). On the other hand, if the probability value is > 0.05 , the model used is the Random Effect Model (REM) (Gujarati and Porter, 2012).

The panel data regression model in this study is described as follows:

$$GDI_{it} = \beta_0 + \beta_1 GRDP_{it} + \beta_2 PP_{it} + \beta_3 LFPR_{it} + e_{it}$$

Where:

GDI_{it} = Gender Development Index in Regency/City i in year t

$\beta_1 GRDP_{it}$ = Gross Regional Domestic Product in Regency/City i in year t

$\beta_2 PP_{it}$ = Poor Population in Regency/City i in year t

$\beta_3 LFPR_{it}$ = Labor Force Participation Rate in Regency/City i in year t

$\beta_1, \beta_2, \beta_3$ = regression coefficient / parameter

β_0 = constant

e = error

The hypotheses in this study include that GRDP and LFPR partially have a significant and positive effect on GDI in East Java so if the percentage of GRDP and LFPR increases, the value of the Gender Development Index will increase too. Meanwhile, the poor population have a significant and negative effect on the Gender Development Index in East Java, so if the percentage of poor people increases, the value of the Gender Development

Index will decrease. In addition, simultaneously GRDP, poor population, and LFPR have a significant effect on the Gender Development Index in East Java.

RESULTS AND DISCUSSION

Chow Test

The use of the Chow test is to choose the best model between the Common Effect Model and the Fixed Effect Model. The results of the processing can be seen in the following table:

Table 1. Chow Test

Effects Test	Statistic	d.f.	Prob.
Cross-section F	428.276977	(37,73)	0.0000
Cross-section Chi-square	613.870026	37	0.0000

Source : Secondary data output after processing 2021; (Camila, 2021).

This test is carried out with the following hypothesis:

H0 = Common Effect Model (CEM)

H1 = Fixed Effect Model (FEM)

Based on table 1, it can be seen that the results of panel data regression with the Chow test show a probability value of 0.0000, smaller than the significance level = 0.05 so that H0 is rejected and H1 is accepted, then the suitable model to use is the Fixed Effect Model (FEM).

Hausman Test

Hausman test is used to determine the best model between Fixed Effect Model (FEM) and Random Effect Model (REM). Based on table 2, it can be seen that the results of panel data regression with the Hausman test show a probability value of 0.0001 which is smaller than the significance level 0.05 so that H0 is rejected and H1 is accepted, then the suitable model to use is the Fixed Effect Model (FEM).

Table 2. Hausman Test

Test Summary	Chi-Sq. Statistic	Chi-Sq. d.f.	Prob.
Cross-section random	21.701459	3	0.0001

Source : Secondary data output after processing 2021; (Camila, 2021).

This test is carried out with the following hypothesis:

H0 = Random Effect Model (REM)

H1 = Fixed Effect Model (FEM)

Estimated Results

Based on the results of panel data regression from the Chow Test and Hausman Test, the selected model is the Fixed Effect Model. From the test results, it can be seen that the resulting regression equation is $GDI_{it} = 91.03774 - 0.079940 GRDP - 0.131273 PP + 0.017690 LFPR + e_{it}$

The coefficient of determination test aims to measure how much (%) the effect of the independent variable simultaneously on the dependent variable. Based on table 3, it can be seen that the R-Squared value of these results is 0.997727 which indicates that the independent variables, namely GRDP, Poor Population, and LFPR can explain 99.77% of the dependent variable, namely the Gender Development Index (GDI) while the remaining 0.23% explained by other variables outside the model.

Table 3. Fixed Effect Model Regression Results

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	91.03774	1.084824	83.91933	0.0000
GRDP	-0.079940	0.040087	-1.994152	0.0499
PP	-0.131273	0.036464	-3.600044	0.0006
LFPR	0.017690	0.014770	1.197729	0.2349
R2= 0.997727		F-Stat= 801.1508	Sig F-Stat= 0.000000	

Source : Secondary data output after processing 2021; (Camila, 2021).

The statistical F test aims to see how much influence the independent variables simultaneously have on the dependent variable. Based on table 3, it can be seen that the probability value of the F statistic of 0.000000 is smaller than the significance value of 0.05.

So it can be stated that the variables of GRDP, Poor Population, and LFPR simultaneously have a significant effect on GDI in East Java.

The t-test aims to see the significance of the effect between the independent variables partially on the dependent variable. The hypothesis regarding the effect of GRDP on GDI is that $H_0 = \text{GRDP}$ does not have a significant effect on GDI, while $H_1 = \text{GRDP}$ has a significant effect on GDI. In table 3 it can be seen that the probability of the GRDP variable of 0.0499 is smaller than the significance value of 0.05, which means rejecting H_0 and accepting H_1 so that the GRDP variable has a significant effect on GDI in East Java. While the regression coefficient of the GRDP variable is -0.079940. This means that if there is a change in the GRDP variable, namely an increase of 1%, then the GDI value will change which is a decrease of 0.079940 assuming other variables are considered constant.

The hypothesis regarding the effect of the poor population on GDI is $H_0 =$ the poor population has no significant effect on GDI, while $H_1 =$ the poor population has a significant effect on GDI. Based on table 3, it can be seen that the probability value of the poor population variable of 0.0006 is smaller than the 0.05 significance level, which means statistically rejecting H_0 and accepting H_1 so that the variable of the poor population has a significant effect on GDI in East Java. While the regression coefficient of the Poor Population variable is -0.131273 which means that if the average percentage of the poor increases by 1%, the Gender Development Index (GDI) will decrease by 0.131273% on average with the assumption that other variables remain or do not change.

The hypothesis regarding the effect of LFPR on GDI is $H_0 = \text{LFPR}$ does not have a significant effect on GDI, $H_1 = \text{LFPR}$ has a significant effect on GDI. Based on table 3, it can be seen that the probability of the LFPR variable is 0.2349 greater than the significance level of 0.05, which means accepting H_0 and rejecting H_1 which means that the LFPR variable has no significant effect on the Gender Development Index (GDI) in East Java.

The Impact of GRDP on the Gender Development Index

According to (Kuncoro, 2014) the economy of a country will grow until it reaches a stable condition followed by high income. The growth is represented by an increase or decrease in the amount calculated every year. The macroeconomic indicator that describes the success of a region's development within a certain period is the rate of economic growth. Nationally, economic growth can be seen through GDP while regional economic growth can be seen through GRDP.

Among the 3 dimensions of the Gender Development Index (GDI), namely health, education, and economy, GRDP has a relationship with one of these dimensions, namely the economic dimension. GRDP shows all the real added value generated by the economic activities of a region and the income of a region, i.e. high-income areas associated with good economic development. Economic development includes elements of human resource development so that high regional income is associated with good human resource development. The performance of economic growth is influenced by the high rate of human growth. An increase in the productivity of the population and also an increase in human capital, especially from women will encourage the economy of a country and economic growth will increase.

From the results of the tests that have been carried out, it can be seen that this research is in accordance with research by (Sitorus, 2016) which shows that GDI has a significant effect on economic growth represented by the GRDP variable. Access to women's education that continues to increase will also affect the increase in economic growth. This is in also accordance with research (Novtaviana, 2020) which states that GDI has a significant effect on economic growth. If people have a higher level of education as measured by the length of time in school, they will have better wages and jobs. When wages describe productivity if people with higher education increase it will be accompanied by an increase in the resulting productivity and have an impact on economic growth.

But on the other hand, there are several studies whose results are contrary to this study. Research by (Nazmi and Jamal, 2018) shows that GDI has no significant effect on economic growth, this means that the high increase in GDI has no significant effect. The cause of the Gender Development Index (GDI) is not significant, namely because the increase in the GDI value also has an impact on increasing the HDI value, which means that if men and women have the same level of equality with the HDI dimensions, namely education, and health, it can increase the HDI value. Therefore, if the government facilitates the female population to participate in contributing to economic growth by increasing the participation of women in the workforce, it will reduce gender inequality (Umiyati et al., 2017) also get the same result, economic growth has no significant effect on HDI. This is caused by the value of GRDP which always increases and is followed by the number of poor people who also increase. Therefore, the development program policies should be more emphasized on equity, equality, and poverty reduction which are implemented through gender equality-based development and pro-poor.

Table 4. Percentage of Constant Price GRDP, GDI, and Inflation in East Java 2017-2019

Years	GRDP	GDI	Inflation
2017	5.46 %	90.76	4.04%
2018	5.5 %	90.77	2.86%
2019	5.52 %	90.91	2.12%

Source: BPS, 2019

When viewed as a whole, East Java Province has shown a relatively strong inclusive economy with an increase in Human Resources (HR) and social welfare. Based on table 4, it can be seen that the value of GRDP and GDI in East Java from 2017 to 2019 has increased. This indicates that with increasing economic growth, the quality of human resources, especially women also increases. It means that gender inequality is narrowing and people's welfare is increasing every year. The improving economic performance was followed by a fairly controlled inflation performance, from 2017 to 2019 the inflation rate decreased.

The Impact of the Poor Population on the Gender Development Index

Economically, according to (BPS, 2020) poverty is referred to as a person's inability to meet basic food and non-food needs. The Gender Development Index has 3 dimensions, namely the education dimension, the health dimension, and also the economic dimension. The percentage of poor people has a relationship with the GDI dimensions, namely the health dimension and the education dimension. With improvements in the health sector by the government, public health especially for women can improve, and school children can get a good learning experience. The level of education obtained by women has an impact on knowledge and skills that lead to an increase in the productivity of the female workforce and also an increase in income so that the percentage of the poor will decrease and increase population growth and the welfare of women will be achieved.

The results of this research are according with research from (Baqtiar and Murjani, 2017) which states that the number of poor population has a significant effect on the HDI because it relates to access to basic rights such as education and health, then also relates to the purchasing power of the community. Generally, the poor have low purchasing power so that their ability to meet a decent standard of living is still lacking so that the reduction in the number of poor people is very important and expected.

Research by (Putri and Fakhruddin, 2016) also obtained consistent results, namely the GDI has a positive and significant effect on the poverty line. Although development continues to increase, the access obtained is still not equal. The development of lack of access and inequality of access will reveal gender inequality, especially for women. This can have an impact on the Human Resources (HR) obtained in the future. Therefore, access that is not yet fully spread out will lead to poverty and impact women. (Tisdell, 2000) also found an imbalance of gender inequality in the formation of human capital in developing countries. This will cause the population growth rate to increase so that the poverty rate will also increase. For this reason, it is important to reduce poverty so that research on the design of poverty reduction strategies needs to be carried out so that the issue of poverty will not become a problem in human life (Mankiw, 2006).

However, the results obtained from this research show different results research from (Wardana, 2016) that the poverty level has no effect and has a negative impact on the Human Development Index (HDI), which means that the poverty level does not have a direct impact on the achievement of human development carried out through the alleviation poverty program. Poverty makes a person not have the capability to do something so that the level of a person's ability to obtain resources affects the level of welfare.

Table 5. Percentage Value of the Poor Population and GDI in East Java 2017-2019

Years	Poor Population	GDI
2017	11.77 %	90.76
2018	10.98 %	90.77
2019	10.37 %	90.91

Source: BPS, 2019

Based on table 5, it can be seen that the percentage value of the poor population in East Java from 2017 to 2019 has decreased, while the GDI value in East Java from 2017 to 2019 has increased. This is in accordance with the results of this study where an increase in the percentage of the poor will reduce the value of the Gender Development Index (GDI) and vice versa, if the percentage of the poor decreases it will increase the value of the Gender Development Index (GDI). According to National Statistic Office (BPS) the decline in the percentage of poor people was caused by the low national inflation rate, the average wage for workers, and the increase in the exchange rate of farmers. In addition, it is known that the average per capita expenditure also increases and the realization of the

implementation of the Non-Cash Food Assistance Program by the government causes the percentage of the poor to decrease every year (Anggraeni, 2020).

If the poor population, especially women can obtain adequate educational facilities pursued education is also higher, and adequate health facilities will improve the quality of the population especially of women, thereby increasing the value of the Gender Development Index (GDI). Improvement, distribution of education and health facilities to the community especially from women will not have a direct impact but can have a positive impact on increasing women's productivity and employment opportunities to increase income and the percentage of the poor will decrease as well as the welfare of the population, especially women as well will increase.

With an increase in labor productivity from both male and female residents, the income of the population will also increase so that the number of poor people decreases and is able to increase the GDI value. Vice versa, a decrease in the value of the gender development index can result in a decrease in labor productivity of the male and female residents so that the income of the population will also decrease and the number of poor people will increase. According to (Dewi et al., 2016) investing in education will enable the improvement of the quality of human resources which is reflected in the increase in knowledge and skills of the community. The higher a person's level of education, the more skills and knowledge, and knowledge gained will increase so that it can encourage increased work efficiency. By employing highly productive workers, the company will earn higher returns than usual and the salary given to that person will also be higher.

The Impact of LFPR on the Gender Development Index

GDI is a concept that measures human development, especially in terms of women are measured through three dimensions: health, education, and economics. LFPR has a relationship with one of the dimensions of GDI, namely education. When people, especially women have a good level of education then they will get a decent job so that the productivity of women's labor force will also increase and gender equality can be done well.

The results of this research are in accordance with research by (Didia, 2016) which states that the LFPR variable has a positive but not significant effect on inequality in the Kedungsepur area. This statement is in accordance with Sjafrizal's theory which shows that as a result of migration that does not meet the requirements, the excess labor in the region cannot be utilized by other regions that need it. The impact of this is that the development

gap between regions can increase because the advantages of a region cannot be utilized by other regions that need the area, making it difficult for regions that are lagging behind.

However, the results of this research are different from research (Hakiki et al., 2020) which explains that the LFPR variable has a positive and significant effect on the Human Development Index (HDI). HDI is focused on human development so that when the LFPR increases, the community has a good education so that they will get decent jobs. The higher the LFPR value achieved will encourage economic growth where the number of workers who produce goods and services in the economy will also increase.

Table 6. Percentage of LFPR and GDI in East Java 2017-2019

Years	LFPR	GDI
2017	66.14 %	90.76
2018	68.78 %	90.77
2019	69.37 %	90.91

Source: BPS, 2019

Based on table 6 it can be seen that the percentage of LFPR and GDI in East Java from 2017 to 2019 has increased. The cause of the increased percentage of the LFPR was due to the rising labor force in the agricultural sector, fisheries and forestry so that there is a possibility of an increase in the economic level of the workforce. Their high labor productivity would increase economic growth so that gender equality will be achieved.

Table 7. Percentage of Male and Female LFPR in East Java 2017-2019

Years	Male LFPR	Female LFPR
2017	83.85 %	54.37 %
2018	83.96 %	55.43 %
2019	84.31 %	55.22 %

Source: BPS, 2019

Based on Table 7, it can be seen that from 2017 to 2019 the percentage of female labor force participation rate remains below the male, which ranged from 54.37% to 55.43%. In 2019 LFPR of women decreased by 0.21%. Meanwhile, the percentage of the male labor force participation rate each year has increased, ranging from 83.85% to 84.31%. This shows that the percentage of male LFPR is higher than female so that it can be said that there is still gender inequality in terms of employment. An increase in women's education will lead to increased productivity of the female labor force so that economic growth will also increase and will begin to achieve gender equality for female labor force participation rates increased.

Limitations of employment opportunities are things that need to be supervised by the government, therefore it is necessary to increase the number of jobs through entrepreneurship training that matches the characteristics of each region so that it can independently initiate and promote local economic growth and SMEs. Gender inequality in terms of decreasing female fertility has positive benefits in reducing the burden on the workforce. This equity has a positive influence on the capability of women workers in the field of national trade. Through a high level of education for women, it is believed that women are more willing to face the challenges of the world to obtain an adequate job (Rahmawati and Hidayah, 2020).

The Impact of GRDP, Poor Population, and LFPR on the Gender Development Index

GRDP measures the monetary value of total goods and services produced in a country during a specific time period and sets the economic performance of a country or region and is useful for comparing differences in living standards of the countries. Higher levels of economic development and gender equality will support the manifestation of gender differences in preferences across countries. Bradley R. Schiller defines poverty as the inability to obtain adequate goods and services to meet limited social needs. Being poor means experiencing a state of welfare deficit in various dimensions of social life. The labor force participation rate is the main variable indicating the size of a country's economy and labor market. The effective use of labor is one of the most important factors of production in economic development. (Bălan, 2014; Bastos et al., 2009; Falk and Hermle, 2018; Jaromír, 2016; Lobao, 2019; Suyanto, 2001).

To realize a successful development can be measured by the high level of economic growth. The high economic growth can also be seen from the percentage of GRDP, the higher the value, the better the development, and vice versa. In addition, we must also look at the quality of human development, especially women so that the welfare of society will be achieved equally. The role of women is still not used optimally because women's resources in the fields of health, education, and labor are still low. However, it can be overcome if there is an increase in labor productivity of the population of men and women so that incomes of the population will also be increased and the number of poor people decreased. An increase in the productivity of the female population will increase the percentage of LFPR so that gender equality will be achieved.

Household welfare would increase if women become educated people, are free to work outside the home, have their income, as well as having the rights of ownership. This statement is following the theory of (Todaro and Smith, 2006) where education is included in something important for a satisfying life to be achieved. Education plays an important role in creating the capability in developing countries that will master modern technologies and further advance growth and sustainable development.

The role of women in the labor market is still relatively low because women tend to choose jobs that are close to home, which is related to family responsibilities that must be fulfilled. Another gap can be seen in the level of education, the lower the level of education possessed by women, the greater the gap in wages earned compared to men. In terms of politics, gender inequality can be seen from the representation of women in parliament. In the legislature, the number of women is still very limited compared to men so that it becomes a challenge because they have to work hard and improve their ability to influence every decision that can guarantee the rights of the community, especially women.

The Indonesian Government has also promised to create gender equality and equity through the issuance of Presidential Instruction No. 9 of 2000 concerning gender mainstreaming which is addressed to all state stakeholders including governors, regents, and mayors to implement Gender Mainstreaming throughout Indonesia without exception (Sitorus, 2016). The aim is to ensure that all policies, programs, and activities of the Ministry of Finance are fair and equal for men as well as women, children, people with disabilities, and the elderly. In addition, it also aims to ensure the preservation, sustainability, and development of the quality of Gender Mainstreaming organizers at the Ministry of Finance so that all levels of the Ministry of Finance understand the concepts, principles, and strategies of PUG development which have become their duties, functions, and authorities (PUG KP DJKN, 2018).

Research by (Klasen and Minasyan, 2017) shows results that gender inequality can affect economic growth. Gender inequality in education and employment will result in lower economic growth. In Europe, only the gender gap in labor force participation is relevant to economic growth and has a sizeable impact. Family policies can have a significant impact including on women's ability to work full time or part-time. High taxes in particular can hinder women's participation, as well as the distribution of household burdens in the family. The gender gap in domestic work is large across the EU, but it is also very large in Italy and Spain. Thus, policies in several areas may be needed to reduce the gender gap in labor force participation rates.

An increase in the participation rate of women will lead to an increase in the standard of living of African countries and the gap in life expectancy between men and women will adversely affect economic growth. Meanwhile, when compared to men, an increase in the number of women in the workforce will have an impact on decreasing the level of economic development (Karoui and Feki, 2018). In addition, developing countries such as Ethiopia still have gender inequality. Women in the region are economically, socially, culturally, and politically disadvantaged in enjoying equal rights, accessing opportunities, and in the decision-making process. To address the issue of gender equality and women's empowerment in the process of achieving development goals, the Federal Democratic Republic of Ethiopia promises several policies and strategies. However, much needs to be done for more effective gender equality and women's empowerment so that the Millennium Development Goals (MDGs) and sustainable development goals will be achieved in Ethiopia. Gender equality and women's empowerment programs from developed countries, proper implementation of international conventions on gender equality and women's empowerment, as well as development and implementation of appropriate national gender policies will improve the condition of Ethiopian women in the years to come (Ogato, 2013).

CONCLUSION

Based on the results of research that has been carried out regarding the effect of GRDP, Poor Population, and LFPR on the Gender Development Index (GDI) in East Java, the conclusions obtained are that the GRDP variable in the Regency/City of East Java Province in 2017-2019 has a negative and significant effect on Gender Development Index (GDI). The value of GRDP and GDI in East Java from 2017 to 2019 has increased, this indicates that gender inequality in East Java is narrowing and the welfare of society is increasing every year. This improving economic performance was followed by a fairly controlled inflation performance.

The Poor Population variable in the Regency/City of East Java Province in 2017-2019 has a negative and significant effect on the Gender Development Index (GDI). If the poverty rate is higher, it indicates that the welfare of the people in the area is getting worse. The development of the number of poor people in East Java from 2017 to 2019 decreased and was followed by an increase in the value of the Gender Development Index (GDI) so that

the decrease in the percentage of the poor had an impact on gender equality and community welfare which began to increase.

The LFPR variable in the Regency/City of East Java Province in 2017-2019 has an insignificant and positive effect on the Gender Development Index (GDI). The percentage of male LFPR has increased every year, but in terms of women's LFPR, it is still lower than that of men, so it can be said that there is still a gender gap in terms of employment. An increase in women's education will lead to an increase in the productivity of the female workforce so that economic growth will also increase and gender equality will begin to be achieved because of women's LFPR increases.

The LFPR, Poor Population, and LFPR variables simultaneously have a significant effect on the Gender Development Index (GDI) in East Java. The role of women is still not used optimally because women's resources in the fields of health, education, and labor are still low. But this can be overcome if there is an increase in labor productivity of the male and female residents so that the income of the population will also increase and the number of poor people will decrease. An increase in the productivity of the female population will increase the percentage of female LFPR so that gender equality will be achieved.

This research implies that the role of all parties especially the government is needed to pay more attention to and increase population growth and reduce poverty levels to increase gender equality in East Java. With the responsiveness of the government, gender equality will increase significantly. The limitation in this study is that there is still a limited time period for the research data, so it is hoped that further research will use a longer period of time. In addition, the influence of other fields apart from the variables contained in this study may be added for further research.

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