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[The Use of the Strict Liability Principle by the Indonesian Courts in Solving Environmental Conflicts](#)

H. Achmad Romsan, Abunawar Basyeban, Moh. Idris

The inclusion of strict liability provision in the Indonesian EMAs has a long history. Since the enactment of the first EMA of 1982 up to the third EMA of 2009, there have been 45 community environmental disputes submitted to the District Court, but the Court verdicts have torn the sense of the people's...

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Ade Rusman, Hermin Endratno

This study sought to investigate the strategy of internationalization of Muhammadiyah higher education institutions at Universitas Muhammadiyah Yogyakarta (UMY) to pursue the status of a world-class university. Qualitative method approach, empirical research was used to explore the internationalization...

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Adi Sutanto, Wahyu Widodo, Achmad Mauriza, Apriliana Devi Anggraini, Imbang Dwi Rahayu

This study examined the strategic roles in aspects of the food reliability and edibility, which purpose is to: 1) Find out the potential availability of organic food stuff and traditional herbal medicines used for free-range chickens. 2) Find out the determinants of the availability of organic food stuff...

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[The Effects of Social Definition for the Village Development Planning Process of the RKPDES Drafting Team towards the Document Quality in Bumiaji, Batu Indonesia](#)

Aditya Prasaja

RKPDES is a yearly Village Development Work-Plan in Indonesia. It is also part of the whole Indonesian development planning schemes. The quality of development planning document reflects the ability of the team in interpreting the legal guidelines. If the document quality is good, it will correlate to...

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[A Financial Analysis of The Farming Business of Manalagi Apple: A Case Study in Junggo Village, Bumiaji District, Batu City, East Java](#)

Adyla Mita Lestari

This study aims to determine the amount of production and income of apple farming varieties from a financial perspective. The results of the study showed that the initial investment in the farming of a Manalagi apple was IDR 20,335,000, and the average production cost per year is IDR 26.263.742.50. Monoculture...

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[The Development of Organic Farming by Sri Kuncoro Farmer Group in Pokoh Kidul, Wonogiri](#)

Afriyanti, Sri Sukaryani, Ali Mursyid Wahyu Mulyono, Joko Setyo Basuki, Rizal Hari Sanubari
Pokoh Kidul village is one of the agricultural centers in Wonogiri. Rapid agricultural development in Pokoh Kidul village has made the village a potential area for an organic farming center. This is supported by the abundance of underutilized agricultural waste. The organic farming system was developed...

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[The Study of Utilization of Coconut Shell Compost \(ARKOBA\) to Increase the Growth and Yield of Rice \(Oryza sativa L.\) in West Kalimantan](#)

Agus Suyanto, Agusalim Masulili, Donna Youlla, Setiawan, F. Tamtomo

This study aimed to determine the effect of the bioactive compost (arkoba) coconut shell charcoal on the growth and the yield of rice plants (*Oryza sativa* L.) on alluvial soil. The research was conducted in Mulia Baru Sub-District, Delta Pawan District, Ketapang Regency. This study occurred for four...

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[The Metacognition of Pre-Service Biology Teachers: Awareness, Skills, Understanding, and Practices](#)

Ahmad Fauzi, Wasiatu Sa'diyah

Metacognition is the basic competency to become an independent learner. Unfortunately, the level of understanding and empowering this competency are still very low in Indonesia. This mixed-method study aimed to show the metacognition level and understanding about metacognition-based learning of Pre-service...

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[The Effect of Learning Interest and Student's Perception of Teacher's Pedagogic Competency on Learning Achievement of Social Sciences: Survey at Labschool Elementary School, Faculty of Education, University of Muhammadiyah Jakarta](#)

Ahmad Susanto, Sri Imawati, Lativa Qurrotaini

The background of this research is the lack of students' interest in understanding Social Science subjects, as well as the lack of pedagogic competency of teachers in teaching these subjects. The purpose of this study was to determine the effect of students' learning interest and teachers' perceptions...

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[Validity and Reliability Instrument for a Scientific-based Module Book](#)

Ahmad

The objective of this present research was to test the validity and reliability of a scientific-based module book according to the 2013 curriculum. This research was conducted in State Junior

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[The Control over the Population of Dermatophagoides Mites based on the Internal Environment Arrangement of Residences for Respiratory Tract Allergy Patients in Surabaya Indonesia](#)

Ainur Rofieq

This research aimed to find path model for various factors of internal environment of residences of respiratory tract allergy patients which can be used as guidance in reducing the population of Dermatophagoides mites in house dust. Dermatophagoides mites produce allergen liquid which can trigger respiratory...

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Ajang Budiman

This paper is intended to describe the use of war metaphor in Indonesian public discourse prior to the 2019 presidential election. The data were collected by using Google's search engine from the statements of the candidates of the president and the vice president and of their success teams, which are...

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Akhmad Zakky, Asrori Mukhtarom, Priyo Susilo

This research investigates the use of social media, particularly Twitter, as a part of the conversations of Indonesians in the virtual world. The roles of the @MuhammadiyahGL and @NUgarislucu accounts will be seen as objects that play a significant role in responding to political and religious issues...

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[The Mathematics Learning at Schools: A Case Study of State Junior High Schools in Malang](#)

Akhsanul In'am

The objective of this research was to reveal the learning of mathematics in the Junior State Schools in Malang. The research was conducted in some State Junior High Schools, which were divided into three categories, namely: good, moderate, and low. A qualitative approach through a case study was used....

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[An Integrative Islamic Education Learning System in Khairul Imam Junior High School, Medan](#)

Akrim

The purpose of this study is to analyze the implementation of integrative Islamic education learning system. It is a qualitative research conducted at the integrated Islamic Junior High School of Khairul Imam Medan. Data were collected through observation, interviews, and documentation, and analyzed...

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[The Strategy Used to Improve the Quality of Learning in Model Schools in Indonesia](#)

Alfiatu Solikah, Syamsul Arifin, Khozin, Abdul Haris

This article discusses strategies used to improve the quality of learning in model schools (traditional, modern, and Catholic schools). Based on the results of qualitative research in MI Darul Muta'alimin Patianrowo Nganjuk, MI Muhammadiyah 1 Pare, and SD Katolik Frateran 1 Kota Kediri. The strategy...

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[The Implementation of Jihad Concept in Education](#)

Ali Imron

The discourse of terrorism and jihad becomes popular after the 11th September 2001 tragedy at the World Trade Center (WTC). George W. Bush claimed that the perpetrator of the WTC bombing is the radical Islamic network (Al-Qaeda) that is led by Usamah bin Ladin. On the contrary, the radical Islamic group...

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[The Processing of Fig Leaves \(*Ficus carica* L.\) by Posdaya Lancar Barokah in Pokoh Kidul Wonogiri](#)

Ali Mursyid Wahyu Mulyono, Afriyanti, Joko Setyo Basuki, Sri Sukaryani, Dewi Susilowati, Marinir

Fig (*Ficus carica* L.) cultivation is currently being developed in Pokoh Kidul Wonogiri. The fig fruits are still relatively expensive, so it is not optimal to be developed into various products.

Therefore, an alternative approach was made by processing the fig leaves. This processing was conducted by...

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[Beginner Voters' Participation in the 2019 Election in Semarang](#)

Amalia Diamantina, Lita Tyesta ALW

Beginner voters, consisting of millions of young people, are potential voters. They highly contributed to the victory of candidates in the 2019 simultaneous elections and helped to maintain robust and democratic governance. The level of participation of beginner voters in Semarang and its affecting factors...

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[The Inspiration of Singasari's Statues as the Basic Design of Malang Batik, Indonesia](#)

Amanah Agustin, Yulita Pujiharti, Nurcholis Sunuyeko, Suhartatik, Loesita Sari

The remains of the glory of the Singasari Kingdom can be seen on the statues of Singasari Temple located in Singasari Malang, East Java, Indonesia. The Relief of Singasari's statues have high quality ornament of art, especially the Batik motifs of traditional clothes or 'sarong' on the statues....

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[Religion and Social Change: A Phenomenological Study of Muhammadiyah Movement towards Social Change in Bengkulu](#)

Amrullah Boerman

In the sense of answering Muhammadiyah's preaching challenges that are caused by social change, it is necessary to find a scientific approach by means of responding that kind of state. Hence, a study was conducted in Bengkulu, as one of the provinces in Indonesia, to get a general description of social...

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Ani Purwanti, Budi Ispriyarso, Dyah Wijaningsih, Fajar Ahmad Setiawan

The Indonesia government has enacted the Village Act (Law No. 6/2014) which allows villages to establish a simple democratic government which consists of an executive (village leader) and a legislative body named Village Representative Council (VRC). As the legislative politics have been progressing...

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Aniek Rumijati

The research aims to analyze and explore the dominant type of organizational culture, especially in a number of departments of accredited private universities in East Java using competing values framework approach. The data was collected through a survey using proportional random sampling. The population...

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[Revitalization on the Suprastructure of Traditional Market Institutions](#)

Sonny Leksono, Rizalnurfirdaus, Endang Sungkawati

Building the economic institutional model of traditional market is never free from conflicts such as high asymmetric information, high transaction cost, hidden actions (moral hazard and adverse selection), negative externalities, and diminishing trust. They certainly have automatically and instinctively...

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[Dual Role and Reciprocal Relationship of Teachers – Students – Parents: Communication Study of Education in Serang City, Banten Province, Indonesia](#)

Anis Fauzi, Mochmad Muizzuddin, Mochamad Subekhan

This study aims to explain the dual roles and patterns of reciprocal relationships between teachers, students, and parents in the context of educational communication. This study used phenomenology methods and group discussion forums, so the authors only examine at a glance the aspects of educational...

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[Teacher Development in Mastering the Teaching Materials and Understanding Student Characteristics before and after Receiving Certification Allowance](#)

Asmoni, Mas'odi, Ahmad Halim, Iwan Kuswandi

This paper argues that teacher certification does not fully enable teachers to either develop their teaching competence or comprehend their understanding of student characteristics. They both are the basic competence for a professional teacher. The authors argue that to master teaching strategies is...

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[Development of Bioethics-Based Student Worksheets at Zoology Courses](#)

Atok Miftachul Hudha

Zoology courses for biology education students need to be taught by integrating bioethics, because it is important to foster student ethical attitudes towards animals. Through research and development, a product of student worksheets is produced in bioethics-based zoology courses to be implemented in...

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Bachrul Amiq, Liosten Rianna Roosida Ully Tampubolon, Edy Widayat

Wage disparity has been more apparent since 2015, causing anxiety among employees and employers. Therefore, a strategic policy in wage governance is required as the solution to address the issue. The current wage discretion policy was made by the governor through the Decree of the Governor of East Java...

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[The Generalization Process of Secondary School Students on the Concept of Volume and Surface Area of Prism](#)

Baiduri

One of the basic concepts of geometry and measurement, which is learned from elementary to higher education, is area and volume. This study aims to describe and explore the process of the students in generalizing the concept of volume and surface area of a rectangular prism. The teaching experiment method...

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[Bugis Cultural Taxonomy: An Overview of Hofstede's Cultural Dimension](#)

Besse Darmawati, Murmahyati, Andi Herlina

Bugis is a huge society in South Sulawesi. Therefore, Buginese is spread throughout the region of South Sulawesi, and so is the culture. Bugis culture has a strong influence on the people in South Sulawesi, especially on the interaction among the Buginese, and between Buginese or other community. This...

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[Pragmatism-Philosophy of John Dewey's Education: Role and Position in Learning Information Literacy \(Study in Educational Psychology\)](#)

Ari Firmanto, I Nyoman Sudana Degeng, Hetti Rahmawati, Tutut Chusniyah

As more information come to individuals in various formats and are not filtered, thus its authenticity and truth are questionable, demanding individuals to have adequate information literacy capabilities. Teaching information literacy can equip students with anti-plagiarism attitudes and encourage personal...

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Boge Triatmanto, Mokhamad Natsir

This study aims to analyze the implementation of the Sustainability Development Goals (SDGs) and the empowerment of human resources employing the Participatory Rural Appraisal (PRA) approach. This study provides input to local governments in regards to accelerating the achievement of SDGs as well as...

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[Building the Nation-State Future through the Development of Indonesia Multiculturalism-Based Nationalism](#)

Budiono

Besides being the largest archipelagic country in the world, Indonesia also has ethnic, linguistic, cultural, and religious heterogeneity. Pancasila is the ideology and the foundation of the state that unites the diversity across Indonesia, which has over 17,000 islands. In the context of the modern...

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[The Implementation of Technology \(IbM\) at CV Agrobiz Abadi Jaya in Gondangrejo Karanganyar](#)

Catur Rini Sulistyarningsih, Catur Budi Handayani

CV Agrobiz Abadi Jaya is a cow farming company with a population of more than 50 cows. In running the business, the company produced cow's farming waste in the form of cow's feces and cow's urine, which hasn't been managed well. Therefore, it is necessary to manage the cow's waste by making biostarter...

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[Hate Speech by Supporters of Indonesian Presidential Candidates on Social Media](#)

Daroe Iswatiningsih, Eggy Fajar Andalas, Nina Inayati

The phenomenon of hate utterances for the support of Indonesian presidential candidates and vice-presidential candidates in the 2019-2024 period on social media is very interesting. The people seem to split into two camps or hostile groups supporting each of their chosen candidates. Social media is an...

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[Language and Morality: A Case Study on Vulgar Contents in Song Lyrics Prohibited by KPID West Java](#)

Dewi Kusumaningsih, Titik Sudiatmi, Wiwik Darmini, Sri Muryati, Putri Maharani

The article reveals how language maintains moral values. It specifically discusses the prohibition of several English songs by the Indonesian Regional Broadcasting Commission West Java Chapter (KPID JABAR) due to their vulgar contents. The discussion covers the disposition of language and morality, which...

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[The Level of Happiness among Javanese, Madurese, and Banjarese Elderly](#)

Diah Karmiyati

Elderly happiness is a situation which describes the positive emotions felt by individuals, impacting on positive activities carried out in daily life. One of the factors that influence the happiness of the elderly is a cultural background. A culture which relates to values, beliefs, habits, and daily...

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[Islam in Manokwari: The Tradition of Islamic Education of the Arfak Nuhuwey Family](#)

Dian Indriyani

The development of Islam, especially in the Nuhuwey Arfak tribe family, has caused a change in the attitude and religious behavior of the Arfak people as a native tribe that inhabits the Arfak Mountains of Manokwari, West Papua. This has a positive impact, especially in terms of religion, as evidenced...

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Dinar Sari Eka Dewi, Hazaliza Binti Hamzah

A high spirituality level will lead to peace of mind and calmness in facing a life full of challenges. Thus, spirituality level determined how well someone's quality of life and resilience are. This library research aims to seek the relationship between spirituality, quality of life, and resilience....

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Dwi Noviani

This current research aimed at elaborating an innovation for Islamic Education instruction through reflective Learning. Constructivism paradigm was used utilizing a descriptive qualitative approach in the form of library research, and data were collected from the documentation. While the content analysis...

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Dyah Roeswitawati, Siti Nur Fatonah, Aniek Iriany

Polybags, including plastic materials that are difficult to be decomposed by soil microbes, can affect plant growth. The increasing demand of red chili pepper every time causes the chili to be relied upon as a non-oil and gas export commodity. This study aims to examine the use of organic polybag based...

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[The Cultural Capital and Strategy of Indonesian Poets in the 2000s](#)

Ekarini Saraswati

The development of Indonesian literature has existed in several periods, in which each of it was influenced by political situations. The cultural backgrounds of the litterateurs, education, surrounding environment, and political views influenced their perspectives in the aesthetical value they used....

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[The Effect of Business Strategy on Firm Value, Performance Measurement Model and Company Performance as Intervening Variable: Empirical Study on Jakarta Islamic Index](#)

Eko Hariyanto, Azmi Fitriati, Erna Handayani, Budiyo

This study aims to obtain empirical evidence about the relationship between Corporate Strategy, Performance Measurement Model, Company Performance and Value of the Firm. The research subjects are companies that have publicly well-known and recorded in the Jakarta Islamic Index between 2013 and 2017....

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[Innovation Method of Islamic Education Through Active Learning in SMP Al-Muslimin Pandan, Central Tapanuli](#)

Ellisa Fitri Tanjung

Education is fundamental to the history of human civilization. Educational activities were starting from the creation of Adam. In the Qur'an, it is stated that Allah teaches Adam "al-ashma-a kullaha"(all of the names). It shows the importance of creating a young generation who is able to think creatively,...

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[Nutritional Content Characteristics of Dolichos lablab L. Accessions in Effort to Investigate Functional Food Source](#)

Elly Purwanti, Wahyu Prihanta, Ahmad Fauzi

D. lablab L. is a species of bean that is categorized as local food with its perceived potential as alternative food source rich in nutritional content. This current comparative research aimed at investigating the influences of accessions upon nutritional content of D. lablab found in Malang, Probolinggo,...

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[Cutting the Chains of Prostitution Community: A Study on Lower Class Prostitution in Jember, East Java](#)

Emy Kholifah R.

This study aims to describe the reality of community empowerment among lower class prostitutes. The background of the research is that the existence of this group needs continuous attention. More attention is needed because empowerment of vulnerable communities has a high failure rate. This study will...

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[Entrepreneurship Education Program: Analysis of Sorghum Products' Quality Parameters for Penetration of Potential Market](#)

Endang Noerhartati, Yoyok Soesatyo, Toho Cholik Mutohir, Edy Mintarto, Soedjarwo, Moedjito, Lusy Tunik Muharlisiani

The research aims to analyze the quality parameters of sorghum products for penetration potential market in entrepreneurship education programs. The method used is quantitative research. The observation covers various aspects of excellence in every aspect of the entrepreneurial education learning model,...

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[A Reconstruction of Educational Curriculum of Children with Special Needs \(ABK\) for Inclusive Elementary School's Prospective Teachers](#)

Endang Poerwanti

The government has made an effort to change its policy of inclusive education for children with special needs (ABK) by involving these children in a regular class to study together with other children. However, a new problem has arisen. Teachers in regular schools are not educated and prepared specifically...

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Endang Sungkawati

This research focuses on entrepreneurial competencies required by traditional herbal medicine sellers, how they can survive against competition and crisis, and how they realize that they have entrepreneurial competencies like those of other successful entrepreneurs. Increasing entrepreneurial competence...

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[Analysis of Village Potential and Development of Post-Harvest Product To Be the Village of Guava Gondangmanis Tourism](#)

Eny Dyah Yuniwati, Mohammad Dullah

Guava gondang manis is One of the guava varieties that has become a national superior variety and it has been known and has a high market in the supermarket, the guava gondang manis is one of the superior product of Jombang because it has the potential, high economic value and very attractive fruit colors....

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The Influence of Regional Minimum Wage Discretion on Wage Disparity and Company Relocation

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Abstract. Wage disparity has been more apparent since 2015, causing anxiety among employees and employers. Therefore, a strategic policy in wage governance is required as the solution to address the issue. The current wage discretion policy was made by the governor through the Decree of the Governor of East Java number 188/665/KPTS/013 2018 regarding the minimum wage for the districts and cities in East Java province. Twenty-two regions of the regencies and cities received 11-24,57% of wage increment while the other sixteen regions, which have a relatively higher standard of minimum wages, received 8,03% wage increment in accordance with the Government Regulation year 2015 number 78. The purpose of this research is to analyze the influence of wage discretion in solving the wage disparity problem and company relocation. The subjects of this research were labor union, Indonesian business association (APINDO), and government based on purposive random sampling method. The data analysis method used is a descriptive-qualitative method, including interviews with the research subjects, triangulation, international journals, documents, and articles. The finding of the research shows that the minimum wage discretion policy influences 1) Decrease in wage disparity; 2) Increase in companies relocating to areas with lower minimum wage, and 3) Decrease in labor demand. Therefore, the minimum wage discretion policy should consider the following aspects, such as regional condition, decent living needs, company types, national economic growth, and inflation rates.

Keywords: *wage discretion, disparity, economy growth, relocation*

easy task for the business, especially during uncertain economic conditions in which businesses are pressured by the increasing production cost and distribution. The condition is triggered by labors demanding higher wages, although the labor demand decreased. [1]–[4] The wage council discussion to determine minimum wage is always tinged with debates. The subjects of the debates include 1) related to a comparison between the real wage and productivity growth, and 2) the minimum wage needs [5], [6]. The reasons for the debates are related to retaining competitiveness of the labor-intensive industry and the promotion of labor welfare, including welfare equality that is often traded off with economic growth. [7], [8]. Protection warrant for decent minimum wage becomes government responsibility in accordance with state welfare conception. [9] Minimum wage is the implementation of labor protection by the government to support a decent living standard. Minimum wage is decided based on the decent living standard in consideration with productivity and economic growth. [10] The minimum wage standard itself often becomes a controversy among businesses and labors. Some labor unions argued that a greater increase in the minimum wage standard would result in better labor welfare. Other labor unions argued differently, as a greater minimum wage standard will lead to a greater rate of unemployment.

Governor as the authoritative body is expected to take a strategic step in the form of wage discretion to reduce wage disparity. *Freies ernessen* or discretionary power refers to the authority of the government body in social activities to achieve public interests and social welfare of its citizens. [11] The purpose of this research is to analyze the wage discretion impact on solving wage disparity and company relocation issues.

INTRODUCTION

Minimum wage is considered as labor protection, as stated in the labor regulation. Countries which applies low minimum wage standard will face international pressure to raise the minimum wage or receive international sanction in the form of the export tariff increase. Every year, the minimum wage is always the focus of discussion among business owners, government, and labor unions. Wage increment never becomes an

METHOD

The researcher would like to analyze whether the wage discretion policy can solve the wage issue, which has become a prolonged political issue without a permanent solution in East Java province. This research is a juridical empirical qualitative descriptive research. [12] The subject of this research is selected using Purposive Random Sampling method from the elements of labor unions, Indonesian Business Association

(APINDO), wage council, and the head of the labor and transmigration office for East Java Province. The key instrument in this research is the researcher; the supporting instruments are interviews, triangulations, journals, documents, and articles. The interviews were conducted in the form of individual interview and focus group discussion (FGD). The result of individual interviews shall be discussed in FGD to formulate several topics examined in the research. When there is any difference in perceptions based on the result of the interviews, triangulations will be conducted so that the participants are able to share the understandings toward the research topics. [13]

RESULT

The Wage Discretion by the Governor of East Java Province was established in Decree number 188/665/KPTS/013 2018 dated November 16, 2018, regarding the Minimum Wage Standard year 2019 for regencies/cities in East Java. The Regencies Minimum Wage Standard in East Java is divided into four groups, namely; the first group consists of five regencies and cities (Surabaya City, Gresik Regency, Sidoarjo Regency, Pasuruan Regency, and Mojokerto Regency) with Regency Minimum Wage above Rp. 3.800.000. The second group consists of twelve regencies and cities with minimum wages ranged between Rp. 2.200.000 and Rp. 2.700.000, which includes Malang Regency, Malang City, Batu City, Jombang Regency, Tuban Regency, Pasuruan City, Probolinggo Regency, Jember Regency, Mojokerto City, Probolinggo City, Banyuwangi City, and Lamongan Regency. The third group consists of twelve regencies and cities with minimum wages around Rp. 1.800.000 or so, which includes Kediri City, Bojonegoro Regency, Kediri Regency, Lumajang Regency, Tulungagung Regency, Bondowoso Regency, Bangkalan Regency, Nganjuk Regency, Blitar Regency, Sumenep Regency, Madiun City, and Blitar City. The last group consists of the regencies with a minimum wage around Rp. 1.700.000 or so. Based on the data of regencies minimum wage standard, the wage discretion can decrease wage disparity in the following areas:

No	Regency/City	Minimum Wage 2018 (Rp)	Minimum Wage 2019 (Rp)	Minimum Wage Increase (%)
1.	Pasuruan City	2.867.612.56	2.575.616.61	24.57
2.	Lamongan Regency	1.851.680.41	2.233.641.85	20.67
3.	Mojokerto City	1.886.387.56	2.263.665.07	20.00
4.	Ponorogo Regency	1.509.816.12	1.763.267.65	16.79
5.	Pacitan Regency	1.509.816.12	1.763.267.65	16.79
6.	Tranggalek Regency	1.509.816.12	1.763.267.65	16.79
7.	Magetan Regency	1.509.816.12	1.763.267.65	16.79
8.	Madiun Regency	1.576.892.91	1.763.267.65	11.82
9.	Ngawi Regency	1.569.832.19	1.763.267.65	12.32
10.	Probolinggo Regency	2.042.900.06	2.306.944.93	12.93
11.	Probolinggo City	1.886.387.56	2.137.864.48	13.33
12.	Tuban Regency	2.067.612.56	2.333.641.85	12.87
13.	Banyuwangi Regency	1.881.680.41	2.132.779.35	13.34

Based on the government regulation number 78 year 2015 [14], the minimum wage standard in East Java was increased by 8.03%, whereas the wage discrepancies in 13 areas in East Java are between 11.82% - 24.57%. The

relatively high wage discretion raises unsatisfactory reaction from both the employees and the employers. From 15 labor unions, 11 labor unions stated,

“Not all of the rules in government regulation number 78 year 2015 is terrible. There are appropriate ones and suitable for the application, so there is no need to refuse the government regulation number 78 year 2015. However, it needs revision so that the calculation for the amount of minimum wage is not only influenced by the national economic growth and the inflation rate, but also the decent living standards survey result. Therefore, government regulation number 78 year 2015 should be revised.” 4 Labor Unions stated.

“Government regulation number 78 year 2015 favors the employers and limits the struggle of labor unions to achieve minimum wage that fulfills decent living standards.”

Whereas the head of Indonesian Business Association of East Java region stated regarding the wage discretion,

“Government regulation number 78 year 2015 may help the corporate to predict the minimum wage of the employees for the upcoming years so that they can conduct work contract with third parties. Government regulation number 78 year 2015 has been more accurate, but the government has to be firm in its implementation. The government must be able to create a policy that covers every side, not only based on the demands of the labors. If the government is unable to control the annual increase of minimum wage, the corporate may opt for company relocation to increase competitiveness.”

APINDO’s disagreement with the regulation leads to a lawsuit registered to administrative court (PTUN), which is still in the trial process without any verdict reached at the time being. According to APINDO, wage discretion is considered burdensome to business, especially for labor-intensive industry. On the other hand, the head of Labor and Transmigration office of East Java Province assessed that minimum wage discretion for the year 2019 was appropriate to decrease wage disparity and enable businesses to predict the wages for the upcoming year as consideration for offering work contracts to the third party. Two out of three heads of labor officers stated, “Wage discretion for the year 2019 has managed to reduce wage disparity,” while the other head of labor officer stated, “The wage discretion policy was appropriate, any businesses object to the policy may request a postponement for minimum wage payment.”

The opinions from the four of the Head of Labor Offices showed that the wage discretion policy is the appropriate way to reduce wage disparity and it may help predict the increase in the minimum wage standard of the upcoming year. Wage discretion enables higher labor wage to fulfill decent living standards.

The differentiated stipulation of Provincial Sectoral Minimum Wages will have a positive impact on employment opportunities. It means accommodating marginal buyers who have relatively low purchasing

power. The gap between minimum wage and decent living standards is caused by not only discrimination, as found in the studies by SMERU (2001) and Bambang and Sudarsono (2004), but also by high turnover rate. [15] Hence, the Labor Unions support the discretionary payment measures taken by the Governor of East Java. However, the unions disagree with the government regulation year 2015 number 78, which through the struggle of the advocates of the Labor Union on the Labor Day, May 1, 2019, resulting in nine points by the Governor of East Java, three of them are revision to government regulation year 2015 number 78 regarding wages. The governor made a recommendation to the Indonesian Ministry of Labor to revise the labor regulations year 2013 number 12 [16] regarding decent living standards to be used as governor's guideline in stipulating Provincial Sectoral Minimum Wages for the year 2020. The governor shall make circular letter to every regency and city in East Java to propose provincial sectoral minimum wages for the year 2020 as the proposal will remain the guidelines for the minimum wages stipulation. It is concluded based on the stipulation by the Governor of East Java that the revision of government regulation year 2015 number 78 includes the survey of decent living standards, which was previously excluded, in the calculating the minimum wage standard for the year 2020. According to three officials of regency/city APINDO,

"The wage discretion in 2019 put a huge burden on the companies, especially the labor-intensive industry, as they have varied capabilities to cope with the standards. There are 98 companies whose request for postponing the minimum wage payment were approved by the Office of Labor and Transmigration of East Java. There were a lot of companies relocated in 2018 since they have to sustain the production process."

The research concludes that the wage discretion influences company relocation to maintain competitiveness instead of avoiding high minimum wage standard. Essentially, the companies are willing to pay for minimum wage as long as they can maintain the competitiveness of their product, hence the efficiency through relocation. The current research yields similar results with previous research by Setyo Pamungkas (2011), which stated that stipulation of the minimum wage by the governor is a form of government intervention in the employment relationship between the laborer and business owners as well as the governor in conduction discretion in fair wage stipulation. [8]

The research is supported by Setiaji & Sudarsono (2004) in their analysis regarding the Influence of Inter-Provincial Wage Differentiation in employment opportunities, which found that the small wage differentiation was useful in accommodating various industrial repayment capabilities.

CONCLUSION

Based on the result of the research, it is concluded that the wage discretion influences 1) reducing wage disparity significantly; 2) increasing company relocation to maintain competitiveness; 3) the Governor's recommendation to revise Government Regulation year 2015 number 78.

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