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ANALYSIS IMPACT OF DECENT WORK : STUDY CASE IN WEST SUMATERA

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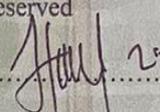requirements for the degree of

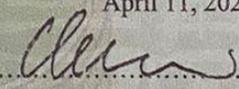Bachelor of Economics

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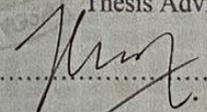
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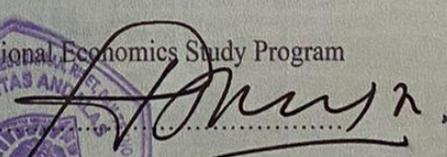
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ABSTRACT

This study aims to explain the characteristics of labor in West Sumatera and explain impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training to Decent Work in West Sumatera. This research is a quantitative research method with the data used as a cross section in 2021. The object of this research is Decent Work in West Sumatera. The data used in this study is the 2021 SAKERNAS data. The data processing tool is Stata. The analysis method used in this study is the cross tabulation data and logit regression analysis method. The results of the study find that the characteristic of labor based on education is partially more educated from Basic & Secondary School including Elementary School, Junior High School, Senior High School, and Vocational High School than educated from University. Also, the results of this study find that the Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training have a positive and significant effect on Decent Work in West Sumatera.

Keywords: Decent Work, Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training

Thesis Advisor: Prof. Dr. Elfindri, S.E, M.A

DECLARATION OF ANTI-PLAGIARISM

I hereby declare that this thesis entitled "Analysis Impact of Decent Work : Study Case in West Sumatera" is written by myself, and that has no part contains the phrase, idea, or opinion from another source without acknowledging the original authors. I have acknowledged all parts sourced from other people's work according to the norms, ethics, and rules of scientific writing. If anyone finds plagiarism in this thesis, I am willing to accept the sanction of revocation of academic degrees that I have gained.

Padang, April 11, 2023

Ibnu Hadi Asshidiqi

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Closing this preface, the writer of course aware there are still many shortcomings in writing this thesis. Therefore, the authors hope for suggestions and criticism to construct a perfect research. Hopefully this thesis can be useful for the development of science and readers.
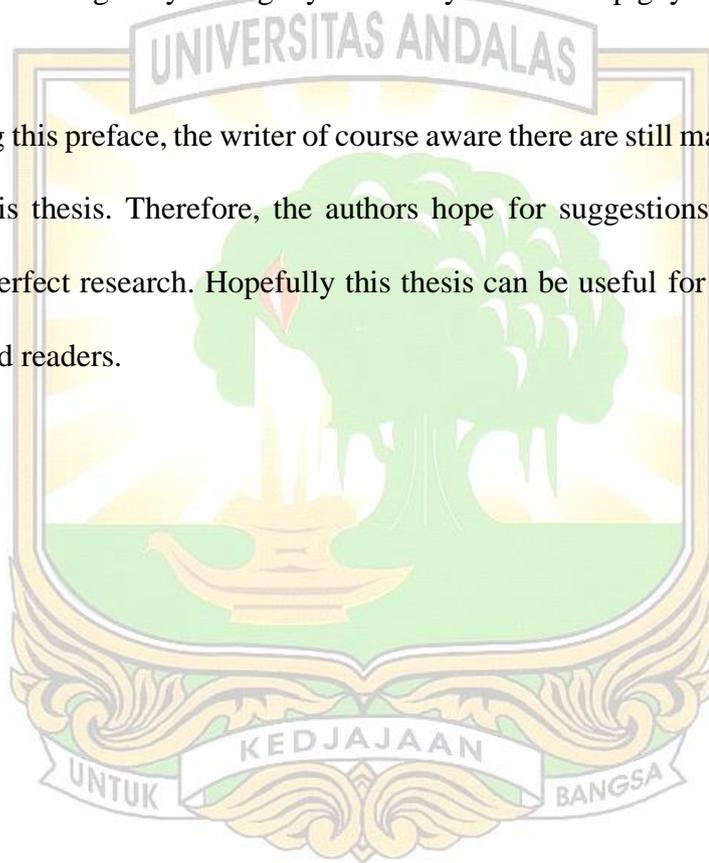
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CHAPTER I

INTRODUCTION

1.1. Background

Sustainable Development Goals or SDGs is an Agenda Global Development in 2030 that has been fully committed to all the countries in the world including Indonesia. The objective of SDG is to combine welfare principles for humankind by developing countries, environmental crises and poverty. The Sustainable Development Goals agenda on 25 September of 2015 where 193 nations adopted an agenda for Sustainable Development. The goals is 15 years framework with 17 Sustainable Development Goals, 169 targets and 230 indicators integrates of social, economic, and environment to recognize these goal targets aim to maintain the welfare economic sustainable development, peaceful, prosperous, maintains the quality of the environment and development that ensures the realization of governance capable of maintaining the quality of life from generation to generation. (United Nations, 2015).

The International Labour Organization (ILO) mentioned in a publication about 'Decent Work and Agenda in 2030 as a Sustainable Development' estimating that in 2030 more than 700 million new jobs will be created and balanced for the population growth of workers. ILO suggested that in this world, more than 800 million workers get less salary than usual. Also there are many places of work that are not sure how to solve poverty. The change of the labor market influence of technology where the kind of job has changed such as part time job, non-wage job, limited time of job in

general isn't good. So the Sustainable Development Goals (SDGs) are the main focus to achieve the target of decent work and equality in the world (ILO, 2015).

Indonesia is one of the countries with the highest population in the world. According to BPS (2021), the population of Indonesia in 2021 is 273,87 million people. This results in an increase of 36.16 million people from 2010. The high population is the main focus of attention from the government to solve this. In Indonesia, the planning of SDGs will match as the Rule of law President no.59 in 2017 with Rencana Pembangunan Jangka Menengah Negara (RPJMN) and other next period. The goals are the same to reduce poverty, achieve equality, and climate change (Bappenas, 2020).

In Indonesia, decent work is the main objective to solve the problem of labor. It's deep inside of UUD 1945 mandated that the one objective Indonesia country is to create a national life in terms of equality and high social welfare to achieve social justice, with a way to fulfill a human right to get a job and decent life for all Indonesia's people. The main obstacles faced by Indonesia is to create open employment for the population. The population growth must be equal to job creation enough to ensure the level of unemployment rate does not increase. Not only job creation focused, but also job creation available with good quality, human rights, guarantee the workers improve self development, social protection for workers, and sufficient a decent income to become higher welfare. So it's necessary for government policy to create decent work for all workers (Bappenas, 2020).

Decent Work and the four pillars of the Decent Work agenda newly adopted for 2030 Sustainable Development Goals. The main focus is goal number 8 which is 'Decent Work and Economic Growth' where there is an important goal for labor.

These goals have to achieve sustainable economic growth, inclusive with labor employment productive and decent work with using 4 pillars. They are right at work, promoting productive jobs with decent wages, social protection, and social dialogue where these goals have been linked between economic growth and decent work (ILO, 2015).

According to ILO (2015), Decent Work is the opportunities for the people from men, women, and youth which guarantees workers to work productively and the fulfillment of human rights as human beings from freedom, equality, security, and dignity. The 4 dimensions of decent work will be able to achieve work productivity, decent hours, a safe environment, and social dialogue to make sure the worker can combine the job into social activities such as family and personal life. To achieve productivity, the workers should have a decent wage, security and safety job, social protection, chance to improve self potential, and freedom of speech, organization, and involve any decision (ILO, 2015).

According to BPS (2021), Decent Work is a job that ensures that every worker is productive and fulfills human rights. In order to support and achieve productive work, the workers must get a fair and decent wage to fulfill life needs, guarantee security and work safety, social protection for workers and family, opportunity to improve self, and give freedom to every worker's opinion, organization, and involvement in decision making. The indicators of decent work are human rights workers, full and productive decent work, social dialogue (freedom of opinion), and social protection for the workers (BPS, 2021).

According to Anker (2003), Decent Work refers to components of work conditions such as no coercion (forced work), equality in workplace, and security

(health insurance, pension fund, and security of job). Decent work has an important role to reduce poverty and is an important aspect of economic development. The main purpose from ILO for decent work on a sustainable development goal is to open opportunities to get decent work, so that they can work productively to ensure equality, freedom, security, and dignity as a human. The workers have a chance to work productively, a chance for self -development, a decent salary, security for the job, social protection for the workers and family, and also have freedom to make a statement, organize and involve the decision making for a decent life. (ILO, 2015).

West Sumatera is a one province location in Sumatra Island total size in West Sumatera is 42.013,89 km^2 with Padang is the capital city of the province with total population is 5.580.212 (BPS, 2021). Decent Work refers to a job of its own but the quality is not good. The quality of decent work characteristic based on decent wage and working hours with criteria and rules of labor. (ILO, 2015). The quality of the job includes human rights, productive and decent wage of employment, social protection, and social dialogue to contribute to the individual worker or labor to achieve a decent work more properly. The Decent Work related from decent wage included wage and non-wage sector of workers also working hours individual labor to work at a week. The indecent wage employee who is paid for the actual hours they work with lower hourly pay. The lower hourly pay related to not standardizing the rules of labor and the excessive hours of work related to inadequate hourly wages negatively impact the physical, health, and mental side of the workers. (ILO, 2015). The Decent Work in West Sumatera can be seen on the table of Wage Receipt and Working Hours.

Table 1.1. Wage Receipt in West Sumatera

Regency/City	2019		2020		2021	
	Wage	Non-Wage	Wage	Non-Wage	Wage	Non-Wage
Regency						
Kep.Mentawai	Rp 2.326.013	Rp 1.237.300	Rp 2.269.619	Rp 1.028.427	Rp 2.297.050	Rp 1.175.308
Pesisir Selatan	Rp 2.232.852	Rp 1.563.672	Rp 2.187.927	Rp 1.483.929	Rp 2.186.361	Rp 1.310.397
Solok	Rp 2.422.385	Rp 1.667.419	Rp 2.003.156	Rp 1.444.056	Rp 2.226.681	Rp 1.458.889
Sijunjung	Rp 2.411.378	Rp 1.310.508	Rp 2.498.917	Rp 1.174.617	Rp 2.322.406	Rp 1.118.202
Tanah Datar	Rp 2.763.592	Rp 1.361.003	Rp 2.647.237	Rp 1.311.084	Rp 2.562.457	Rp 1.335.898
Padang Pariaman	Rp 2.268.981	Rp 1.527.453	Rp 2.094.818	Rp 1.471.185	Rp 2.312.672	Rp 1.419.935
Agam	Rp 2.339.399	Rp 1.522.935	Rp 2.854.972	Rp 1.535.960	Rp 2.481.624	Rp 1.477.883
Lima Puluh Kota	Rp 2.125.742	Rp 1.430.670	Rp 2.058.835	Rp 1.392.898	Rp 2.050.824	Rp 1.224.257
Pasaman	Rp 2.464.504	Rp 1.276.788	Rp 2.180.173	Rp 1.293.147	Rp 2.337.870	Rp 1.181.081
Solok Selatan	Rp 2.537.751	Rp 1.839.613	Rp 2.568.280	Rp 1.260.362	Rp 2.440.003	Rp 1.296.160
Dharmasraya	Rp 2.375.038	Rp 1.770.772	Rp 2.395.733	Rp 1.578.051	Rp 2.590.630	Rp 1.536.940
Pasaman Barat	Rp2.443.756	Rp 1.500.751	Rp 2.077.517	Rp 1.415.332	Rp 2.190.150	Rp 1.418.819
City						
Padang	Rp 3.278.682	Rp 2.400.022	Rp 3.330.177	Rp 1.965.506	Rp 3.195.631	Rp 1.829.100
Solok	Rp 3.019.506	Rp 2.566.112	Rp 2.980.993	Rp 1.872.055	Rp 3.064.365	Rp 1.840.310
Sawahlunto	Rp 2.510.628	Rp 1.639.120	Rp 2.453.943	Rp 1.154.725	Rp 2.599.095	Rp 1.292.935
Padang Panjang	Rp 3.188.468	Rp 1.961.122	Rp 3.289.008	Rp 1.665.106	Rp 3.295.397	Rp 1.726.159
Bukittinggi	Rp 2.838.494	Rp 2.616.985	Rp 2.579.654	Rp 1.706.570	Rp 2.634.218	Rp 1.631.923
Payakumbuh	Rp 2.913.366	Rp 1.714.519	Rp 3.091.648	Rp 1.728.104	Rp 3.174.145	Rp 1.582.139
Pariaman	Rp 2.519.099	Rp 1.395.008	Rp 2.847.855	Rp 1.404.506	Rp 2.744.632	Rp 1.224.928
WEST SUMATERA	Rp 2.681.766	Rp 1.659.339	Rp 2.660.533	Rp 1.495.499	Rp 2.644.615	Rp 1.426.856

Source: BPS Sumatera Barat dalam Angka, 2022

Based on the table 1.1. above, there are wages received from the workers in West Sumatera from 2019-2021. The wage is divided into wage workers and non-wage workers. Based on the table results, there are significantly different wages between regency and city in West Sumatera, where the wage in the city is higher than the wage in the regency of West Sumatera during the last 3 years. Also another

significant difference is the difference between wage and non-wage received by the workers and some areas in West Sumatera still have a wage below minimum wage of West Sumatra which is Rp. 2.484.041 (BPS, 2021).

Beside that, working hours is a decent work characteristic to measure decent work as a good quality for a job. The working hours is the time investment of an individual to work and get a wage salary (BPS, 2021).

Table 1.2. Working Hours in West Sumatera

Educational Attainment	Working Hours								
	2019			2020			2021		
	0-14	15-34	35+	0-14	15-34	35+	0-14	15-34	35+
No Schooling/Not Complete Primary School	71.124	146.466	220.118	53.927	122.064	180.675	60.119	124.242	179.659
Primary School	59.376	123.363	254.957	70.382	165.216	266.089	65.617	149.592	251.929
Junior High School	73.330	105.438	252.420	86.684	140.727	254.581	82.293	124.287	246.468
Senior High School (General)	60.925	107.300	338.292	74.309	133.054	350.307	70.485	130.579	355.141
Senior High School (Vocational)	23.953	42.965	191.365	32.102	60.446	185.443	36.520	65.571	211.348
Diploma I/II/III/Academy	6.704	15.835	69.596	11.018	23.049	70.602	9.170	18.731	71.414
University	22.812	61.336	212.879	36.589	81.517	190.743	33.141	92.441	200.696

Source: BPS Data, 2021

Based on the table 1.2. results, the working hours in the last 3 years in West Sumatera have increased relatively. The working hours increase by education in Junior High School, Senior High School, and University. The working hours more trend to workers with secondary and higher education in West Sumatera because more relative to find a job regardless of experience, education that for sure more working hours cause workers not productive and decent work.

Beside that, right now in Indonesia especially in West Sumatera still a lot the condition of job worried and very far from a decent work such as indecent of wages

and which is not accordance base on agreement, indecent of working hours more than specified especially in children and more day work. labor protection through the insurance employment program has not completely yet optimally impacted productivity workers and inequality social protection discrimination of the employee (Tempo, 2019).

There are several cases of decent work especially in West Sumatera. In 2021, 2 workers were dead due work to fix the drainage due to landslides and impact to workers' rights are not fulfilled, especially work safety protection from the government (iNews Sumbar, 2021). Then, in Bukittinggi have a another mission to fixed the drainage in Pasar Bawah but the contract agreement is terminated due the progress of the drainage is not completely finish and completion target does not match the set time from government and this causes the project to be abandoned and workers' rights are not fulfilled, especially the issue of wages unpaid base on agreement which results in workers not get social protection due unable to pay the insurance BPJS (Haluan Padang, 2021). Next is the security from firms that still do not have a decent wage or below the minimum wage province (UMP) because the system of the wage is still a lot below minimum wage and the impact of not giving decent wage for the workers. (Langgam.id, 2022). Last is the case of a firm laying off the 76 workers and not fulfilling the worker rights in 2 years such as the wage of workers not fulfilling. This is because some of the employment can't pay dues BPJS which has been in arrears for more than 2 years (Sumbar Satu, 2021).

The problem based on the case describes that still having the situation of indecent work can impact on the workers. The problem factors of decent work are the job opportunities in the labor still not much available that create a very high

unemployment. Another problem is lower quality of labor which is education, job training, and the main problem due lack of knowledge and technology that impacts worker productivity and wage workers. According to Ghai (2003), factors contribute to decent work related to the working conditions such as working hours, decent wage, weekly rest, job security, paid leave which concerns occupational safety and health of workers. The job is to centralize human welfare. Besides the income and wages, jobs have an important role in social economic sectors, so to achieve a welfare need fully decent work properly (ILO, 2015).

To achieve the decent work, the job opportunity become one of important factors how to a social protection to reduce a poverty, human right protected, and social dialog into a decent work. According to Cohen et al (2012), the Job Opportunities linked to the Job creation initiatives, which are the fundamental to attainment of decent work especially in the informal non-wage sectors. Job creation creates higher job opportunities for the people who want to work as a himself. Entrepreneurship is identified as the main booster of economic productivity for the individual who wants to create a job that can help the economic sectors of the country (Kimmitt, 2020).

According to BPS (2015), the Job Opportunities can be measured with the percentage of population aged 15 years old or more working in the labor force. Job Opportunities considering the number of businesses and the number of workers looking for a job by looking at the amount between the 2 components that can be sufficient and balanced. The Job Opportunities can be interpreted as total population working divided by total labor force with 100%. If the level of Job Opportunities are higher, the chance of people wanting to work can be also higher.
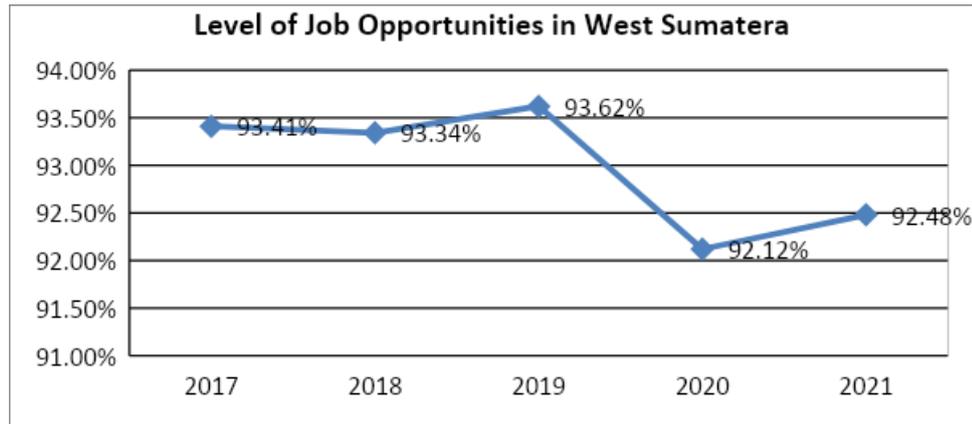
Figure 1.1. Level of Job Opportunities in West Sumatera
Source: BPS Data, 2021

Based on the figure 1.1, the level of job opportunities in West Sumatera during 2017-2021 have fluctuated results despite comparing in 2017 and 2021 have increased with an average 92,20 %. The results can conclude that the average of Job Opportunities during 2017-2021 in West Sumatera is from 100 people only 92 people have a chance to get job opportunities and 8 people left are unemployed.

Education is another element of decent work. Education is the one factor to create a higher quality human resource and high competitiveness with intelligent action and mindset. Education has a function to update the skill and character inside the human to prospect in the future. The high level of education has an impact on productivity for the work to develop the job with a decent work and decent life. Otherwise, education impacts worker's rights and social guarantees to create a decent life. Education and job training have an important role to build labor quality and feedback from someone to achieve productivity and decent work from knowledge, skills, and innovation in the school can be applied in everyday life especially for the job. (Becker, 1993).

The level of education is always measured on the average length of school. According to BPS, average length of school is defined as the total number of years schooling in formal education. The length of school indicated that the higher education can be higher the quality of individuals including mindset, action, character, and behavioral.
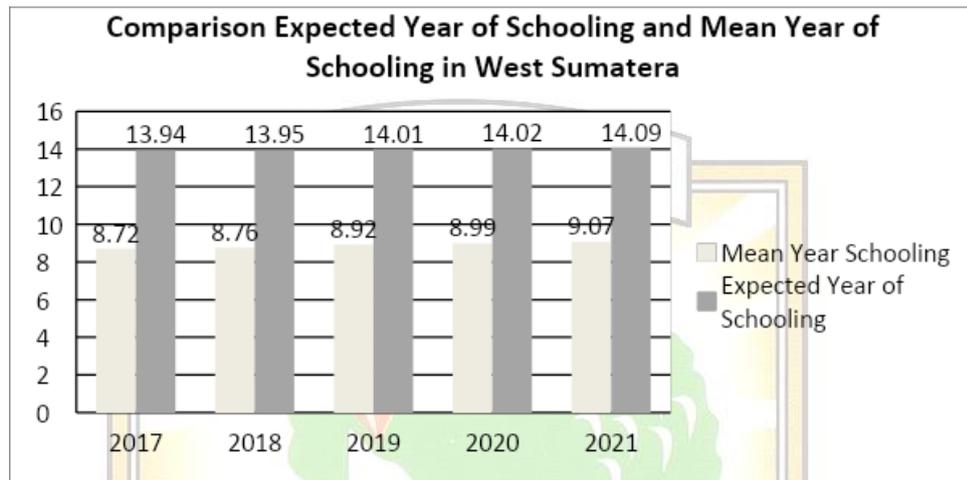
Figure 1.2 Comparison Expected Year of Schooling and Mean Year of

Schooling in West Sumatera

Source : BPS Data, 2021

Based on figure 1.2, the mean year of school in West Sumatera shows that increases from 2017 until 2021 with an average of 8,89 years which means the population in West Sumatera have completed minimum education in junior high school in 8 classes. Then, if we compare the expected year of schooling in West Sumatera, it shows an increase from 2017 until 2021 with an average 14,02 years which means the expected year of schooling in West Sumatera must be in the university minimum Diploma 2. There is a significant difference between Expected Year of Schooling and Mean Year of Schooling in West Sumatera and for sure the government needs to improve in educational sectors such as the facility school, labor

of teachers with high quality, education equity to achieve a good education in West Sumatera.

Beside that, individual status, age, gender, and job training have relationships and an important role to see whether the quality of a job is decent work or indecent work. According to Aybas et al. (2021), individual status such as marriage status has better performance to productive work and social security for himself and family. Age and gender characteristics have an impact on decent work. This is supported research from Huang and Yuan (2021) shows that the workers productivity is 15-64 years old where at the age if increase of age will affect the productivity and decent work including the decent wage, social security, guarantee family life. Beside that, the gender situation has been relatively unbalanced between men and women from the research because mostly the male individual relatively has a job to fulfill his family and the future whereas the women relatively work as housewife.

Based on the explanation and problem of labor conditions and how to solve this problem of Decent Work, the researcher gave this research title "**Analysis Impact of Decent Work : Study Case in West Sumatera"**.

1.2. Problem Statements

Based on the background and problem identification outlined above, the research problem in this study are:

1. What is the characteristic of labor in West Sumatera ?

2. How impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training on Decent Work in West Sumatera?

1.3. General Research Objectives

1. To determine the characteristics of labor in West Sumatera.

2. To find out the impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training effect on Decent Work in West Sumatera.

CHAPTER II

THEORETICAL FRAMEWORK

2.1. Grand Theory

2.1.1. Labor Theory

Labor is the most important indicator of economic activities than production facilities such as raw material, land, water, etc because human labor mobilizes these resources to produce output. According to Mulyadi (2003), Labor residents aged 15 until 64 years old or total populations want to work based on economic activity in one country. According to Elfindri and Bachtiar (2004), Labor is residents who have worked or are working, job seekers, and doing activity in others such as school, care of household and get income with minimum age 15 years old without limited maximum age. So that someone can be called a laborer if they are 15-64 years old. According to Simanjuntak (2012), Labor is residents who are currently or have previously worked, trying to find a job, and do other activities such as attending school, caring for the family, and receiving other income. So the conclusion is that labor is residents in one country at age 15 years old with potentially working and production goods and services to improve and progress economic sectors in a country.

Age is still the main different factor in the definition of labor and non-labor, basically there is a limitation of age classification for Indonesian labor since 1971. The age classification happened because a lot of the population at age 10 was looking for job seekers. At this moment, compulsory education in 12 years makes the population want to work in school. So conducted Sakernas survey in 2001, to classify

the limited work age at 15 years old. The International Labour Organization (ILO) classified a working age population if the population entered the age of 15 years old and over. This is the purpose of improving the quality of education, especially individual So that later they can find a decent job in the future (Atmati, 2005).

According to Mulyadi (2006) the theory of Human Resource Economics and Labor Theory from an economist expert. First theory is the Classical Adam Smith Theory.

Smith talks about the effective human resource allocation as a key of economic growth in classical economic theory. When the economy starts to grow, capital accumulation (physical) is required to maintain the economic growth. This theory means the effective allocation of human resources is the main requirement of economic growth and the human side as important factors of welfare in a country. Second theory is Keynes Theory which explains that the fully employed concept from classical theory is for sure that the equilibrium of human resource fully utilizes and if unemployment occurs, the government does not implement any policy which is not agreed by Keynes about the labor market. Keynes explains if the level of wage decreases, the income population also decreases. The purchasing power and consumption level decrease as an impact of decreasing income.

Third theory from Lewis is that an economist contributes to economic development and is awarded the Nobel Memorial in Economics. Lewis explains excess labor isn't a problem but an opportunity. The excess of labor in industry will contribute to output growth and supply of labor in other sectors. So, when the modern industry sector increases the labor, the wage level in one day will rise and reduce income disparity between city and regency. In this theory definition, the excess of

labor is not an obstacle to economic development. Labor surplus is a capital to earn income. Fourth theory is Fei-Ranis theory which explains the excess of labor linked to developed countries. Many unemployment, unconstruct of natural resources, activity dominated by agriculture sectors, and economic growth are categorized as high. Fei Ranis formulate economic development with excess labor, there are unemployment diversion to industry sector and pay wages with same institution, agriculture sector labor transfer with less production of wages to industry sector, and agriculture sector labor produce more than wage institution is beginning of self sufficient growth

According to Article 2 of Law Republic Indonesia number 23 in 2003, labor is anyone who is willing to do the job of producing product goods and services, either for their own needs or for society. According to Pujoalwanto (2014) Residents in one country divided by 2 types, there are labor and non-labor. Labor consists of ages 15-64 years old can be said as labor and labor have 3 types. First is skilled labor is workers who have special expertise and education masters of work that obtained from work experience. Second is educated labor is workers who have a higher education and certain expertises get from formal education and informal education. Third is rough labor is workers who have low education and not have expertise before from institutions or field experiences.

Non-labor is people of working age 15-64 years old who do not work and do not have a career despite having a chance of job opportunities (Simanjuntak, 2012). Non-labor have 2 types, there are labor force and non labor force. Labor force is the workers' population age (15 years and over) who are working, or have a job but are temporarily unemployed, or those who did not have work and were looking for work

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or process establishing new business such as sick on leave, wait harvest season, etc. Non-labor force is the workers aged 15 years and over who are still in school, taking care of the household or carrying out other activities than personal activities.

2.1.2. Decent Work

Since 1999, the International Labour Organization (ILO) has been working to create and launch the concept of Decent Work. The concept delivers the statement that there are large dimensions related to current work which can appreciate all people. Decent work has been widely accepted as an important strategy to fight poverty and foster development. Beside that the main point from ILO is to get an opportunity to do decent work for everyone, it can be male or female work productivity and safety from freedom, equality, equity as human beings (ILO,1999).

Decent Work is a work that guarantees every employment to work productivity and fulfill guarantees of human rights. The benefit of decent work are the workers have productive of job opportunities, receive a decent and fair income salary, security of workplace, social protection as workers and for family, better prospect for personal development and social integration, freedom of people to express their concerns, involve a decision that affected lives and equality of opportunity and treatment for men and women (BPS, 2021).

ILO mentions that decent work not only applies to formal workers, but also to wage workers, laborers, and also self-employed workers (ILO,1999). Therefore, the International Labour Organization (ILO) has four main pillars of decent work (BPS,2021). First is human rights at work where decent work must be more fully a right human than a job. The purpose is to make sure all jobs are guaranteed for human

beings, especially for equality, freedom, security, and human rights at work. In this pillar, there are basic human rights in the work such as freedom in organization and statement, remove discrimination of child work in effective and efficient, freedom of action at the work. Second is Full and Productive Decent Wage of Employment which decent work will not achieved without sustainable employment. The job fields must be available for job seekers, also a job generates a decent income and sufficient for worker needs and their families. The decent income based on rules of labor by minimum wages (UMP) accepted labor in the work.

Third is social protection defined as a protection from economic suffering caused by a job loss, different gender, age, ethnic group, discrimination of job accident or disease. The purpose of this pillar is to protect workers from vulnerability and disadvantage of job loss, disease, or old age. Fourth is social dialogue concerning the opportunity for workers to express his statement and opinion based on the work they take and directly to the workers who have involved the taking decision concerning the life of workers. The involvement of the workers is important to keep the cooperation and input of opinion, expectation, and suggestion of workers in terms of keeping economic stability.

Decent work developed to achieve target strategist International Labour Organization (ILO) to promote basic, principle, and rights at work to ensure the human right for the workers protected by the proper rule of law. Beside that, decent work has to promote high quality of job creation and income opportunities, Increasing access to social protection as a foundation to reduce poverty and inequality, and promoting freedom to express opinions and statements in social dialogue.

According to Stuart (2016), decent work is related to the number of workers who are low paid with different kinds of workers' efforts. factors contributed to decent work are Decent hourly and wage rate refers to an hour or salary that pays enough to cover basic needs which are important to have a wage or salary more decently for the workers. Job security is the important aspect for decent work, because it is a sense of knowing that your job is safe from being cut. It's an assurance that you will be able to work in your current employment for the foreseeable future. Job security gives the employees less stress and improves productivity. Safe working environment for employees feels comfortable, secure, and easy for both physical, mental, and emotional workers. Beside that, the safe working environment also has psychosocial aspects such as a workplace environment of bullying and interacting with partners must be emphasized. And last is paid leave where the employee should be paid for a normal pay of their leave at a rate equivalent to the daily average of their wages for the days on which they actually worked including holiday, sickness, etc.

According to Anker et al. (2003), decent work is defined as an opportunity for all men and women to get a decent and productive work in terms of wage, freedom, equity, security, and human dignity. The definition of decent work is explicit into 6 dimensions of decent work. There are opportunities for work that refers to all persons of men and women who want to work to find a job because decent work is not possible without work itself. The concept opportunity is a broad one including economic unpaid family work and wage employment in both formal and informal sectors. Next is work in freedom conditions where that work should be chosen free and not forced on individuals. It means a slave labour is unacceptable of child labour

must be removed and also the workers are free to join workers institute and organizations. Then productive work is essential for the workers to ensure an acceptable livelihood for individuals and his families, also to ensure the sustainable development and the competitiveness of jobs to give more decent work on the productive wage. Equity in work must have a fair and equitable treatment and opportunity in the work environment including not having a discrimination at work and being able to work a balance between job and family. Security in work in terms of conditions such as safeguard health, provide adequate financial and other protection in terms of health workers condition. It is also comfortable inside and outside the work environment. Last is Dignity at work where treatment from the institution with respect at work, participations and voices to decision making concerning working conditions including freedom to give opinions and statements.

According to Bescond et al. (2003), Decent Work is desirable and favorable for employment which is linked to appreciation and high recognition by other people when compared to precarious work. The definition of decent work linked into 7 dimensions of decent work. First is Low hourly pay. This dimension refers to an employee who is paid for the actual hours they work with lower hourly pay. The lower hourly pay is related to not standardizing the rules of labor and directly to the workers not having a decent job. Second is Excessive hours of work. The excessive hours of work related to inadequate hourly wages and negatively impact negatively on the physical, health, and mental side of the workers. Beside that, the excessive hours of work reduces the worker productivity and also disturbing the individual life and social interaction such as family. Third is National unemployment. This dimension is related to the labor force who do not currently have a job but are actively

looking for work. The reason is the work in the past have not looked to the decent life for the workers and satisfied for his job which make the workers resigned of his job and impact to national economics of unemployment.

Fourth is Children not at school (Child labor). This dimensions related to recognition of children who not school and relative want to work to help economic financial of his family, responsibility, discipline, which is more dangerous and safety of his children because not fully requirement for work and still under age. Fifth is related to youth unemployment where youth unemployment is not just related to finding a job, but also the labor force of graduates of higher education who find the seeker job but have obstacles on the less job seekers which impact the economic situation. Sixth is the gender gap in labor force participation related to the human rights of men and women. There is a difference in terms of labor force participation because there is still have discrimination and safety work between men and women which is related to productivity of the work. Last is Old age without pension. This is related to the workers who actually do not have a guarantee of his old age life including without pension and relative work at the old age. This can have a negative impact for the individual and a big burden for the family which results in not creating a decent life.

Beside the conceptual definition of decent work above, there is another dimension of decent work as a basic requirement of decent work indicators. Each dimension always improves as time goes forward. This dimension from Ferarro et al. (2018) explains the dimension of decent work and combines the dimension from ILO (1999), Anker (2003), and Bescond et al. (2003). The dimensions of decent work elements are fundamental principle values at work which workers perspective about

dignity, freedom, discrimination of men and women, justice, trust each other, mental health, individual role involve work, and worker treatments. Second is adequate working time and workload related to time Management at work including the balance of workload, work time, family time, and private time in order to productivity of workers. Third is to fulfill productive work which affects the workers' future, from the job, individuals grow up emotional and professional on the job. The productivity including the worker treatment, social and security job, decent wage which have a higher value for the individuals.

Fourth dimension is retribution of exercise workers related to a social welfare for the individual including his family, education, and training job to create a decent job more productive. Fifth is social protection which is something unwanted such as sickness or job loss including the family or individual self. Social protection such as the social insurance system and the prospect of old age pension decently. Last is Opportunities, health, and safety work. The opportunities and chance to all workers without exception in terms of increased individual capacity, income, job training, status, marriage, education, and freedom to choose alternative jobs for individuals. The health and safety work must consider the condition of workers including the physical or nonphysical and also create a work environment comfortable through health programs, work security, and safety.

The dimension of Decent Work based on the theory related to the 4 dimensions of International Labour Organization (ILO) to develop a decent job.

2.1.3. Wage Theory

According to Law Republic Indonesia number 13 in 2003 about Labor, Wage is the rights of workers who received and expressed in terms of money as exchange

of work results paid from employment agreement based on regulation of labor including benefit for workers and family for the job that was conducted. Minimum Wage is the minimum standard used by workers or industry to provide wages to their workers. The indicator of wage based on the Minimum Wage Province (UMP) related to Rules of Law Indonesia number 13 in 2003.

According to Sumarsono (2003) Wage is defined as an acceptance as a reward from firm to employee for a job and services that have been done and in the form of money determined from basic agreements and paid on the basis of an employment agreement. The wage has functions which are to guarantee a decent life for the workers and family, reflecting the rewards for one's work, and encourage increased labor productivity.

According to BPS (2022), Wage is total expenditures assessed in the form of payments to permanent workers or daily workers who paid in money or goods in the form of a remuneration from wages. Based on this theory, the firm must give an incentive such as a wage based on the work performed results to achieve a worker's welfare to guarantee the decent work into decent life for the workers. Wages are one of the important indicators to make a living because they are very dependent on the wages they receive. However, the amount of wages desired by the workers/laborers is often against the will of the firm, the workers and unions always expect higher wages to meet necessities of life for himself and his family.

The theory from Solow (1979) definition of efficiency wage is equal to marginal product under certain situation conditions where that sufficiently maximizes the firm's profit (Hadia, Bachtiar, and Elfindri, 2019). The firm prefers to put a higher wage than offer in a perfect competitive market for some reasons. The

higher wage means to improve working discipline that strongly associates higher productivity with incentive and reward for the workers to create big goals and is categorized as adequate work. Beside that, the firm can avoid high repetitive recruitment costs if the firm establishes stronger relationships with employees by offering a more decent salary and lower risk of job resigning. However, higher wage efficiency offered to keep and avoid firms from lost production due loss of worker employees, new recruitment cost, new training cost, and lower productivity of new recruitment. Other reasons are attractive strategies to get higher classification and qualifications of worker individuals in labor market competition, reward to determine the workers future achievement of working and more productivity, and higher wages help fulfill better nutrition for workers in order to keep workers healthy and productive in developed countries.

There is another efficiency wage theory from N. Gregory Mankiw (2006) explaining how the wage rate affects worker productivity. This theory explains if a firm reduces the wage rate which decreases the level of wage, then the reduction level of wage will reduce the firm's profile level due reduction of labor wages impact to reduce the worker productivity.

There are several theories of efficiency wage explanations of the firm wanting to pay a higher wage to the labor workers. First is wage impact to workers' health. This theory linked wages received by workers with workers' health because wages affect workers' nutrition. The workers with a paid decent wage can get good health nutrition so healthy workers will result in firm productivity. The firm will benefit from paying high wages along with healthy and productive workers. Second is high wages reduce labor turnover. This theory means that the greater the firm pays the

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wages of workers, the greater the incentive for workers to keep working. The reason firms discuss labor turnover is because the firm spends more money on seekers and new recruitment of workers that impact the new workers employed less productivity than old workers with experience. Third is labor quality where the firm sets a higher wage, then the firm attracts qualified candidates for the job position. The higher wage depends on the workers who have a higher productivity and higher quality which the firm has a benefit from and balanced with the higher labor quality with higher wages based on the quality and productivity of workers. If the workers do not have basic workers or are unreliable for the firm, it can be disadvantageous for the firm. Last is worker effort linked between wage and worker effort. The higher wage gives motivation for the workers to not be lazy and improve their productive work. The effort of workers means that they pay more attention to work more seriously and be responsible for their work in accordance with the wages set.

2.1.4. Job Opportunities

According to BPS (2003), Job Opportunities are defined as the total entire firm that can accommodate the number of existing workers. Job Opportunities considering the number of businesses and number of labor who are looking for a job by looking at the amount between the 2 components that can be sufficient and balanced. The definition of job opportunities is the place where the laborer works or has worked in the institute firm.

Job Opportunities based on International Labour Organization (1999), defined as number of seeker jobs available to workers as reflected in the number of working age population (age 15 years until 64 years) of the work. If the amount of available

job opportunities is less than the number of the workforce, this will lead to unemployment and an indecent life for the human.

The Job Opportunities model can describe 2 points of view, there are Classical Theory and Keynes Theory. Classical Theory expresses the opinion about the Job Opportunities that level output and equilibrium price can only achieve when the economy is at a full level of employment opportunities and balance with level full job opportunities can only be achieved through the operation of the free market mechanism. The theory concludes that the job opportunities are fully achieved if the free market mechanism is without government hand and is a necessary condition for achieving a balance with full employment opportunities. In Keynes Theory, the economic circumstances on the demand side base on aggregate output or expenses. The aggregate output is defined as expenditure made to buy goods and services produced by something in the economy in a certain period.

Job Opportunities are job seekers available for the workforce who need a job. Job Opportunities in Indonesia guarantee that in Article 27 number 2 in UUD 1945 with the statement "Every citizen has the right to work and a decent life". The statement explains that the government of Indonesia has a responsibility to create job opportunities for all people in the country.

Based on the understanding that has been put forward by several authors, it can be said that job opportunities are the large willingness of production businesses and institutes to employ labor skills, which are the jobs or opportunities available for work that exist from a time of economic activity.

According to Simanjuntak (2001), Job Opportunities is an opportunity for labor including the labor force to enter the job seekers and get an honor in accordance with

the expectations that have been done. Factors influencing Job Opportunities such as economic condition, where the cycle of economy in the region reflects the high productive activity, high capacity including labor which make the firm/institution adding new workers. The population growth gives factors of job opportunities where the quality economic growth influences population growth. The higher the population makes the jobs available lower. Next is human resource productivity and wage level where the higher productivity makes a higher level of job opportunities and also equal capacity of productivity in terms of wage results of workers. Last is age level where the situation of an individual is more interesting to find job seekers from fresh graduates and younger because higher age impacts the decrease of level of Job Opportunities.

2.1.5. Education

Education is one of the most important factors for the workers to get a job especially on decent work to achieve a higher welfare economy. Education is a process that functions to develop and shape the abilities, character, and skills to aim to develop the potential of students to become human beings. Education is defined as a basic and planned effort in the learning process to develop our potential to have personality, intelligence, spiritual strength, noble character, self control, and skill which society and state need (Law number 20, 2003).

According to Alao et al, (2021) Education is the one factor to create a higher quality human resource and high competitiveness with intelligent action and mindset. Education has a function to update the skill and character inside the human to prospect in the future. Education has lifelong skills productively from school to

workplace, as well as from one job effort towards productive employment to help economic growth and decent work with learning activities that engender decent work and productive employment to focus on solving environmental problems through practical opportunities in the social environment.

According to Atmanti (2005), human capital investment in education has benefited from this investment many years later. Education investment is one of the most important assets, making a decent social benefit considering the effectiveness of human capital investment. Beside social benefit, education gives a private benefit through income and access to create decent work based on the value of the purchase and the results in the future. This theory relates directly to Becker (1994) that education is not only one for human capital investment. The human capital investment also the job training to provide demand skills for individual job which is applicable for all job and self improvement which is human capital consist of physical and mental of workers such as health, nutrition, and protection of works.

Law number 20 of 2003 explains that the function of education is to develop ability and shape for character as well as a dignified nation's civilization to educate the nation's life aims to develop their student potential to be human being, noble character, healthy, knowledge, creative, independent, and responsible. Based on Law number 20 of 2003, education is divided into two : formal education and informal education. Formal education is systematic structural education, with the level of education, in certain periods from basic education, secondary education and higher education. Basic education is the level of education that forms the basis for secondary education in the form of elementary school (SD) and junior high school (SMP/MTs). Secondary education is the continuation of basic education in the form of senior high

school (SMA), vocational high school (SMK) or other equivalent forms. Higher education is the continuation of secondary education including diploma, bachelor, master, and doctor in university.

Non Formal education is education outside of formal education to develop the potential of students' knowledge and skills as well as attitude and personality. Non Formal education covered by life skills education, youth education, women's empowerment education, literacy education, education skills and job training, other education that aim to develop students more integrity and productivity. Non Formal education consists of institutions, training institutions, group study, and learning activity centers.

2.1.6. Human Capital Theory

Human Capital first concepts explained by Schultz and definition of human capital from education have linked in terms of organization planning or company to increasing productivity and Human is an important role in business or organizations to increasing assets and economic growth. Also human capital is the most important in terms of increasing productivity, work and economy in a country. (Schultz, 1961). Another definition of human capital theory is individual ability to increase productive work and wage based on education itself (Mankiw, 2003).

Human Capital is labor investment or human resource to improve quality and quantity (Becker, 1993). Human Capital Concept explains the long term decision of individuals in work experiences (job training and knowledge investment), career choices linked into the economy as basic introduction. Becker (1993) explains that human investment capital has 3 concepts. First, education explains the effort to get 1

or more knowledge in detail and clearly. The education is not also in the school, but education is available in each company to train earlier for the job seekers to improve ability and performance. Second is job training related to basic activity to improve the ability and performance required by the company. In general job training is given the general skill which is usually required by the company and special training is detailed expertise to solve the specific job. Last is self improvement related to labor sectors such as physical, status, and emotional. The organization or company can provide the higher services for the workers to improve the work space to be better such as medical services, insurance, social protection workers and family, nutrition directly into the workers physical condition. In terms of status such as the individual workers who are married, the workers elderly, gender equality for the job. In terms of emotion such as paid leave, additional salary or bonus, and improving workers services.

2.2. Previous Research

Research of Alao, Afuape, Taiwo, and Muraina (2021) "Empowering business education for decent work and productive employment : Study Case Nigeria" discusses education sectors towards achieving sustainable development goals (SDGs) in developing nations. This research study examined the extent of education empowered for decent work and productive employment. The research adopts descriptive survey design questionnaires of structured questionnaires with 159 respondents of primary data from student business education. This method uses purposive and stratified sampling techniques. The internal consistency research instrument using Cronbach's Alpha correlation coefficient index of 0,76. The

statistical tools used for analyzing the data for research questions and hypotheses are mean and t-test, respectively, at a 0.05 level of significance. The results study found that Education is the best indicator to achieve Sustainable Development Goals (SDGs) in terms of decent work and productive work. But the practical education at college is not exposed to practical and experiential connection to productive and decent work in this current situation now. The solution of job practical must be the student of college allowed directly to involve the social communities such as practice of work job training based on experience of education to achieve decent work directly promoting sustainable development goals.

Research from Huang and Yuan (2021) "Decent Work and Employee performance : a prospective resource " discusses the relationships between decent work and individual employee performance in China. The research focuses on the characteristic employee performance to achieve positive decent work. This research using a survey questionnaire method with sampling of 1.523 the employees randomly invited from industrial parks in South China. The variables of individual employee performance are age, education, gender, career satisfaction, and role performance. The results data is more than 52.9% were male, the most respondent age is 20-53 years old with average of 31.51 years old, and in terms education 15.4% had high school or below, 29.3% had junior school or below, 37.8% had bachelor's degree, and 17.6% had a postgraduate degree. Based on the data, age, education, and gender have relative significance on career satisfaction and role performance to give employee performance more decent work including the organization industries in South China. The performance of the workers to create productivity decent work

must be a great qualification for the individual and the company directly to give good treatment based on the performance of individual workers.

Next is research from Aybas, Ozcelik, and Uyargil (2019) "Can Decent Work Explain Employee Status Outcomes? The Roles of Work Family" discuss the relationship between the workers who have role work-family and work-non-family status into decent work in study case Turkey. The research it explores is Decent Work associated with employee performance by workers who have marital status or workers who are still single. Data collected from survey methodology employees working for 392 organizations companies at national career in Turkey. The questionnaire survey was completed by 227 employees. The data analysis uses descriptive analysis data and hypothesis testing. The results are that the employees who have married have strong performances higher than the single employees with a coefficient of 0.544 and significant to Decent Work while the variables of Gender and Organization Type have negative coefficient and are not significant for the performance employee of Decent Work. The government should create social security protection for the employee who has marital status to support such as insurance and decent life for the employee 's family.

Research from Masdonati, Schreiber, Marcionetti, and Rossier (2018) "Decent Work in Switzerland : context, conceptualization, and assessment" with adaptation of Decent Work Scale (DWS) research of Duffy et al (2016) in the context of the country of Switzerland. This research using primary data with questionnaire 604 workers in term age from 18-89 years old. The data come from an online survey and the method using this research is quantitative analysis. The result shows that Decent Work Scale in 3 countries of Swiss, Germany, and France have a valid measurement.

The willingness of work fully mediated the link between level of education, job insecurity, and decent work. Decent work and willingness of work volition directly predicted job satisfaction and life satisfaction fully mediated into decent work.

Research from Ketut and Dewa (2018) "Faktor Yang Mempengaruhi Pendapatan Ekonomi Produktif Di Kelurahan Subamia Kecamatan Tabanan" discusses the factors of wage productivity work from the individual workers. This study aims to see the effect of age, working hours, and marriage status in terms of the number of dependents in the family. This research using a survey questionnaire with saturated sampling method and the total samples number of population 104 individual workers. The data obtained were analyzed by multiple linear regression analysis with 5% significant level. The main results find that age factors, hours of work, and marriage status partially significantly affect the productive economic wage of individual workers with R^2 0,781 which means the 78,1 % of age, hours of work, and marriage status have earned productive wage economically. The good productive wage gives more strength to workers with good performance of his job and decent job self.

Research from Ribeiro, Silva, and Paula (2016) "Discussing Notion of Decent Work : Sense of Working for a group of Brazilian Workers without college education" discusses situation stability and socioeconomic development of decent work in study case Brazil. Historically Brazil is marked by social inequality, informality, and precarious work which is the main thing decent work creates in a country. This study's purpose is to understand the sense attributed to work productivity and compare it to a decent work definition of ILO. The main results find that participants look for working with fair wages, social protection, safety, and

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personal development opportunities as ILO recommended, but the main difference is the characteristic not derived from the State as employment informal qualification such as marriage status, family, and community relationship networks. The informal qualification gives more network relationships to produce job opportunities as well as social protection without taking primary education and learning from the experienced colleagues.

Research of Setyanti and Muara (2020) "Informality and Education Factor in Indonesian Labor " discuss about The link between education and informal work sectors in case of Indonesia. This study has the main definition that the informal sector has a major role in terms of productive and decent work. Education is the main indicator to conduct informal jobs in Indonesia. This research using secondary data from Survey Angkatan Kerja Nasional (Sakernas) 2018, the purpose is identification classification of informal workers in Indonesia with variation of education sectors. The results show that higher education workers are less likely to work in informal sectors. Which means that the higher education worker more relatively wants to work in formal sectors because the informal sector doesn't have attention from the government which must pay special attention to improve work conditions and be productive to create job opportunities more decently, higher income, and pathways of poverty condition. The policy strategy can be providing strategic and access training jobs for the workers, improving working conditions such as productive income, social security and dialogue to achieve a decent life for the work.

Research from Cohen and Moodley (2012) "Achieving Decent Work in South Africa " about the Decent Work achievement for the labor and government involved to support decent work in South Africa. This research focuses on Decent Work based

on the International Labour Organization to achieve a decent work product for men and women in terms of freedom, equality, security, and human rights. The concept of decent work not only comes from income but also importantly to personal dignity, family stability, community peace, and economic growth. The result is that Employment Opportunities is the most important indicator to achieve decent work to reduce high levels of unemployment and poverty. These job opportunities must increase, especially in the informal sector and increase acceptable working conditions and exploitation such as job creation initiatives, which are the fundamentals of decent work. The productive job creation in terms of employment opportunities are increasing employment rate with improving school job transition and expanding job search assistance to upgrade public jobs including linkage of job seekers for individual workers.

Based on the previous research, more focus on the productivity employment of decent work with different types of variables and study cases around the world. The main focus is to improve the practicality of decent work in real life for the labor. The difference of this research is that most of the research uses questionnaires and primary data to know the productivity of decent jobs for the labor based on the characteristic of individual workers with questions of primary data and also the main problem is that decent work is not fully achieved in some other country with different types of characteristic population and labor. So the research design focuses on Decent Work based on the decent wage measured with the minimum wage province (UMP) and the research target is individual labor.

2.3. Research Framework

According to literature review and previous research that writers have done in previous sub-chapter, this part tries to describe and explain about the research framework itself based on the conclusion with some variable of this research and explain the linkages in theory to prove and test until details. Therefore can be described into framework in Figure 2.2 below :
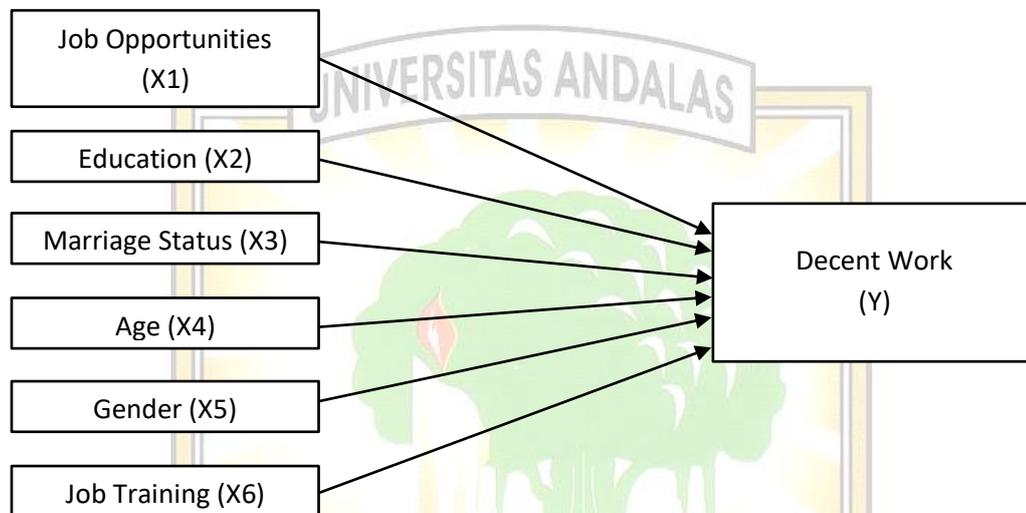
Figure 2.1. Research Framework

The figure 2.1. above describes the independent variables and dependent variables used in this research. Dependent variable is a variable value that has been influenced and depends on another variable and Independent variable is a variable influence on the dependent variable and can affect other type variables (Syahrum and Salim, 2012). The dependent variable in this study is Decent Work and independent variables in this study are Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training. So the research to see the impact of independent variable to dependent variable which is Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training to Decent Work.

2.4. Hypothesis

Hypothesis is provisional assumption and temporary answers to the research problem that is not known to be true. The hypothesis is provisional because of the answers from previous research (Sugiyono, 2018). Base on the background and theoretical basis also supported by previous research and research framework have several hypothesis in this study based on variables are as follows:

1. First Hypothesis

Job Opportunities have positive and significant effects on Decent Work in West Sumatera.

2. Second Hypothesis

Education has positive and significant effects on Decent Work in West Sumatera.

3. Third Hypothesis

Marriage Status has positive and significant effects on Decent Work in West Sumatera.

4. Fourth Hypothesis

Age has positive and significant effects on Decent Work in West Sumatera.

5. Fifth Hypothesis

Gender has positive and significant effects on Decent Work in West Sumatera.

6. Sixth Hypothesis

Job Training has positive and significant effects on Decent Work in West Sumatera.

CHAPTER III

RESEARCH METHODOLOGY

3.1. Operational Research Objectives

The purpose of this research is to find out the characteristics of labor in West Sumatera. Also this research to find out the impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training in West Sumatera. Quantitative analysis is carried out making econometric equations to see the impact of independent variables on dependent variables in this research.

3.2. Time and Location

The time spent to prepare this research started from the preparation of the thesis making process to data analysis until finished. This research will be conducted location choice in West Sumatera because still a lot of each region of West Sumatera is still far from the quality of decent work in terms of productive decent wage and working hours for the employee in urban and rural areas. Therefore, West Sumatera has suitable criteria for conducting this research. the using National Labor Force Survey (SAKERNAS) data 2021 in West Sumatera.

3.3. Type and Source Data

According to Sugiyono (2014), secondary data is the research data obtained that are not directly related to providing data to data collectors. Secondary data is the kind of type data used in this study research . In collecting data, this study uses secondary data obtained from National Labor Force Survey (Susenas) data in 2021 conducted

by Statistics Indonesia (BPS). The data collection technique in this research is a data reduction process.

Reduction data is a summarizing, choice process, focusing on simplification based on the research, abstract, and transformation of raw data generated from the field and survey data. (Sugiyono, 2014). The methods of data reduction according to (Sugiyono, 2014) are selecting data, summarizing data that has been collected, and grouping data into broad patterns. The process of data reduction in this research are:
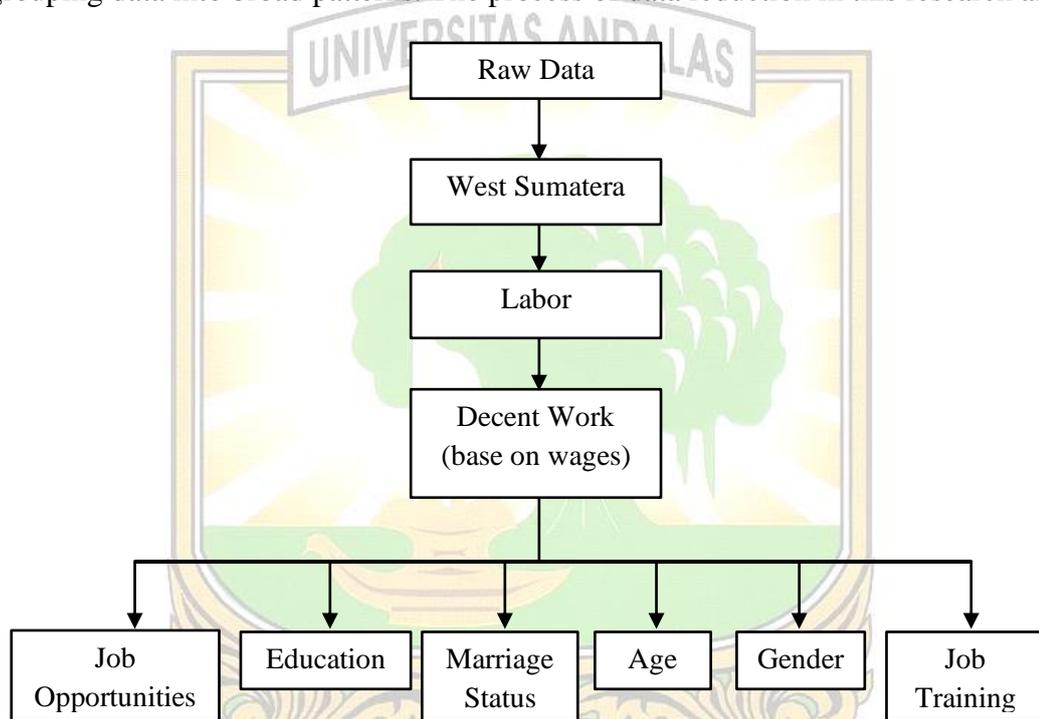
Figure 3.1. Process data reduction

Based on figure 3.1. above, the source of data from Sakernas 2021 in West Sumatera and the process of data reduction including the raw data material labor, decent work based on wages, job opportunities, education, marriage status, age, gender, and job training in West Sumatera. The purpose of the reduction data is to determine the characteristic labor and to find out the effect of decent work in West Sumatera. the reduction data input base on the sakernas code in table 3.1. below.

Table 3.1. Variable Type and Sakernas Code

Variable Type	Susenas Code
Dependent Variable	
1. Decent Work	1. R14A1
Independent Variable	
1. Job Opportunities	1. R9A
2. Education	2. R6A
3. Marriage Status	3. R4
4. Age	4. K6
5. Gender	5. K4
6. Training	6. R6D

Based on table 3.1. above, the independent and dependent variable type used for this research. The number of data from secondary data of National Labor Force Survey (Sakernas) in 2021. The data had the survey questionnaire from BPS with different questions on the paper. The raw data in each question has different code to input data on Stata.

3.4. Definition of Operational Variable

Definition variable is all variables explained in order to get more information about the variable topics chosen to research. This research is divided into 2 types. There are dependent variables and independent variables. Dependent variable is a

variable value that has been influenced and depends on the another variable and Independent variable is a variable influence on the dependent variable and can affect other type variables (Syahrum and Salim, 2012).

The dependent variable (Y) is Decent Work and independent variables are Job Opportunities (X1), Education (X2), Marriage Status (X3), Age (X4), Gender (X5), and Job Training (X6). The definition variable of dependent variable and independent variable as follows:

1. **Decent Work (Y)**

According to BPS (2021), Decent Work is a work that guarantees every employment to work productivity and fulfill guarantees of human rights. The benefit of decent work are the workers have productive of job opportunities, receive a decent and fair income salary, security of workplace, social protection as workers and for family, better prospect for personal development and social integration, freedom of people to express their concerns, involve a decision that affected lives and equality of opportunity and treatment for men and women. According to ILO (1999), The Indicators of Decent Work have 4 pillar indicators, there are:

1) Rights at Work

2) Full and productive job with delivery a decent wage

3) Social Protection

4) Social Dialogue

Decent Work variable on the theory indicators of decent work based on the decent wage of employment. The productive job of decent work is based on the wage or income from his job decently. The wage or income is categorized as decent work based on the minimum wage in regional sectors (UMP). Minimum Wage is the

minimum standard used by workers or industry to provide wages to their workers based on labor regulations (ILO, 2015). Decent Work uses the dummy model, which is worth if 1 is the individual who has an income wage > Rp. 2.484.041 and 0 is the individual who has an income wage < Rp. 2.484.041.

2. **Job Opportunities (X1)**

Job Opportunities based on International Labour Organization (1999), defined as number of seeker jobs available to workers as reflected in the number of working age population (age 15 years until 64 years) of the work. The Job Opportunities consist of the workers who are looking to find a job seeker for an individual to have a chance to get a job. The Job Opportunities use a dummy model, which is worth it if 1 is the individual who finds a job and 0 is the individual who does not find a job and prepares a business.

3. **Education (X2)**

According to Alao et al, (2021) Education is the one factor to create a higher quality human resource and high competitiveness with intelligent action and mindset. Education is functional to update the skill and character inside the human to prospect in the future. The level of education is formal education carried out by individuals during school before entering the working world. The level of education categorizes formal education, there are:

1) Elementary School (SD) means that graduated elementary school or equivalent or not yet graduated.

2) Junior High School (SMP) means that graduated junior high school or equivalent or not yet graduated.

3) Senior High School (SMA/Vocational) means that graduated senior high school or equivalent or not yet graduated.

4) Diploma/Bachelor is DI/DII/DIII program organized diploma program. DIV/S1 education program of bachelor degree at university. A postgraduate program (master and doctoral), specialist 1 or 2 at college.

Education uses the dummy model, which is worth it if 1 is the individual who graduates Diploma/ Bachelor and 0 is the individual who graduates < Diploma/Bachelor.

4. **Marriage Status (X3)**

According to Aybas et al. (2019), Marriage Status is the individual human status who has a married, not married, single, divorce, and dead divorce. Marriage status has a new chapter in life for the individual and in Indonesia marriage status is declared as legal from the law, religious, and traditional ritual. Marriage status is important especially in labor force sectors to support the workers not only for the labor but also the welfare of his family. The marriage status uses a dummy variable, which is 1 if the individual who has married and 0 if the individual is single, divorce, and dead divorce (others).

5. **Age (X4)**

According to Ketut and Dewa (2018), Age is the longest and duration of individual life calculated since birth in the world. Age is an individual calculation from birth until the birthday. The Age in this category is most important for an individual , especially for the job to create employee productivity from young until retirement from his job. The age based on the International Labour Organization is

15-64 years old. The Age using a dummy variable where 1 is the worker age more than 29 years old and 0 is the workers age 15-29 years old.

6. **Gender (X5)**

According to the World Health Organization (WHO), Gender refers to the characteristics of women, men, girls, and boys that are socially constructed including norm, behaviors, and roles associated with being a women, men, girl or boy as well as relationship with each other to social construct from society to society. Gender constructs as a hierarchy and produces inequalities with other social and economic factors such as discrimination, ethnicity, socioeconomic status, disability, gender identity and others. The gender in this category is most important for an individual , especially a decent worker, to find the difference between men and women in terms of work safety and decent work. The gender divided into 2 there are men and women. The gender using a dummy variable where 1 is the men workers and 0 is the women workers.

7. **Job Training (X6)**

According to Becker (1993), Job Training has an important role to build the labor quality and a benchmark of individual ability and performance where the job training is the main point to get more exercise and practice for the workers to achieve productivity. This continued to guide in terms of wage salary and productivity for the company. Besides that, job training is fully needed for the labor to increase the skills and ability of individuals. The job training in this research is to find the workers who have joined a job training and not join job training to impact decent work. The job training uses a dummy variable, there are 1 is the workers who have joined a training and 2 is the workers who haven't joined a training.

Table 3.2

Definition of Operational Variable

Variable	Description Label	Notation	Sakernas Code (2021)
Decent Work	1 = The individual has wage > Rp. 2.484.041 (UMR West Sumatera Province 2021) 0 = Others	DW	R14A1
Job Opportunities (X1)	1 = Working 0 = Unemployment	Jobport	R9A
Education (X2)	1 = Diploma, Bachelor, Master, and Doctoral 0 = Others	Educ	R6A
Marriage Status (X3)	1 = Married 0 = Others	Marr	R4
Age (X4)	1 = > 29 years old 0 = 15-29 years old	Age	K6
Gender (X5)	1 = Men 0 = Women	Gen	K4
Job Training (X6)	1 = Yes 0 = No	Train	R6D

3.5. Data Analysis Technique

3.5.1. Cross Tabulation Analysis

Cross Tabulation Analysis is a method used to examine the relationship between two variables or more, showing how two variables are related to the research. This analysis is an arrangement of rows and columns. There are nominal, ordinal, interval data, also combinations of all of them (Sugiyono, 2014). The cross tabulation is to identify and know there is a correlation in one variable with another variable. In order to check the relationship between variables using Chi-Square from the results of the output. In this research, the cross tabulation analysis looks at the characteristics of individual labor based on education in all independent and dependent variables with decent work, job opportunities, education, marriage status, age, gender, and job training. Also the crosstabulation to look at the relationship between each independent variable and dependent variable which is Decent Work.

3.5.2. Logistic Regression Analysis

This research using quantitative methods. Research method analysis using logistic regression analysis method and the data form of cross section in 2021. According to Hosmer & Lemeshow (2000), logistic regression analysis is used to explain the impact of independent variable (X) linked to the dependent variable (Y) where the dependent variable is binary, which is 0 and 1. The outcome in logistic regression is binary or dichotomous, which distinguishes it from a linear regression model. This model has an advantage which is more flexible other than another regression model. The advantage of logistic regression model are:

1. Does not have the classical assumption of normality for the independent variable used in the model.

2. The independent variables in the logistic regression are more varied such as variables that are continuous or discrete as well as dichotomous.

3. This model will be very appropriate to use if the response to the variable dependent is non-linear with one or more variables independent.

The logistic regression model is binary which has two choices, if the workers graduate from undergraduate students given by 1 and otherwise if not given by 0. Logistic regression has an assumption, those are:

1. Logistic regression does not require a linear relationship between the independent variable and the dependent variable.

2. The independent variable does not require the assumption of multivariate normality.

3. The assumption of homoscedasticity is not required.

4. The independent variable does not need to be converted into a metric form (interval or ratio scale).

5. The dependent variable must be dichotomous (2 categories, for example: high and low or good and bad).

6. The independent variables do not have to have the same diversity between groups of variables.

7. The categories in the independent variables must be separate from each other or are exclusive.

8. Can select the relationship because it uses a non-linear approach to log transformation to predict the odd ratio. Odd ratios are probabilities.

The model logistic regression used in this study follows the model used by Kusumo & Pontoh (2022), the model used can be written as follows below the format equation:

$$\pi(x) = \frac{exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \cdots + \beta p Xp)}{1 + exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \cdots + \beta p Xp)} \quad \ldots\ldots\ldots\ldots\ldots \quad (3.1)$$

Where $\pi(x)$ is the probability occurrence of x variable. The model above transformed using logit transformation and simple equation, that is:

$$g(x) = \ln \frac{\pi(x)}{\{1 - \pi(x)\}} \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots \quad (3.2)$$

$$g(x) = \ln \pi(x) - \ln(1 - \pi(x)) \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots$$

(3.3)

$$g(x) = \{\ln \frac{exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)}{1 + exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)}\}$$

$$-\ln \{1 - \frac{exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)}{1 + exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)}\} \quad \ldots\ldots\ldots\ldots\ldots\ldots \quad (3.4)$$

$$g(x) = \ln\{exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)\} - \ln\{1 + exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)\}$$

$$-\ln \{\frac{1}{1 + exp(\beta 0 + \beta 1 X1 + \beta 2 X2 + \ldots + \beta p Xp)}\} \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots \quad (3.5)$$

$$g(x) = \ln \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \ldots + \beta_p X_p - \ln 1 \quad \cdots\cdots\cdots\cdots\cdots\cdots$$

(3.6)

$$g(x) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \ldots + \beta_p X_p - 0 \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots \quad (3.7)$$

The equation is a linear function in parameters. This equation is used as a test model as follows:

$$g(x) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \ldots + \beta_p X_p \ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots (3.8)$$

$$g(x) = \ln \{p / (1 - p)\} \text{ where } \ln \{p / (1 - p)\} \text{ is Odds ratio}$$

Therefore, with transformation of logistic equation of X, get the formula of simple equation in 3.9 of logistic regression model, there is:

$$Li = Ln \left(\frac{p}{1-p}\right) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \varepsilon \ldots\ldots\ldots\ldots (3.9)$$

Or in this research will modify the equation model of decent work in West Sumatera, which will use the following model from equation 3.9 with new model equation 3.10 bellow:

$$DWi = Ln \left(\frac{p}{1-p}\right) = \beta_0 + \beta_1 Joboprt_1 + \beta_2 Educ_2 + \beta_3 Marr_3 + \beta_4 Age_4 + \beta_5 Gen_5 +$$

$$\beta_6 Train_6 + \varepsilon \qquad\qquad (3.10)$$

Where:

DW or Y : Decent Work (Dependent Variable)

$Ln \left(\frac{p}{1-p}\right)$: Odds ratio

$\beta_1 - \beta_6$: Regression (coefficient)

Jobport : Job Opportunities

Educ : Education

Marr : Marriage Status

Age : Age

Gen : Gender

Train : Training

ε : error term
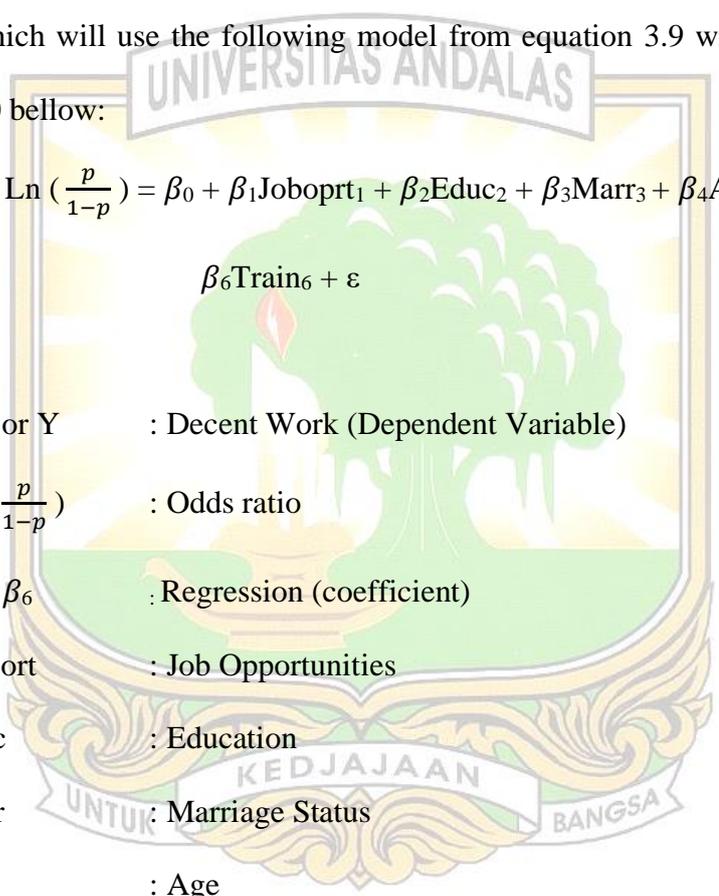
3.5.2.1. Hosmer and Lemeshow Goodness of Fit test

Hosmer and Lemeshow test is a test which is used to see whether the data fits the model or there is no difference in the model so that the data is good to fit. This test is used to ensure this regression model is correct and explains all the data. This test model fit of Hosmer and Lemeshow test using hypothesis below:

H0 : The model is not accordance with the data

H1 : The model is accordance with the data

The value of Hosmer and Lameshow is 5% or 0,05. The conclusion is if the value of hosmer and lemeshow is less than 0,05, so H0 is rejected due the regression model is in accordance with the data and the Goodness of Fit model is good. If the value of hosmer and lemeshow is more than 0,05, so H0 is accepted, the regression model is not in accordance with the data and the Goodness of Fit model is not good and the model can predict the prediction of value (Ghozali, 2014).

3.5.2.2. Determinant Coefficient (*Pseudo R-Square*)

Pseudo R-Square is a test to describe how to interpret a model in terms of the independent variable and dependent variable. This model coefficient of determination or Pseudo R-Square used for measures the total percentage of variation in the independent variable can be explained by a regression model or can also be called model *goodness of fit*. Pseudo R-Square ranges from 0 up to 100 percent. The greater the percentage of Pseudo R-Square can be said to better results.

3.5.2.3. Partial Parameter Logistic Regression (Wald Test)

Partial Parameter Logistic Regression is a test of logistic regression to find out which variables have a significant test of influence on the response variable. The

logistic regression partial parameter test can be tested by Wald Test. The wald test is used to compare the wald test with t-table. The level of significance is 0,05 or 5%, Calculating the t-test used the formula (Pentury, 2016):

- $H0 : \beta k = 0$

    There is no correlation of independent variable to dependent variable.

- $H1 : \beta k \neq 0,\ k = 1,2,\cdots,p,\ p=$ total predictor in model

    The independent variable has significant to dependent variable by partial Statistic Test (Wald Test) :

$$W = \frac{\beta k}{SE(\beta k)}$$

The interpretation of Wald test is almost similar with t-test statistics in regression linear. The conclusion is if the probability less than 0,05 the H0 rejected which means the independent variable has an impact on the dependent variable, if the probability more than 0,05 the H0 accepted which means the independent variable has no impact on the dependent variable.

3.5.2.4. Parameter Coefficient Interpretation (Odd Ratio Interpretation)

Model interpretation is a form of defining the unit of change in the dependent variable caused by the independent variable and determining the functional relationship between the independent variables independent and independent variables. In order to have a more detailed understanding we need to use the odds ratio as a measurement (Scott et al., 1991). The interpretation of the logistic regression results can be seen from the value of the odds ratio (opportunity ratio). Odd ratio (opportunity) is defined as the probability of two explanation variables between successful and unsuccessful events compared to the probability of another event (Kusumo & Pontoh, 2022). The value that shows the different comparison of

the level of tendency of two or more categories in one independent variable with one of the categories is used as a comparison. The odd ratio defines as bellows:

$$\text{Odd Ratio (OR)} = \frac{\frac{\pi(1)}{[1-\pi(1)]}}{\frac{\pi(0)}{[1-\pi(0)]}}$$

A higher probability of success is indicated by the value of a higher odds ratio, on the other hand a lower odds ratio value indicates an opportunity for no higher success. This concludes that if the OR < 1, the two variables of independent and dependent variable have negative relationship and if the OR > 1, the two variables of independent and dependent variable have positive relationship. The OR = 1 means that there is no relationship between two variables of independent and dependent.
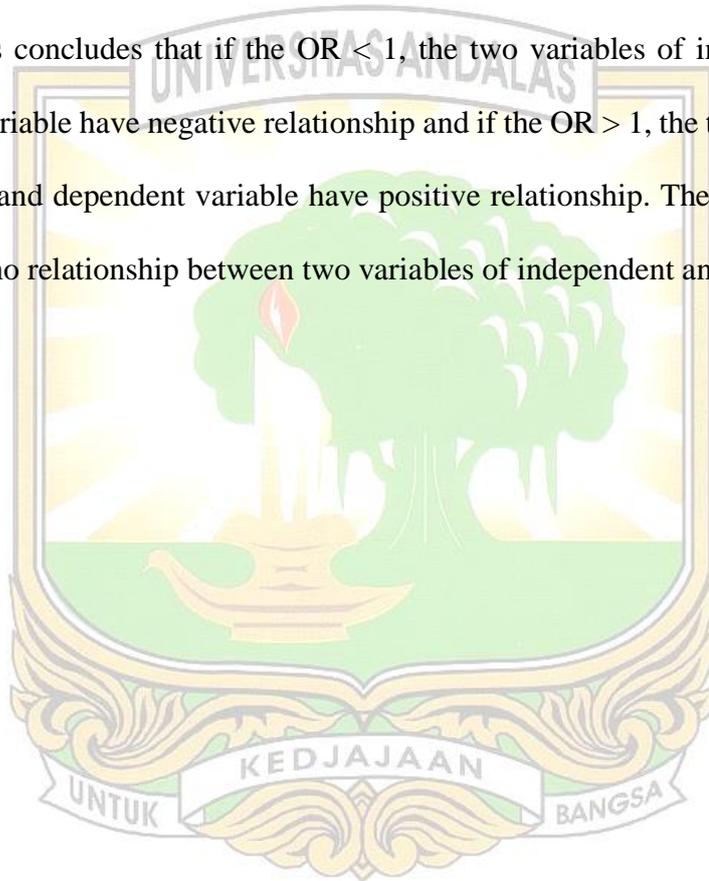
CHAPTER IV

DISCUSSION AND RESULTS

4.1. Development Labor Conditions West Sumatera

Labor is those people who are preparing for the labor and have the ability to work both physically and psychologically. In this case, individuals who are unemployed can be defined as labor if they are willing and able to do it and include the unemployed because no jobs are available. The progress of labor conditions in West Sumatera can see in figure 4.1 below:

Table 4.1. West Sumatera Workers and Unemployment

Year	Labor		
	Workers	Unemployment	Total
2017	2.344.972	138.703	2.483.675
2018	2.480.405	148.699	2.629.104
2019	2.540.040	144.349	2.684.389
2020	2.581.524	190.609	2.772.133
2021	2.581.444	179.948	2.761.392

Source: BPS Data, 2022

Based on Table 4.1. explain the number of workers and unemployment in West Sumatra in the last 5 years. Every year the number of the labor force increases. The number of labor force West Sumatera from 2017 until 2021 had increasing by 0.91 % with highest number of workers in 2020 is 2.581.524 and number of unemployment from 2017 until 2021 had increasing by 0.22 % with 2020 is the highest number of unemployment in West Sumatera. the highest number of labor

force are in 2020 with total 2.772.133 people where number of workers is 2.581.524 and the rest is unemployment with 190.609 following by in 2021 is 2.761.392 people where the number of workers is 2.581.444 people or 93,48 percent, while the rest is unemployment with 179.948 people. In 2021, the number of workers will decrease from 2020 to almost 10.661. With number of workers have increase year by year for sure the available of the job must be improve and increases total of labor to work and also the job must be decently for the human life.

Table 4.2. Population Working and Unemployment by Age Group in 2021

Age Group	Working	Unemployment	Total
15-19	102.369	21.428	123.797
20-24	221.683	60.576	282.259
25-29	299.071	36.239	335.310
30-34	332.801	16.233	349.034
35-39	331.788	12.269	344.057
40-44	309.278	13.373	322.651
45-49	289.669	8.740	298.409
50-54	233.217	5.530	238.747
55-59	183.684	2.890	186.574
60+	277.884	2.670	280.554

Source: BPS Sumatera Barat Dalam Angka, 2022

Based on table 4.2 the number of working and unemployment based on the age group in West Sumatera 2021. The conditions of labor in West Sumatera range from 25-49 years old. The portion of 30-34 years old has a high proportion of workers with 332.801 people following by the workers age 35-39 years old and the workers age

40-44 years old because the productivity of the workers including the training, experience, and responsibility for doing the job makes the different in another age group, while the highest of unemployment is 20-24 years old with 60.576 people because at that age many have graduated from high school and college want to get a job seeker.

Based on ILO (2015), the population is divided into two types, namely working age population and non-working age population. Indonesia uses a lower limit working age of 15 years old and the International Labour Organization (ILO) classified that as working 15 years old and over. This is the purpose of improving the quality of education, especially for individuals, so that later they can find a decent job in the future.

The general description of labor based by employment status in Table 4.2. below:

Table 4.3. Identification Employment Status of Labor in West Sumatera

Main Employment Status	Men	Women	Total	Percentage
Own account worker	213.839	150.182	364.021	14,10
Employer assisted by temporary worker/unpaid worker	304.623	164.515	469.138	18,17
Employer assisted by permanent worker/paid worker	286.030	167.018	453.048	17,55
Employee	341.787	214.418	556.205	21,54
Casual agricultural worker	208.215	105.224	313.439	12,14
Casual non-agricultural worker	37.994	61.321	99.315	3,84
Others	134.098	192.180	326.278	12,63
Total			2.581.444	100%

Source: BPS Sumatera Barat dalam angka, 2022

Based on Table 4.3 explain the employment status of individuals in West Sumatera with 6 different types of employment status. According to BPS (2021) employment status is the type of individual position doing for the job in a business. First is the own account workers who bear the risks of work economically and individually such as not returning production costs that have been incurred in the frame of their own business. Second is the employee assisted temporary/unpaid worker which does the job or work at their own risk, and uses unpaid labor/workers. Third is employees assisted by permanent/paid workers which the job itself risks and uses permanent/paid workers. Fourth is an Employee which the individual working for someone or institute and company accepts by salary/wage as feedback of his job. Fifth is agricultural worker which is the individual working for someone or institute in agriculture business with accepting wage/salary as feedback of his job. Last is non-agricultural workers relative to agricultural workers but in non-agriculture sectors such as mining, industry, gas, and water.

Based on Table 4.3 the results are more relative to men workers than women workers. The highest employment status is Employee with 556.205 or 21,54 percent, following by the individual who work unpaid worker/temporary worker with 469.138 or 18,17 percent and the lowest employment status get in from the casual non-agricultural worker with total 99.315 or 3,84 percent.

4.2. Characteristic of Labor

Characteristics of Labor is a character approach to find the types and characteristics of the labor. The characteristic of labor is found in the education sector where education is a very important human capital of labor for the job. The

characteristic of labor using cross tabulation analysis using SAKERNAS 2021 data

based on education West Sumatra in Table 4.4 below :

Table 4.4. Analysis Unit Individual Characteristic based by Education

No	Description	Education		Total
		Basic & Secondary Education	Diploma, Bachelor, Master, Doctor	
1.	Decent Work			
	The individual has wage > Rp. 2.484.041	1.644	1.283	2.927
	Others	23.084	2.240	25.324
	Total	24.728	3.523	28.251
2.	Job Opportunities			
	Yes	14.226	2.524	16.750
	No	10.502	999	11.501
	Total	24.728	3.523	28.251
3.	Marriage Status			
	Marriage	15.145	2.567	17.712
	Others	9.583	956	10.539
	Total	24.728	3.523	28.251
4.	Age			
	> 29 years old	16.976	2.572	19.548
	15-29 years old	7.752	951	8.703
	Total	24.728	3.523	28.251
5.	Gender			
	Men	12.488	1.342	13.830
	Women	12.240	2.181	14.421
	Total	24.728	3.523	28.251
6.	Job Training			
	Yes	2.589	2.451	5.040
	No	22.139	1.072	23.211
	Others	24.728	3.523	28.251

Source: Survei Angkatan Kerja Nasional, 2021 (Processed by author, 2023)

Based on Table 4.4, explain about the individual characteristic of labor in West Sumatera with 6 different type variables based on education individual labor. The education is divided into 2 types. There are basic & secondary schools which are categorized as elementary school, junior high school, senior high school, and vocational high school while diploma, bachelor, master, and doctor are categorized as the university. Based on decent work, the workers who graduate from basic and secondary school are categorized as decent work based on the individual wage with 1.644 (56.16%) workers higher than the 1.283 (43.84%) workers who graduate from university. The job opportunities explain the workers who graduate from basic and secondary education is 14.226 (84.93%) workers have high chance working than the workers who graduate from university is 2.524 (15.07%) workers. The marriage status of an individual who graduates from basic and secondary education is 15.145 (85.50%) higher than the individual worker who graduates from university 2.567 (14.50%). The age of the individual who graduates from basic & secondary education at > 29 years old is 16.976 (86.84%) workers higher than the individual graduate from university is 2.572 (13.16%) workers. The gender has graduated from basic & secondary education between men and women relatively equal than the graduate from university where the men and women from basic & secondary education have 24.728 (87.52%) more than the graduate from university is 3.523 (12.48%). The job training explains the number worker who join the training came graduate from basic & secondary education and university have relatively almost equal than the number of workers not join the training have different results from basic & secondary education with 22.139 (95.87%) than the graduate from university with 1.072 (4.13%).

4.3. Characteristic Connectivity of Decent Work

In this research, there are dependent variables and independent variables used to describe each research variable first to provide clear results of the variable to be studied. The research using Stata with dependent variables is Decent Work, while the independent variables are Job Opportunities (jobport), Education (educ), Marriage Status (marr), Age (age), Gender (gen), and Job Training (train).

4.3.1. Decent Work

Decent Work is a job of its own but the quality is not good. The quality of decent work characteristic based on decent wage and working hours with criteria and rules of labor (ILO, 2015). This can be seen from individual wage accepted and the Decent Work studied in this study is Decent Work based on wages received by an individual. The Decent Work above the Minimum Wage Province (UMP) that is Rp. 2.484.041 are said to be categorized as Decent Work with code 1 and below the Minimum Wage Province categorized as Indecent Work with code 0.

Table 4.5. Decent Work Cross Tabulation

Decent Work	Frequency	Percentage
1 (Decent Work)	2.927	10,36
0 (Indecent Work)	25.324	89.64
Total	28.251	100%

Source: Survei Angkatan Kerja Nasional, 2021 (Processed by author, 2023)

Based on Table 4.5 shows the distribution of decent work based on the productive wage. The productive wage came from the standard minimum wage from government rules and following the International Labour Organization where every government in each country must have regulation of standard minimum wage for the

labor to give productive work and also the job categorize as decent work if the wage accepted more than standard minimum wage for labor (ILO, 2015). The results in table 4.4 find that the number of workers who categorize as decent and indecent work based on the wage accepted for labor. The job categorized as decent work has 2.927 (10.36%) lower than indecent work 25.324 (89.64%). Based on the results, the number of decent work is still very far from indecent work because the job is still under decent work such as indecent wage, the productivity of labor not supported by institutions, skill and performance different from others who make an inequality for decent work in West Sumatera.

4.3.2. Job Opportunities

The Job Opportunities consist of the workers who are looking to find a job seeker for an individual to have a chance to get a job. Job Opportunities seen in this study is the population who are working or not (unemployment).

Table 4.6. Job Opportunities Cross Tabulation

Decent Work	Job Opportunities		Total
	Working	Not-Working	
Decent Work	2.851	76	2.927
	97,4%	2,6%	100%
Indecent Work	13.899	11.425	25.324
	54,88%	45,12%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author,2023)

Based on table 4.6 shows the distribution analysis unit of decent work based on the people who have working or not-working with a total of 28.251. The individual

who has status working categorized as decent work is 2.851 (97.4%) more than 76(2.6%) who did not work. Meanwhile, the number of individuals who have status working categorized as indecent work is 13.899 (54.88%) more than 11.425 (45.12%) who did not work. From these data results can conclude that the status who have working have more than individual who not working and also the number who working still high different between decent work and decent work because the chance of people wants to work still lower and if have available a job to working still far from categorized as decent work. It can concluded there is relationship between decent work and job opportunities because based on research from Ribeiro (2016) and Cohen (2012) The job opportunities for the individual who want to work is a great solution not just for the experience but also to find the workers fully decent work in term of wage and social protection without higher qualification.

4.3.3. Education

Education is the one factor to create a higher quality human resource and high competitiveness with intelligent action and mindset. Education is functional to update the skill and character inside the human to prospect in the future. The level of education is formal education carried out by individuals during in school before entering or working because education can be obtained by formal and informal education. The formal education is the main point to see the difference of level education in individual labor in West Sumatera. Education can be seen in this study by individuals who graduate from university (diploma, bachelor, master, doctor) and primary school (elementary, junior high school, senior high school, and vocational high school). The education can see in cross tabulation analysis to find the correlation between education and decent work in Table 4.7 below :

Table 4.7. Education Cross Tabulation

Decent Work	Education		Total
	Diploma, Bachelor, Master, Doctor	Elementary, junior high, senior high, vocational school	
Decent Work	1.283	1.644	2.927
	43,83%	56,17%	100%
Indecent Work	2.240	23.084	25.324
	8,84%	91,16%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author, 2023)

Based on Table 4.7 shows distribution of the individual workers who graduate from university and primary school. The results find that the individual workers who graduate from primary school (elementary school, junior high school, senior high school, vocational high school) categorized as decent work are 1.644 (56.17%) more than the individual worker who graduate from university with 1.283 (43.83%). Meanwhile, the individual workers who graduate from primary school categorized as indecent work is 23.084 (91.16%) more than the individual worker who graduate from university is 2.240 (8.84%). From these data it can be concluded that Decent Work in West Sumatera tend to the individual who graduate from primary and secondary school (Elementary School, Junior High School, Senior High School, and Vocational High School) than individual who graduate from University and also this results conclude that education has relationship to decent work because based research from Huang and Yuan (2021) where the level education school to achieve a

productivity decent work in industry organization in term of productivity, skill, knowledge, and performance individual worker to create a good career.

4.3.4. Marriage Status

Marriage status is important especially in labor force sectors to support the workers not only for the labor but also the welfare of his family. The marriage status seen in this study is the individual who has status of marriage and others (not married, divorce).

Table 4.8. Marriage Status Cross Tabulation

Decent Work	Marriage Status		Total
	Marriage	Others	
Decent Work	2.506	421	2.927
	85,61%	14,39%	100%
Indecent Work	15.206	10.118	25.324
	60,04%	39,96%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author,2023)

Based on Table 4.8 shows that distribution individual workers who have marriage status or others (not marriage, divorce). The results find that the individual workers who have status of marriage categorized as decent work is 2.506 (85.61%) more than individual workers who do not have marriage status is 421 (14.39%). Meanwhile, the individual workers who have status of marriage categorized as indecent work is 15.206 (60.04%) more than individual workers who do not have marriage status is 10.118 (39.96%). From these data it can be concluded that there is a relationship between marriage status and decent work because based on the research from Aybas, Ozcelik, and Uyargil (2019) mentioned that the individual

workers who have a status individual are married have stronger performance than the individual workers who have a single. Having married can help and support workers, not only workers but families, children can be covered and protection from the company itself to achieve social security decent work.

4.3.5. Age

The Age in this category is most important for an individual , especially for the job to create employee productivity from young until retirement from his job. The age based on the International Labour Organization (ILO) is 15-64 years old. The Age seen in this study is the individual workers who age > 29 years old and 15-29 years old.

Table 4.9. Age Cross Tabulation

Decent Work	Age		Total
	>29	15-29	
Decent Work	2.552	375	2.927
	87,18%	12,82%	100%
Indecent Work	16.996	8.328	25.324
	67,11%	32,89%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author, 2023)

Based on Table 4.9 shows that the age of individual workers at 15-29 years and >29 years. The results find that the individual workers who age at >29 years old categorized as decent work is 2.552 (87.18%) more than the individual workers age at 15-29 years old is 375 (12.82%). Meanwhile, the individual workers who age at >29 years old categorized as indecent work is 16.996 (67.11%) more than individual workers who age at 15-29 years old is 8.328 (32.89%). From these results data, it can

be concluded that there is a relationship between decent work and age because based on research from Huang and Yuan (2021) the age differences from the workers in industry sectors have a significant difference such as experience, the quality and performance of workers in terms of achieving a decent work.

4.3.6. Gender

According to the World Health Organization (WHO), Gender refers to the characteristics of women, men, girls, and boys that are socially constructed from society to society. The gender in this category is most important for an individual , especially a decent worker, to find the difference between men and women in terms of work safety and work decently. The gender seen in this study is individual workers between men and women.

Table 4.10. Gender Cross Tabulation

Decent Work	Gender		Total
	Men	Women	
Decent Work	1.965	962	2.927
	67,13%	32,87%	100%
Indecent Work	11.865	13.459	25.324
	46,85%	53,15%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author,2023)

Based on Table 4.10, the results of male individual workers categorized as decent work is 1.965 (67.13%) more than women individual workers is 962 (32.87%). Meanwhile, there were also women individual workers categorized as indecent work at 13.459 (53.15%) more than men individual workers at 11.865 (46.85%). From these results data, there is a relationship between decent work and

gender because there's not accordance between the tasks and jobs carried out by women or men resulting in differences in productivity which results in differences in the decent work (Huang & Yuan, 2021).

4.3.7. Job Training

Job Training has an important role to build the labor quality and a benchmark of individual ability and performance where the job training is the main point to get more exercise and practice for the workers to increase the skills and ability of individuals. Job training seen in this study is the individual workers who join training and not join training.

Table 4.11. Job Training Cross Tabulation

Decent Work	Job Training		Total
	Yes	No	
Decent Work	1.548	1.379	2.927
	52,88%	47,12%	100%
Indecent Work	3.492	21.832	25.324
	13,78%	86,22%	100%

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author,2023)

Based on table 4.11, the results of individual workers who join a training categorized as decent work is 1.548 (52.88%) more than the individual workers who do not join training is 1.379 (47.12%). Meanwhile the individual workers who do not join training categorized as indecent work is 21.832 (86.22%) more than individuals who join training is 3.492 (13.78%). From these result data, it concluded that there is a relationship between decent work and job training. This results according to research from Alao and Taiwo (2021) where the government and company need to

fully create job training for the workers who joined the job where the purpose is to improve and increase the ability, performance and skill of the workers for productivity and decent work.

4.4. Test Models

In the logistic regression model, the Hosmer and Lemeshow's Goodness of Fit test is required. This analysis used to explain the impact of individual characteristics including the independent variables Job Opportunities, Education, Marriage Status, Age, Gender, Job Training have an effect on the dependent variable of Decent Work. The results test models are shown in the table 4.11 below:

Table 4.12. Hosmer Lemeshow Model Test

Model	Prob>chi2
Hosmer Lemeshow Model Decent Work	0,000

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author, 2023)

Based on table 4.11, we can conclude that the probability results is 0.000 which means all independent variables are affected by dependent variables on the significant model. The results of Hosmer Lemeshow test show that each variable has a different effect, partial testing is needed on independent variables through Wald Test.

4.5. Logit Regression Model Estimation Results

The logit regression is to find the effect and significance of an independent variable on the dependent variable research. The results find in Table 4.13 below :

Table 4.13. Logistic Regression Model Estimation

Decent Work	Coef.	Std. Err.	Z	P> |z|	[95%Cof]	Odds Ratio
Jobport	3.038423	.1201106	25.30	0.000	2.80301	2.87229
Educ	1.575694	.0609936	25.83	0.000	1.456149	4.834096
Marr	.5672243	.0704583	8.05	0.000	.4291286	1.763366
Age	.4876373	.0749737	6.50	0.000	.3406914	1.628464
Gen	.9719391	.0512673	18.96	0.000	.871457	2.643065
Train	1.310048	.0549091	23.86	0.000	1.202428	3.706351
_cons	-6.869732	.137033	-50.13	0.000	-7.138311	.0010388
Obs	28,251					
Prob > chi2	0.0000					
Pseudo R^2	0.3010					

Source: Survei Angkatan Kerja Nasional 2021 (Processed by author, 2023)

Based on table 4.13, shows that independent variables have a significant effect on dependent variables, there are Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training on Decent Work. The interaction between dependent variable and independent variable has positive significant effect with P-value below 0.05 or 5%. The results find that there are variables with different coefficients of each variable to decent work.

The logistic regression output results, it can be made the model logistic equation 4.1 to input the number data results of logistic into the model equation influence of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training on Decent Work is as follows:

$$DWi = Ln(\frac{p}{1-p}) = \beta_0 + \beta_1 Jobopr + \beta_2 Edu + \beta_3 Mar + \beta_4 Age + \beta_5 Gen + \beta_6 Tra + \varepsilon$$

$$DWi = Ln(\frac{p}{1-p}) = -6.869732 + 3.038423(Job\ Opr) + 1.575694(Edu) + .5672243(Mar)$$

$$+ .4876373(Age) + .9719391(Gen) + 1.310048(Train) + \varepsilon \qquad (4.1)$$

Based on the logit regression model 4.1 above, the independent variable consisting of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training has different results on the dependent variable which is Decent Work. The results also conclude that all independent variables such as Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training have a positive effect on Decent Work.

4.6. Determinant Coefficient (Pseudo R-Square)

Pseudo R-Square is a test to describe how to interpret a model in terms of the independent variable and dependent variable. Pseudo R-Square ranges from 0 up to 100 percent. The greater the percentage of Pseudo R-Square can be said to better results.

Based on Table 4.12. Above, the results of the logistic regression model have included the total observation data, probability, and Pseudo R-Square. Based on the data, the Pseudo R-Square is 0.3010 or 30,10% which determined as the independent variable there are Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training have effect 30,10 % to Decent Work and the rest outside of the specified variable.

4.7. Interpretation

a. The effect of Job Opportunities on Decent Work

The Job Opportunities explain the comparison between the people who have opportunity working and not-working (unemployment). Based on the logistic results, it shows that the Job Opportunities is positive with coefficient value 3.038423 and

significant value of 0.000 < 0.05. The Odd Ratio of Job Opportunities is 2.87229. It can be interpreted that the Job Opportunities for those who are working is 2.87229 more than the Job Opportunities for those who are not-working or unemployed and positive significant into Decent Work.

This result, according to Ribeiro (2016) and Cohen (2012) , is that the chance of the people to work is a small possibility to work because most of the companies and businesses need a higher qualification which the individual has a problem with and higher unemployment. The job opportunities for the individual who wants to work is a great solution not just for the experience but also to find the workers fully decent work in terms of wage and social protection without higher qualification.

b. The effect of Education on Decent Work

The Education describes the comparison between the individual who graduates from higher education such as Diploma, Bachelor, Master, Doctors and the individual who graduates from primary secondary education such as Elementary School, Junior High School, Senior High School, Vocational High School. Based on the logistic results, it shows that the Education is positive with coefficient value 1.575694 and significant value of 0.000 < 0.05. The Odd Ratio of Education is 4.834096. It can be interpreted that the Education for individual who graduate from higher school such as Diploma, Bachelor, Master, Doctors is 4.834096 more than the individual who graduate from primary secondary school such as Elementary School, Junior High School, Senior High School, and Vocational High School and positive significant into Decent Work.

The results data accordance research from Huang and Yuan (2021) where the percentage of individual level education in Diploma, bachelor, master and doctor

degree is higher than the level education in primary and secondary school to achieve a productivity decent work in industry organization and the workers in China has a higher qualification to create career satisfaction and performance on the work.

c. The effect of Marriage Status on Decent Work

The Marriage Status explains about the comparison between the individual who has a marriage and the individual who has a non marriage, divorce, and dead divorce. Based on the logistic results, it shows that the Marriage Status is positive with coefficient value .5672243 and significant value of 0.000 < 0.05. The Odd Ratio of Marriage Status is 1.763366. It can be concluded that the Marriage Status for an individual who has a marriage is 1.763366 more than the individual who has unmarried, divorce, and dead divorce and positive significance into Decent Work.

This results data according to research from Aybas, Ozcelik, and Uyargil (2019) where the individual workers who have a status of being married have stronger performance than the individual workers who are single. Having married can help and support workers, not only workers but families, children can be covered and protected from the company itself to achieve social security decent work.

d. The effect of Age on Decent Work

The Age explains about the comparison between the individual who works at more than 29 Years Old and the individual who works at 15-29 Years Old. Based on the logistic results, it shows that the Age is positive with coefficient .4876373 and significant value 0.000 < 0.05. The Odd Ratio of Age is 1.628464. It can be interpreted that the Age for an individual who is working at more than 29 Years Old is 1.628464 more than the Age for an individual who is working at 15-29 Years Old and is positively significant into Decent Work.

The results are data according from research Huang and Yuan (2021) where the research using questionnaire data and the productivity age work based on the decent work at 20-53 years old because most of the workers relative less working hours due health physical and impact to productivity. The productivity directly translates into decent work with higher quality and performance at age 20-53 years old in industry sectors. Also a great experience during work gives an extra performance productivity to achieve a decent work highly results to the labor.

e. **The effect of Gender on Decent Work**

The Gender explains the comparison between the individual who has a men gender and women gender. Based on the logistic results, it shows that the Gender is positive with coefficient .9719391 and significant value $0.000 < 0.05$. The Odd Ratio of Gender is 2.643065. It can be interpreted that the Gender for an individual who has a men gender is 2.643065 more than the individual who has a women gender and positive significance into Decent Work.

This results data according to research by Huang and Yuan (2021) where the percentage of the number of male workers in China, especially in industry sectors, is much higher than female workers because the industry sectors need to be fully productive from male workers to achieve a great result. But in research of study from informal sectors in United States supported also that in term of productive income accepted are different between men and women workers where the women workers not have fully income in a life than the men workers based on the education. It can be seen from Return of Education women workers are 43% greater than women workers (Tamborini, 2015). In Indonesia, the productive income and decent work of men workers are greater than women workers but, in this case, can solve the problem

with increasing individual quality of education and education is the main key to see the difference between decent work from men and women workers. (Wahyuni, 2016).

f. The effect of Job Training on Decent Work

The Job Training discusses the comparison between the individual who has joined job training and the individual who has not joined job training. Based on logistic results, it shows that the Job Training is positive with coefficient 3.706351 and significant value $0.000 < 0.05$. The Odd Ratio of Job Training is 3.706351. It can be interpreted that the Job Training for individuals who have joined job training is 3.706351 more than the individual who have not joined job training and is positively significant into Decent Work.

This results data according to Alao and Taiwo (2021) discuss decent work in Nigeria where education is the main key factor to achieve more decent work properly but in terms of execution and action still far from the decent work. And the government and company need to fully create training for the workers who joined the job to increase the ability, performance and skill of the workers.

4.8. Partial Test (Wald Test)

Based on the Logistic Regression Results on Table 4.13, the P-Value of the Wald Test (Significant Test) of each independent variable has different results. The variable has a significance if the P-value wald test (sig) < 0.05 it means that each independent variable has effect on dependent variable. From the results estimation of logistic results in Table 4.13 shows that:

1. The Job Opportunities variable has a Wald Test P-Value of 0.000, the value is less than the significant value of 0.05. the P-Value of the Wald Test is (0.000) < (0.05), so the Job Opportunities variable has significant effect on Decent Work in West Sumatera.

2. The Education variable has a Wald Test P-value of 0.000, the value is less than the significant value of 0.05. the P-value of the Wald Test is (0.000) < (0.05), so the Education variable has significant effect on Decent Work in West Sumatera.

3. The Marriage Status variable has a Wald Test P-value of 0.000, the value is less than the significant value of 0.05. the P-value of the Wald Test is (0.000) < (0.05), so the Marriage Status variable has significant effect on Decent Work in West Sumatera.

4. The Age variable has a Wald Test P-value of 0.000, the value is less than the significant value of 0.05. the of the P-value Wald Test is (0.000) < (0.05), so the Age variable has significant effect on Decent Work in West Sumatera.

5. The Gender variable has a Wald Test P-value of 0.000, the value is less than the significant value of 0.05. the P-value of the Wald Test is (0.000) < (0.05), so the Gender variable has significant effect on Decent Work in West Sumatera.

6. The Job Training variable has a Wald Test P-value of 0.000, the value is less than the significant value of 0.05. the P-value of the Wald Test is (0.000) < (0.05), so the Job Training variable has significant effect on Decent Work in West Sumatera.

CHAPTER V

SUMMARY AND CONCLUSION

5.1. Conclusions

Based on the discussion and results of the research in Chapter IV, the research of Analysis Influence of Decent Work Study Case in West Sumatera are :

1. The individual characteristic labor in West Sumatera has different characteristics based on education graduate and each variable in terms of Decent Work, Job Opportunities, Marriage Status, Age, Gender, and Job Training. The result is that the characteristics of labor in West Sumatera most relatively graduate from primary secondary school rather than university because most characteristic labor has more priority and intention about skill of job.

2. The impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training have a positive relationship and significant effect on Decent Work in West Sumatera. The independent variables which have the biggest impact on Decent Work are Education, Job Training, Marriage Status, and Job Opportunities where the difference of the individual having a Decent Work depends on the knowledge, skill, performance, number of family and chance to work with higher social protection and decent life for the labor.

5.2. Research Implications

Based on the research results described above, there are several implications that can be concluded. First is the results proving that Decent Work in terms of Job

Opportunities, Education, Marriage Status, Age, Gender, and Job Training have significant effects. So, to have decent work the individual must increase the individual capacity and ability through education and job training. With these, education and job training give a chance to individuals to increase their capability, ability, experience, and skill to achieve Decent Work.

Other hand, the government in terms of making policy must have a policy which can provide safe decent workers and provide welfare guarantees to these workers and families in order to create decent productive jobs. Government has an important role to manage and support the workers individually, such as open job vacancies by taking age and marital status to achieve decent work.

5.3. Recommendations

This study has several limitations, and hope in the further research have some improvement in the future, as the limitation in this study are:

    a. In this research, using 2021 National Labor Force Survey (Susenas) data conducted by Statistics Indonesia (BPS). The future researchers hopefully have to use more data in the long term and compare results from data in different years.

    b. For further research, I can add other variables such as number of families, type of education based on the majors taken, and decent work based on number of working hours. Otherwise, the next researcher can choose another region and compare with this research.

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1. Sakernas Survey Data

BADAN PUSAT STATISTIK

SAK21.AK

SURVEI ANGKATAN KERJA NASIONAL 2021

RAHASIA

FEBRUARI

Provinsi	Kab/Kota	Kecamatan	Desa/Kel	Klasifikasi Desa/ Kota	Nomor Blok Sensus	Nomor Kode Sampel	Nomor Rumah Tangga

Nama Kepala Rumah Tangga berdasarkan SAK21.DSRT :

~~Status Pengesahan:~~ ~~1. Berhasil~~ ~~2. Menolak~~ ~~3. Tidak dapat ditemui~~

~~Kode Petugas:~~ ~~Nama Petugas:~~ ~~No. HP Petugas:~~

PETUNJUK PENGISIAN

- Survei Angkatan Kerja Nasional (Sakernas) merupakan survei yang diselenggarakan oleh Badan Pusat Statistik di seluruh Indonesia.
- Sakernas mengumpulkan data ketenagakerjaan seperti jumlah penduduk bekerja, pengangguran, dan indikator ketenagakerjaan lainnya.
- Rumah tangga Anda terpilih sebagai sampel Sakernas Februari 2021.
- Menurut Undang-Undang Nomor 16 Tahun 1997, setiap responden wajib memberikan keterangan dalam survei yang dilakukan oleh Badan Pusat Statistik.
- Seluruh data/informasi yang Anda berikan akan dirahasiakan dan hanya akan digunakan untuk keperluan perencanaan pembangunan.

    TATA CARA DAN CONTOH PENGISIAN

    1. Tuliskan jawaban Anda dengan huruf KAPITAL, pada tempat yang tersedia

        Nama Kepala Rumah Tangga: MUHAMMAD YUSUF

    2. Berikan tanda cek (**v**) pada kotak yang telah disediakan sesuai pilihan jawaban

        Jenis kelamin: ☑ 1. Laki-laki   ☐ 2. Perempuan

    3. Jika Anda ingin memperbaiki jawaban, coret jawaban yang salah kemudian tuliskan atau berikan tanda cek pada jawaban yang benar

        Nama Kepala Rumah Tangga: ~~MUHAMMAD YUSUF~~   MOHAMMAD YUSUF

        Jenis kelamin: ☑ 1. Laki-laki   ☒ 2. Perempuan

- Jika memerlukan penjelasan lebih lanjut, Anda dapat menghubungi petugas melalui nomor HP yang tertera di atas.

KONSEP DAN DEFINISI

Kepala Rumah Tangga adalah seseorang yang bertanggung jawab atas kebutuhan sehari-hari, atau seseorang yang dianggap sebagai kepala.

Anggota Rumah Tangga adalah semua orang yang biasa tinggal di rumah.

Bekerja adalah kegiatan melakukan pekerjaan paling sedikit selama satu jam dalam seminggu terakhir untuk memperoleh penghasilan atau keuntungan.

Termasuk juga bekerja adalah:

   a. Kegiatan untuk **membantu** memperoleh penghasilan atau keuntungan paling sedikit selama satu jam dalam seminggu terakhir.

   b. Orang yang punya usaha/pekerjaan tetapi selama seminggu terakhir tidak bekerja.

1

2. Raw Data

87

```
78000.00                       7        0.02      99.20
78500.00                       1        0.00      99.20
79000.00                       2        0.01      99.21
79680.00                       1        0.00      99.21
80000.00                      56        0.20      99.41
81000.00                       1        0.00      99.41
81160.00                       1        0.00      99.42
82000.00                       1        0.00      99.42
83000.00                       1        0.00      99.42
84000.00                       4        0.01      99.44
84500.00                       1        0.00      99.44
85000.00                       9        0.03      99.47
85100.00                       1        0.00      99.48
86000.00                       4        0.01      99.49
86051.00                       1        0.00      99.49
87000.00                       1        0.00      99.50
88000.00                       1        0.00      99.50
90000.00                      23        0.08      99.58
91000.00                       1        0.00      99.59
91500.00                       1        0.00      99.59
93000.00                       1        0.00      99.59
93986.00                       1        0.00      99.60
94000.00                       2        0.01      99.60
95000.00                       4        0.01      99.62
96000.00                       1        0.00      99.62
98000.00                       2        0.01      99.63
1.00e+07                      49        0.17      99.80
1.04e+07                       1        0.00      99.81
1.05e+07                       1        0.00      99.81
1.10e+07                       8        0.03      99.84
1.13e+07                       1        0.00      99.84
1.13e+07                       1        0.00      99.84
1.14e+07                       1        0.00      99.85
1.16e+07                       1        0.00      99.85
1.20e+07                       7        0.02      99.88
1.28e+07                       1        0.00      99.88
1.30e+07                       3        0.01      99.89
1.36e+07                       1        0.00      99.89
1.45e+07                       1        0.00      99.90
1.47e+07                       1        0.00      99.90
1.50e+07                       8        0.03      99.93
1.60e+07                       2        0.01      99.94
1.80e+07                       2        0.01      99.94
1.90e+07                       1        0.00      99.95
1.94e+07                       1        0.00      99.95
2.00e+07                       6        0.02      99.97
2.10e+07                       1        0.00      99.98
2.40e+07                       1        0.00      99.98
2.50e+07                       1        0.00      99.98
3.00e+07                       4        0.01     100.00
4.00e+07                       1        0.00     100.00
         Total            28,251      100.00
```

. tab r9a

r9a	Freq.	Percent	Cum.
1	16,750	59.29	59.29
2	11,501	40.71	100.00
Total	28,251	100.00	

.

. tab r6a

r6a	Freq.	Percent	Cum.
1	4,009	14.19	14.19
2	5,653	20.01	34.20
3	6,366	22.53	56.73
4	6,081	21.52	78.26
5	2,619	9.27	87.53
6	899	3.18	90.71
7	153	0.54	91.25
8	2,471	8.75	100.00
Total	28,251	100.00	

```
. tab r4
```

r4	Freq.	Percent	Cum.
1	7,669	27.15	27.15
2	17,712	62.70	89.84
3	793	2.81	92.65
4	2,077	7.35	100.00
Total	28,251	100.00	

```
. tab k6
```

k6	Freq.	Percent	Cum.
15	828	2.93	2.93
16	837	2.96	5.89
17	838	2.97	8.86
18	704	2.49	11.35
19	621	2.20	13.55
20	634	2.24	15.79
21	524	1.85	17.65
22	510	1.81	19.45
23	500	1.77	21.22
24	508	1.80	23.02
25	475	1.68	24.70
26	442	1.56	26.27
27	456	1.61	27.88
28	406	1.44	29.32
29	420	1.49	30.81
30	438	1.55	32.36
31	462	1.64	33.99
32	486	1.72	35.71
33	506	1.79	37.50
34	540	1.91	39.41
35	552	1.95	41.37
36	521	1.84	43.21
37	581	2.06	45.27
38	576	2.04	47.31
39	524	1.85	49.16
40	589	2.08	51.25
41	576	2.04	53.29
42	523	1.85	55.14
43	590	2.09	57.23
44	558	1.98	59.20
45	594	2.10	61.30
46	547	1.94	63.24
47	519	1.84	65.08
48	543	1.92	67.00
49	458	1.62	68.62
50	526	1.86	70.48
51	512	1.81	72.29
52	481	1.70	74.00
53	403	1.43	75.42
54	489	1.73	77.15
55	465	1.65	78.80
56	434	1.54	80.34
57	444	1.57	81.91
58	391	1.38	83.29
59	349	1.24	84.53
60	424	1.50	86.03
61	325	1.15	87.18
62	385	1.36	88.54
63	344	1.22	89.76
64	283	1.00	90.76
65	306	1.08	91.84
66	256	0.91	92.75
67	222	0.79	93.54
68	227	0.80	94.34
69	169	0.60	94.94
70	173	0.61	95.55
71	100	0.35	95.90
72	109	0.39	96.29
73	94	0.33	96.62
74	99	0.35	96.97
75	134	0.47	97.45
76	87	0.31	97.76
77	92	0.33	98.08
78	88	0.30	98.39
79	70	0.25	98.63
80	87	0.31	98.94
81	52	0.18	99.13
82	47	0.17	99.29
83	27	0.10	99.39
84	38	0.13	99.52
85	38	0.13	99.66
86	15	0.05	99.71
87	13	0.05	99.76
88	10	0.04	99.79
89	9	0.03	99.82
90	18	0.06	99.89
91	8	0.03	99.92
92	6	0.02	99.94
93	5	0.02	99.95
94	8	0.02	99.98
96	1	0.00	99.98
97	2	0.01	99.99
98	4	0.01	100.00
Total	28,251	100.00	

```
. tab k4
```

k4	Freq.	Percent	Cum.
1	13,830	48.95	48.95
2	14,421	51.05	100.00
Total	28,251	100.00	

```
. tab r6d
```

r6d	Freq.	Percent	Cum.
1	5,040	17.84	17.84
2	23,211	82.16	100.00
Total	28,251	100.00	

3. Descriptive Variables

a. Decent Work

```
. tab decentwork
```

decentwork	Freq.	Percent	Cum.
0	25,324	89.64	89.64
1	2,927	10.36	100.00
Total	28,251	100.00	

b. Job Opportunities

```
. tab jobopportunities
```

jobopportunities	Freq.	Percent	Cum.
0	11,501	40.71	40.71
1	16,750	59.29	100.00
Total	28,251	100.00	

```
. tab decentwork jobopportunities, row col chi
```

Key
frequency
row percentage
column percentage

decentwork	jobopportunities 0	1	Total
0	11,425	13,899	25,324
	45.12	54.88	100.00
	99.34	82.98	89.64
1	76	2,851	2,927
	2.60	97.40	100.00
	0.66	17.02	10.36
Total	11,501	16,750	28,251
	40.71	59.29	100.00
	100.00	100.00	100.00

Pearson chi2(1) = 2.0e+03   Pr = 0.000

91

c. Education

```
. tab education

  education |      Freq.     Percent        Cum.
------------+-----------------------------------
          0 |     24,728       87.53       87.53
          1 |      3,523       12.47      100.00
------------+-----------------------------------
      Total |     28,251      100.00
```

```
. tab decentwork education, row col chi
```

```
+----------------+
|      Key       |
|----------------|
|   frequency    |
| row percentage |
| column percentage |
+----------------+
```

```
               |        education
    decentwork |         0          1 |     Total
---------------+----------------------+----------
             0 |    23,084      2,240 |    25,324
               |     91.15       8.85 |    100.00
               |     93.35      63.58 |     89.64
---------------+----------------------+----------
             1 |     1,644      1,283 |     2,927
               |     56.17      43.83 |    100.00
               |      6.65      36.42 |     10.36
---------------+----------------------+----------
         Total |    24,728      3,523 |    28,251
               |     87.53      12.47 |    100.00
               |    100.00     100.00 |    100.00

    Pearson chi2(1) =   2.9e+03   Pr = 0.000
```

d. Marriage Status

```
. tab marriage

   marriage |      Freq.     Percent        Cum.
------------+-----------------------------------
          0 |     10,539       37.30       37.30
          1 |     17,712       62.70      100.00
------------+-----------------------------------
      Total |     28,251      100.00
```

```
. tab decentwork marriage, row col chi
```

```
+----------------+
|      Key       |
|----------------|
|   frequency    |
| row percentage |
| column percentage |
+----------------+
```

```
               |        marriage
    decentwork |         0          1 |     Total
---------------+----------------------+----------
             0 |    10,118     15,206 |    25,324
               |     39.95      60.05 |    100.00
               |     96.01      85.85 |     89.64
---------------+----------------------+----------
             1 |       421      2,506 |     2,927
               |     14.38      85.62 |    100.00
               |      3.99      14.15 |     10.36
---------------+----------------------+----------
         Total |    10,539     17,712 |    28,251
               |     37.30      62.70 |    100.00
               |    100.00     100.00 |    100.00

    Pearson chi2(1) = 733.5213   Pr = 0.000
```

e. Age

```
. tab age

        age |      Freq.     Percent        Cum.
------------+-----------------------------------
          0 |      8,703       30.81       30.81
          1 |     19,548       69.19      100.00
------------+-----------------------------------
      Total |     28,251      100.00

. tab decentwork age, row col chi

+--------------------+
| Key                |
|--------------------|
|      frequency     |
|   row percentage   |
|  column percentage |
+--------------------+

                      age
decentwork |         0          1 |     Total
-----------+----------------------+----------
         0 |     8,328     16,996 |    25,324
           |     32.89      67.11 |    100.00
           |     95.69      86.94 |     89.64
-----------+----------------------+----------
         1 |       375      2,552 |     2,927
           |     12.81      87.19 |    100.00
           |      4.31      13.06 |     10.36
-----------+----------------------+----------
     Total |     8,703     19,548 |    28,251
           |     30.81      69.19 |    100.00
           |    100.00     100.00 |    100.00

        Pearson chi2(1) = 496.0066   Pr = 0.000
```

f. Gender

```
. tab gender

     gender |      Freq.     Percent        Cum.
------------+-----------------------------------
          0 |     14,421       51.05       51.05
          1 |     13,830       48.95      100.00
------------+-----------------------------------
      Total |     28,251      100.00

. tab decentwork gender, row col chi

+--------------------+
| Key                |
|--------------------|
|      frequency     |
|   row percentage   |
|  column percentage |
+--------------------+

                     gender
decentwork |         0          1 |     Total
-----------+----------------------+----------
         0 |    13,459     11,865 |    25,324
           |     53.15      46.85 |    100.00
           |     93.33      85.79 |     89.64
-----------+----------------------+----------
         1 |       962      1,965 |     2,927
           |     32.87      67.13 |    100.00
           |      6.67      14.21 |     10.36
-----------+----------------------+----------
     Total |    14,421     13,830 |    28,251
           |     51.05      48.95 |    100.00
           |    100.00     100.00 |    100.00

        Pearson chi2(1) = 431.8583   Pr = 0.000
```

g. Job Training

```
. tab training
```

training	Freq.	Percent	Cum.
0	23,211	82.16	82.16
1	5,040	17.84	100.00
Total	28,251	100.00	

```
. tab decentwork training, row col chi
```

Key
frequency
row percentage
column percentage

	training		
decentwork	0	1	Total
0	21,832	3,492	25,324
	86.21	13.79	100.00
	94.06	69.29	89.64
1	1,379	1,548	2,927
	47.11	52.89	100.00
	5.94	30.71	10.36
Total	23,211	5,040	28,251
	82.16	17.84	100.00
	100.00	100.00	100.00

Pearson chi2(1) = 2.7e+03   Pr = 0.000

4. Logistic Regression

```
. logit decentwork jobopportunities education marriage age gender training

Iteration 0:   log likelihood = -9405.7958
Iteration 1:   log likelihood = -7741.2608
Iteration 2:   log likelihood = -6707.2219
Iteration 3:   log likelihood = -6581.0172
Iteration 4:   log likelihood = -6575.1479
Iteration 5:   log likelihood = -6575.1199
Iteration 6:   log likelihood = -6575.1199
```

Logistic regression				Number of obs	=	28,251
				LR chi2(6)	=	5661.35
				Prob > chi2	=	0.0000
Log likelihood = -6575.1199				Pseudo R2	=	0.3010

decentwork	Coef.	Std. Err.	z	P>|z|	[95% Conf. Interval]	
jobopportunities	3.038423	.1201106	25.30	0.000	2.80301	3.273835
education	1.575694	.0609936	25.83	0.000	1.456149	1.695239
marriage	.5672243	.0704583	8.05	0.000	.4291286	.70532
age	.4876373	.0749737	6.50	0.000	.3406914	.6345831
gender	.9719391	.0512673	18.96	0.000	.871457	1.072421
training	1.310048	.0549091	23.86	0.000	1.202428	1.417668
_cons	-6.869732	.137033	-50.13	0.000	-7.138311	-6.601152

```
. logit decentwork jobopportunities education marriage age gender training, or

Iteration 0:   log likelihood = -9405.7958
Iteration 1:   log likelihood = -7741.2608
Iteration 2:   log likelihood = -6707.2219
Iteration 3:   log likelihood = -6581.0172
Iteration 4:   log likelihood = -6575.1479
Iteration 5:   log likelihood = -6575.1199
Iteration 6:   log likelihood = -6575.1199

Logistic regression                             Number of obs   =     28,251
                                                LR chi2(6)      =    5661.35
                                                Prob > chi2     =     0.0000
Log likelihood = -6575.1199                     Pseudo R2       =     0.3010
```

decentwork	Odds Ratio	Std. Err.	z	P>|z|	[95% Conf. Interval]	
jobopportunities	20.87229	2.506984	25.30	0.000	16.49422	26.41244
education	4.834096	.2948489	25.83	0.000	4.289409	5.44795
marriage	1.763366	.1242437	8.05	0.000	1.535919	2.024494
age	1.628464	.122092	6.50	0.000	1.405919	1.886236
gender	2.643065	.1355028	18.96	0.000	2.390391	2.922447
training	3.706351	.2035126	23.86	0.000	3.328188	4.127483
_cons	.0010388	.0001423	-50.13	0.000	.0007941	.0013588

5. Model Test

```
. estat gof
```

Logistic model for decentwork, goodness-of-fit test

```
        number of observations =      28251
 number of covariate patterns =         64
           Pearson chi2(57) =        397.53
              Prob > chi2 =        0.0000
```