

The Impact of Gender Discrimination in the World of Work on Women's Welfare and Mental Health in the Makassar Region.

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Abstract

Gender discrimination in the workplace is a form of social injustice experienced by women in various work sectors. Gender discrimination can negatively impact women's well-being and mental health, which are important indicators of quality of life. This study aims to analyze the effect of gender discrimination in the workplace (independent variable) on women's well-being and mental health (dependent variable) in Makassar. This study used quantitative methods with a cross-sectional survey design. Data were collected by questionnaire from 300 women working in the formal and informal sectors selected by multistage random sampling. The results showed that gender discrimination had a negative and significant effect on women's well-being and mental health with regression coefficients of -0.35 and -0.42. In addition, economic sector and employment status also have a significant effect on women's well-being and mental health with regression coefficients of 0.28 and 0.32. Women who work in the formal sector with permanent employment status have better well-being and mental health than women who work in the informal sector with contract, honorary, or casual employment status. This study recommends policies to eliminate gender discrimination in the workplace and improve women's well-being and mental health. Some policy recommendations are to make laws that protect women's rights in the workplace, provide equal access to women to get work opportunities and facilities, provide fair treatment and rewards according to performance, and provide psychological and social support to women who experience gender discrimination.

Keywords: Gender Discrimination, Mental Health, Quantitative Methods, Regression, Policy.

JEL Classification : J16, J7, C83, C12

Received: November 6,2022 Accepted: Desember 1,2022
DOI : 10.54204/TAJI/Vol812023010

Introduction

Gender discrimination in the world of work is a form of social injustice experienced by female workers because gender differences are considered a factor that determines their position, role and rights in the world of work. Gender discrimination can be manifested in various aspects, such as salary, opportunities, promotions, protection and other rights that should be given to female workers without discrimination (Gebre et al.,2021). Gender discrimination can have a significant negative impact not only on women's well-being, but also on their mental health (Carmel, S.(2019). Women's welfare is a condition in which women can fulfill their basic needs, rights and obligations as human beings, such as food, clothing, shelter, education, health, security, freedom and participation. Mental health is a state of psychological, emotional and social health that allows a person to develop potential, overcome stress, contribute to society

and enjoy life (Fusar-Poli, 2020). Mental health is influenced by various factors, such as environment, genetics, biology, psychology and culture. Gender discrimination in the world of work can reduce women's well-being and mental health by reducing their self-confidence, self-esteem, satisfaction, motivation and creativity, as well as increasing their feelings of fear, anger, sadness, anxiety, depression and stress (Casad et.al, 2021).

Indonesia is one of the countries that still faces the problem of gender discrimination in the world of work. According to data from the Central Statistics Agency (BPS) in 2020, the labor force participation rate for women in Indonesia was only 52.88 percent, while for men it reached 82.08 percent. Apart from that, the average wage for women in Indonesia is also lower than men, namely IDR 2.4 million per month, while for men it is IDR 3.1 million per month. Women are also more vulnerable to experiencing harassment, violence and exploitation in the workplace, whether from superiors, co-workers or customers. This certainly affects the welfare and mental health of working women (Tricahyadinata et.al, 2020).

Gender discrimination in the world of work is a form of human rights violation that still occurs in various countries, including Indonesia. Gender discrimination in the world of work is unfair or unequal treatment of female workers for reasons of gender. Gender discrimination can take the form of inequality in wages, opportunities, promotions, protection and other rights that should be given to female workers. Gender discrimination can have a negative impact not only on women's well-being, but also on their mental health (De Kock et.al, 2021). Women's welfare is a condition in which women can fulfill their basic needs, rights and obligations as human beings. Mental health is a state of psychological, emotional and social health that allows a person to develop potential, overcome stress, contribute to society and enjoy life. Mental health is influenced by various factors, such as environment, genetics, biology, psychology and culture. Gender discrimination in the world of work can reduce women's well-being and mental health by reducing their self-confidence, self-esteem, satisfaction, motivation and creativity, as well as increasing their feelings of fear, anger, sadness, anxiety, depression and stress (Tamers et.al, 2020)

Research on the impact of gender discrimination in the world of work on the well-being and mental health of women in Indonesia is still limited. Most research focuses only on the economic, social, or legal aspects of gender discrimination, without paying attention to the psychological aspects. In fact, psychological aspects are very important to study, because they can affect women's quality of life, productivity and overall well-being. Therefore, this research aims to fill this knowledge gap by examining the impact of gender discrimination in the world of work on the welfare and mental health of women in the Makassar area. Makassar was chosen as the research location because it is one of the big cities in Indonesia which has a fairly high female population, namely around 49.5 percent of its total population. Apart from that, Makassar also has various economic sectors that absorb female workers, such as trade, services, industry and agriculture. It is hoped that this research can contribute to the development of science, public policy and women's empowerment in Indonesia (Larson et.al, 2021) .

This research uses quantitative research methods with a survey design. The research population is women who work in the formal and informal sectors in the Makassar area. The research sample was taken using a stratified random sampling technique based on economic sector and employment status. The research instrument used was a questionnaire consisting of three parts, namely: (1) demographic data, (2) scale of gender discrimination in the world of work, and (3) scale of women's welfare and mental health. The scale of gender discrimination in the world of

work is compiled based on indicators developed by the International Labor Organization (ILO), namely: (a) access to work, (b) working conditions, (c) remuneration, (d) social protection, (e) participation and representation, and (f) legal treatment and protection. The women's welfare and mental health scale is prepared based on indicators developed by the World Health Organization (WHO), namely: (a) subjective well-being, (b) psychological well-being, (c) social well-being, (d) anxiety, (e) depression, and (f) stress. The data obtained from the questionnaire was then analyzed using descriptive and inferential statistical techniques, such as the t test, anova test, and regression test.

Literature Review

Gender discrimination in the world of work is an issue that has received attention from various parties, including academics, practitioners and activists (Bowlby et.al, 2023). Gender discrimination in the world of work can be defined as unfair or unequal treatment of female workers for reasons of gender. Gender discrimination can take the form of inequality in wages, opportunities, promotions, protection and other rights that should be given to female workers. Gender discrimination can have a negative impact not only on women's well-being, but also on their mental health. Women's welfare is a condition in which women can fulfill their basic needs, rights and obligations as human beings. Mental health is a state of psychological, emotional and social health that allows a person to develop potential, overcome stress, contribute to society and enjoy life (Aristi et.al, 2021).

Research on gender discrimination in the world of work has been carried out in various countries and contexts. Several studies show that gender discrimination in the world of work still occurs in many sectors and fields, both formal and informal. For example, research conducted by Surya et al. (2020) in India found that women who work in the informal sector, such as street vendors, domestic workers, and agricultural laborers, experience discrimination in terms of access to capital, markets, technology, and social networks. Research conducted by Khan et al. (2020) in Bangladesh found that women working in the garment sector, which is one of the main sectors absorbing female labor, experienced discrimination in terms of working conditions, sexual harassment, violence and exploitation (Kantola, & Lombardo, 2021).

Research on the impact of gender discrimination in the world of work on women's well-being and mental health has also been carried out in various countries and contexts. Several studies show that gender discrimination in the world of work has a negative effect on women's well-being and mental health. For example, research conducted by Moya et al. (2019) in Spain found that gender discrimination in the world of work had an impact on women's lower levels of subjective, psychological and social well-being (World Health Organization 2022).

Research on the impact of gender discrimination in the world of work on the well-being and mental health of women in Indonesia is still limited. Most research focuses only on the economic, social, or legal aspects of gender discrimination, without paying attention to the psychological (Czymara, Langenkampet, et.al 2021). In fact, psychological aspects are very important to study, because they can affect women's quality of life, productivity and overall well-being. Therefore, this research aims to fill this knowledge gap by examining the impact of gender discrimination in the world of work on the welfare and mental health of women in the Makassar area. Makassar was chosen as the research location because it is one of the big cities in Indonesia which has a fairly high female population, namely around 49.5 percent of its total

population. Apart from that, Makassar also has various economic sectors that absorb female workers, such as trade, services, industry and agriculture (Triana et.al, 2019).

Gender discrimination in the world of work is a form of social injustice experienced by women in various countries and contexts. Gender discrimination in the world of work can be defined as unfair or unequal treatment of female workers for reasons of sex. Gender discrimination can take the form of inequality in terms of wages, opportunities, promotions, protection, and other rights that should be given to female workers (Kabeer, 2021). Gender discrimination can have a negative impact not only on women's well-being, but also on their mental health. Women's well-being is a condition in which women can fulfill their basic needs, rights and obligations as human beings. Women's well-being can be measured using indicators such as income, education, health, security, participation, and life satisfaction (Flood et.al, 2021).

Research on gender discrimination in the world of work has been conducted in various countries and contexts. Several studies show that gender discrimination in the world of work still occurs in various sectors and fields, both formal and informal. Research on the impact of gender discrimination in the world of work on women's welfare has also been conducted in various countries and contexts. Some studies show that gender discrimination in the world of work negatively affects women's well-being, both materially and psychologically (Chung et.al, 2020).

Not all studies support these findings, there are also studies that show that gender discrimination in the world of work has no significant effect on women's welfare, or even a positive effect. For example, research conducted by Nurhayati and Pratiwi (2019) in Indonesia found that gender discrimination in the workplace is not related to women's well-being, as measured using a psychological well-being scale. The Nurhayati and Pratiwi (2019) study also found that gender discrimination in the world of work is positively related to women's economic well-being. This research explains that gender discrimination in the workplace can be a motivation for women to work harder and increase their income.

There is no negative relationship between gender discrimination in the world of work and women's welfare in the Makassar region (Li, Na, et al 2019). This hypothesis is the null hypothesis (H₀) that will be tested using the simple linear regression method. The dependent variable used is women's well-being, which is measured using a subjective well-being scale consisting of 10 items. The independent variable used is gender discrimination in the world of work, which is measured using a gender discrimination scale consisting of 12 items. The primary data used is data collected from 300 female workers in various sectors and fields in the Makassar area (Sudarso et.al, 2019).

H₀: There is no negative relationship between gender discrimination in the world of work and women's well-being in the Makassar region.

The hypothesis of this study is that there is a negative relationship between gender discrimination in the workplace and women's mental health in the Makassar area. This hypothesis is in line with several previous studies that show that gender discrimination in the workplace has a negative impact on women's mental health, both psychologically, emotionally, and socially. Hasniati et.al's research (2023) aims to test this hypothesis by using primary data collected from 200 female workers in various sectors and fields in the Makassar area. The data was then analyzed using the simple linear regression method, with the dependent variable being women's mental health and the independent variable being gender discrimination in the workplace.

Mental health is a state of psychological, emotional and social well-being that enables a person to develop potential, cope with stress, contribute to society and enjoy life. Women's mental health can be affected by various factors, one of which is gender discrimination in the workplace. Gender discrimination in the world of work can be defined as unfair or unequal treatment of female workers for reasons of sex. Gender discrimination can take the form of inequality in terms of wages, opportunities, promotions, protection, and other rights that should be given to female workers. Gender discrimination can cause women to feel unappreciated, unrecognized, powerless, dissatisfied, unhappy, unconfident, unsafe, unhealthy, and unwell (World Health Organization 2022; Reskin, 2019).

Research on gender discrimination in the world of work has been conducted in various countries and contexts. Some studies show that gender discrimination in the world of work still occurs in various sectors and fields, both formal and informal. Research on the impact of gender discrimination in the workplace on women's mental health has also been conducted in various countries and contexts. Some studies show that gender discrimination in the world of work has a negative effect on women's mental health, both psychologically, emotionally and socially. For example, research conducted by Aristi, Janitra, and Prihandini (2021) in Indonesia found that gender discrimination in the workplace is negatively related to women's mental health, as measured using a mental health scale consisting of 14 items (Aristi et.al, 2021).

There is a negative relationship between gender discrimination in the workplace and women's mental health in the Makassar area. This hypothesis is an alternative hypothesis (H1) that will be tested using simple linear regression method. The dependent variable used is women's mental health, which is measured using a mental health scale consisting of 14 items. The independent variable used is gender discrimination in the world of work, which is measured using a gender discrimination scale consisting of 12 items. The primary data used was data collected from 200 female workers in various sectors and fields in the Makassar area (Sudarso et.al, 2019).

H1: There is a negative relationship between gender discrimination in the world of work and women's mental health in the Makassar region.

The relationship between gender discrimination in the world of work and women's mental health in the Makassar region is an interesting and important topic to discuss. The relationship has pros and cons to consider (Chawla, 2020). On the one hand, knowing the relationship can help identify factors that contribute to women's mental health and develop appropriate prevention and intervention strategies. In addition, knowing the relationship can increase awareness and advocacy on issues of gender discrimination and women's mental health, both at the individual, organizational, and community levels. Furthermore, knowing the relationship can provide motivation and inspiration for women to overcome the challenges and obstacles they face in the world of work and improve their well-being and productivity. On the other hand, knowing the relationship can create insecurity, fear, anger, or despair for women who experience or witness gender discrimination in the workforce, which can worsen their mental health. In addition, knowing about such relationships can lead to additional stigma and discrimination against women who have mental health problems, both from themselves and from others, which can deter them from seeking help or support. Finally, knowing the relationship can cause conflict and tension between women and men in the world of work, which can disrupt cooperation and harmony in the workplace. Therefore, the relationship between gender discrimination in the world of work and women's mental health in the Makassar

region is a complex and multidimensional topic that requires a comprehensive and holistic understanding and treatment (Sudarso et.al, 2019).

This research is a quantitative study which aims to determine the effect of gender discrimination in the world of work on the welfare and mental health of women who work in the formal and informal sectors in the Makassar area. This research uses a cross-sectional approach, namely an approach that takes data at one particular point in time without paying attention to time sequence or history. This research took a population of women who worked in the formal and informal sectors in the Makassar area. The formal sector is a sector that has clear and official rules, regulations and protection, such as government, education, health and banking. The informal sector is a sector that does not have clear and official rules, regulations and protection, such as street vendors, motorcycle taxi drivers and domestic workers. This research uses a stratified random sampling technique to select samples from the population. This technique divides the population into several homogeneous groups (strata) based on certain characteristics, then takes random samples from each group. This research uses two criteria to form strata, namely economic sector and employment status. Employment status is a person's condition or position in an employment relationship, such as permanent, contract, honorary or casual. The number of samples obtained from this technique was 200 respondents, consisting of 100 respondents who worked in the formal sector and 100 respondents who worked in the informal sector.

The data obtained from the questionnaire was then analyzed using descriptive and inferential statistical techniques. Descriptive statistics is a technique used to describe data characteristics, such as mean, median, mode, standard deviation, frequency, percentage, etc. Inferential statistics are techniques used to test hypotheses and draw conclusions from data, such as t tests, anova tests, and regression tests (Mishra et.al, 2019). The t test is a test used to compare the means of two independent groups. The anova test is a test used to compare the means of more than two independent groups. The regression test is a test used to test the relationship between the dependent variable and the independent variable. The dependent variable is a variable that is influenced by the independent variable. Independent variables are variables that influence the dependent variable. In this research, the dependent variable is women's welfare and mental health, while the independent variable is gender discrimination in the world of work (Berens, 2009).

Research Methodology

This research uses quantitative research methods with a survey design. Quantitative research methods are methods that collect data in the form of numbers and analyze them using statistical techniques. Survey design is a design that collects data by distributing questionnaires to a number of respondents selected randomly or systematically.

This study uses the regression approach to examine how women's wellbeing and mental health in the Makassar area are affected by gender discrimination in the workplace. This study examines the link between independent and dependent variables at a single point in time using a cross-sectional quantitative research design. Women employed in Makassar's formal and informal sectors make up the study's population. Using a multistage random sampling technique, which separates the population into multiple groups according to the industry of

employment, samples for this study were chosen at random from each category. The Slovin formula was utilized to determine the study's sample size, which is as follows:

$$n = \frac{N}{1 + Ne^2}$$

where: n = sample size N = population size e = desired error rate (in this study, e = 0.05) The research instrument used was a questionnaire consisting of two parts, namely a questionnaire to measure the level of gender discrimination in the world of work experienced by respondents based on indicators developed by the ILO, and a questionnaire to measure the level of well-being and mental health of working women based on existing scales. validated and reliable, such as subjective well-being scales, stress scales, depression scales, and life satisfaction scales. The data obtained from the questionnaire will be analyzed using multiple linear regression method using SPSS statistical program. Classical assumption tests, significance tests, and determination coefficient tests will be performed to determine the quality of the regression model. In addition, a hypothesis test will be performed using either a t-test or an F-test, depending on the number of independent variables used. The significance level used in this study was 0.05. The regression model used is as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_K X_K + \epsilon$$

where:

Y = dependent variable (women's well-being and mental health)

X₁, X₂, ..., X_k = independent variable (indicators of gender discrimination in the world of work)

β₀ = constant

β₁, β₂, ..., β_k = regression coefficient

ε = random error

The research population is women who work in the formal and informal sectors in the Makassar area. The population is all subjects who are the target of research. The research sample is a portion of the population taken as a representative. The research sample was taken using a stratified random sampling technique based on economic sector and employment status. Stratified random sampling is a sampling technique that divides the population into several homogeneous groups (strata) based on certain characteristics, then takes random samples from each group. This technique is used to ensure that the sample reflects the proportion of the population in each group.

The research data were then analyzed using descriptive and inferential statistical methods. Descriptive statistics are methods used to describe data characteristics such as mean, median, mode, standard deviation, frequency, percentage, etc. Inferential statistics are methods used to test hypotheses and draw conclusions from data, such as t-test, anova test. and regression test. The t test is a test used to compare the means of two independent groups. The anova test is a test used to compare the means of more than two independent groups. The regression test is a

test used to test the relationship between the dependent variable and the independent variable. The dependent variable is a variable that is influenced by the independent variable. Independent variables are variables that influence the dependent variable. In this research, the dependent variable is women's welfare and mental health, while the independent variable is gender discrimination in the world of work.

Table 1. Description Variable

| Variable | Explanation | Data type | Source |
|-----------------|---|------------------|---|
| Age | Characteristics or profile of research respondents based on their age. | Percentage | The data obtained from the questionnaire administered to the research sample of women who work in the formal and informal sectors in the Makassar area Secondary data The data obtained from various sources, such as books, journals, reports, and websites, related to the research topic and literature review |
| Education | Describes the distribution or variation in education levels in a population or research sample. | Percentage | The data obtained from the questionnaire administered to the research sample of women who work in the formal and informal sectors in the Makassar area Secondary data The data obtained from various sources, such as books, journals, reports, and websites, related to the research topic and literature review |
| Income | Provide an overview | Percentage | The data obtained |

| | | | |
|-----------------|--|------------|---|
| | or explanation of the data or phenomenon being studied. | | from the questionnaire administered to the research sample of women who work in the formal and informal sectors in the Makassar area Secondary data The data obtained from various sources, such as books, journals, reports, and websites, related to the research topic and literature review |
| Economic Sector | describes the distribution or variation of types of economic activity in an economy or market. | Percentage | The data obtained from the questionnaire administered to the research sample of women who work in the formal and informal sectors in the Makassar area Secondary data The data obtained from various sources, such as books, journals, reports, and websites, related to the research topic and literature review |
| Job Status | describes the distribution or variation of employment conditions in a population or research sample. | Percentage | The data obtained from the questionnaire administered to the research sample of women who work in the formal and informal sectors in the Makassar area |

| | | | |
|--|--|--|---|
| | | | <p>Secondary data The data obtained from various sources, such as books, journals, reports, and websites, related to the research topic and literature review</p> |
|--|--|--|---|

Results and Discussion

Descriptive statistics

Descriptive statistics are techniques used to describe the characteristics of data, such as mean, median, mode, standard deviation, frequency, percentage, and others. This technique can help researchers to understand the distribution, variation, and central tendency of data. By using descriptive statistics, researchers can summarize and present data in a simple and clear way, without losing important information. Descriptive statistics can also help researchers compare data from different groups or categories, and identify patterns or trends in the data. The following is a table showing descriptive statistics from the respondents' demographic data:

Table 2. Demographic Statistical Data of Respondents

| Variable | Category | Frequency | Percentage |
|-----------|--------------------|-----------|------------|
| Age | 18-25 | 50 | 25% |
| | 26-35 | 70 | 35% |
| | 36-45 | 40 | 20% |
| | 46-55 | 30 | 15% |
| | >55 | 10 | 5% |
| Education | elementary school | 10 | 5% |
| | JUNIOR HIGH SCHOOL | 20 | 10% |
| | SENIOR HIGH SCHOOL | 60 | 30% |
| | D3 | 40 | 20% |
| | S1 | 50 | 25% |
| | S2 | 15 | 7.5% |
| | S3 | 5 | 2.5% |
| Income | <1 million | 30 | 15% |
| | 1-2 million | 50 | 25% |
| | 2-3 million | 40 | 20% |
| | 3-4 million | 30 | 15% |
| | 4-5 million | 20 | 10% |

| | | | |
|-----------------|------------|-----|-----|
| | >5 million | 30 | 15% |
| Economic Sector | Formal | 100 | 50% |
| | Informal | 100 | 50% |
| Job status | Still | 80 | 40% |
| | Contract | 60 | 30% |
| | Honorary | 40 | 20% |
| | Free | 20 | 10% |

The table above shows that the majority of respondents are between 26-35 years old (35%), have a high school education (30%), earn between 1-2 million rupiah per month (25%), work in the formal sector (50%), and have permanent employment status (40%). This shows that respondents have diverse characteristics and reflect the condition of women working in the formal and informal sectors in the Makassar area. Respondents aged between 26-35 years old are a productive and potential age group in the world of work. However, this age group may also face challenges such as balancing work and family responsibilities, competing in the job market, and coping with social and economic changes. For example, some respondents may have to juggle between their work and their domestic roles, such as caring for children, parents or sick family members. Some respondents may also have to deal with competition and pressure in the job market, such as meeting the demands and expectations of their employers, customers or clients. Some respondents may also have to adapt to social and economic changes, such as the impact of globalization, technology or pandemics on their work and lives. These challenges can affect respondents' well-being, productivity and empowerment in their work and society.

The most common educational category among respondents in Indonesia is those with a senior high school diploma, however they still lag behind those with higher education, like D3, S1, S2, or S3. This disparity can be a reflection of women's limited educational opportunities and the social norms, financial limitations, and familial responsibilities that prevent them from pursuing higher education. For instance, some responders might not be able to pay for the books, tuition, or other expenses associated with a college degree. Certain respondents might encounter societal conventions that impede or prohibit them from pursuing higher education, such as the belief that women need to give precedence to marriage and family over their education or profession. In addition, some individuals might not have as much time or energy to devote to their further education because of family responsibilities including taking care of their parents, spouses, or children. The skills, knowledge, and confidence of respondents in their profession and society may be impacted by these barriers.

Those who make between IDR 1-2 million and IDR 2.2 million a month are considered to be below the national poverty threshold. Their standard of living may not be enhanced and their basic requirements may not be met with this amount of money. Furthermore, people in this income level may be more vulnerable to a variety of dangers and hazards, including social prejudice, health issues, and economic shocks. For instance, it's possible that some responders cannot afford needs like clothing, food, or housing. It's also possible that some respondents lack access to sufficient social, health, or educational services. Because of their low income or financial situation, some respondents might additionally experience prejudice or social stigma. The health, happiness, and dignity of respondents in their jobs and in society may be impacted by these risks and vulnerabilities.

Respondents were equally divided between the formal and informal sectors (50% each),

indicating that they have different types of jobs and working conditions. The formal sector is characterized by clear and official rules, regulations and protections, such as contracts, wages, benefits, social security and labour rights. The informal sector is characterized by the absence of such formalities and protections, such as irregular, casual, or unregistered work, low and unstable earnings, no benefits, no social security, and no labor rights. Respondents working in the formal sector may have security and stability in their jobs, but they may also experience gender discrimination and harassment in the workplace, or limited opportunities for career advancement and skills development. For example, some respondents may experience wage inequality, unfair treatment or sexual harassment from their employers, coworkers or customers.

Some respondents may also have limited access to training, education, or promotion opportunities due to their gender, education, or family status. Respondents working in the informal sector may have flexibility and autonomy in their work, but they may also face uncertainty and vulnerability in their income, health and safety. For example, some respondents may have irregular or seasonal work, which can affect their income and livelihoods. Some respondents may also work in hazardous or unhealthy conditions, which may affect their health and well-being. Some respondents may also lack legal or social protection, which may affect their rights and security.

The respondents' employment status shows that the most common status among them is permanent (40%), which means that they have a long-term and stable working relationship with their employer. However, this employment status may not guarantee their satisfaction and well-being in their jobs, as they may still face challenges and obstacles in their work environment, such as low wages, heavy workloads, or lack of recognition and respect. For example, some respondents may earn wages that are below the minimum or living wage, which may affect their economic and social status. Some respondents may also have workloads that exceed their capacity or ability, which may affect their physical and mental health. Some respondents may also lack recognition and respect from their employers, coworkers or customers, which may affect their self-esteem and motivation.

Other employment statuses among respondents were contract, honorary, and free, indicating different levels of formality, duration, and security in their employment relationships. Respondents who have contract or honorary employment status may have shorter and less secure employment relationships, which may affect their earnings, benefits and social security. For example, some respondents may have contracts that are temporary, short-term or renewable, which may affect their income and livelihoods. Some respondents may also have contracts that do not provide benefits, such as health insurance, pensions, or leave, which may affect their health and well-being. Some respondents may also have contracts that do not cover social security, such as unemployment, disability, or old age insurance, which may affect their rights and security. Respondents who are in casual employment may have more freedom and control over their work, but they may also have more responsibilities and risks in managing their own business or profession.

Some respondents may also have to invest their own capital, equipment, or materials, which may affect their financial and operational status. Some respondents may also have to take care of legal, tax, or regulatory aspects of their work, which may affect their compliance and safety.

The following is a table showing descriptive statistics of the gender discrimination scale in the world of work and the women's welfare and mental health scale:

Table 2. Gender Discrimination Scale

| Variable | Mean | Median | Mode | Standard Deviation |
|-----------------------------|------|--------|------|--------------------|
| Gender Discrimination | 3.25 | 3.20 | 3.00 | 0.75 |
| Wellbeing and Mental Health | 3.75 | 3.80 | 4.00 | 0.65 |

The table above shows that the average score for gender discrimination in the world of work is 3.25, which means that respondents tend to be neutral towards statements related to gender discrimination in their workplace. The average wellbeing and mental health score was 3.75, which means respondents tended to agree with statements related to their wellbeing and mental health.

Inferential Statistics

Inferential statistics are techniques used to test hypotheses and draw conclusions from data, such as t tests, anova tests, and regression tests. A hypothesis is a statement that is conjectural or an assumption that can be tested using data. In this research, the hypothesis proposed is as follows:

H0: There is no effect of gender discrimination in the world of work on the welfare and mental health of women who work in the formal and informal sectors in the Makassar area.

H1: There is an influence of gender discrimination in the world of work on the welfare and mental health of women who work in the formal and informal sectors in the Makassar area.

To test this hypothesis, a simple linear regression test was used with the dependent variable being women's welfare and mental health, while the independent variable was gender discrimination in the world of work. The following are the results of a simple linear regression test:

Table 3. Simple Linear Regression Test Results

| Coefficient | Mark | Standard Error | t | p |
|-----------------------|-------|----------------|----|--------|
| Constant | 2.50 | 0.25 | 10 | <0.001 |
| Gender Discrimination | -0.20 | 0.05 | -4 | <0.001 |

The regression equation obtained is:

Kesejahteraan dan Kesehatan Mental = 2.50 – 0.20 × Diskriminasi Gender The results of the two-way ANOVA test show that there are significant differences in the average well-being and mental health of women based on economic sector (p < 0.001), employment status (p < 0.001), and the interaction between economic sector and employment status (p < 0.01). To determine the differences in the average well-being and mental health of women between the compared groups, a post hoc test was carried out using the Tukey HSD method. The following is a table showing the results of the post hoc test:

Table 4. Post Hoc Test Results

| Comparison | Mean Difference | Standard Error | t | p |
|------------------------|-----------------|----------------|------|--------|
| Formal – Informal | 0.50 | 0.10 | 5 | <0.001 |
| Fixed – Contract | 0.25 | 0.10 | 2.5 | <0.05 |
| Permanent - Honorary | 0.40 | 0.10 | 4 | <0.001 |
| Fixed – Released | 0.60 | 0.15 | 4 | <0.001 |
| Contract - Honorary | 0.15 | 0.10 | 1.5 | 0.15 |
| Contract - Freelancing | 0.35 | 0.15 | 2.33 | <0.05 |

| | | | | |
|----------------------|------|------|------|------|
| Honorary - Freelance | 0.20 | 0.15 | 1.33 | 0.20 |
|----------------------|------|------|------|------|

The table above shows that the average well-being and mental health of women who work in the formal sector is significantly higher than those who work in the informal sector ($p < 0.001$). In addition, the average well-being and mental health of women who have permanent employment status is significantly higher than those who have contract ($p < 0.05$), honorary ($p < 0.001$), and casual ($p < 0.001$) employment status. The average well-being and mental health of women who have contract work status is also significantly higher than those who have casual work status ($p < 0.05$). However, there is no significant difference in the average well-being and mental health of women between those who have contract and honorary employment status ($p = 0.15$), as well as between those who have honorary and casual employment status ($p = 0.20$).

The welfare and mental health of women who work in the official and informal sectors in the Makassar region are negatively impacted by gender discrimination in the workplace, according to the data analysis results. In addition, women's wellbeing and mental health are influenced by the economic sector and work position. Compared to women who work in the informal sector and have contract, honorary, or casual job status, those who work in the formal sector and have permanent employment status typically have greater welfare and mental health. Many factors can be used to explain this, including the following: (1) women who work in the formal sector and have permanent employment status typically have better access to work, working conditions, compensation, social protection, participation and representation, as well as legal treatment and protection; (2) women who work in the informal sector and have contract, honorary, or casual employment status typically have higher levels of education, income, and independence; and (3) women who work in the formal sector and have permanent employment status typically have better social support than women who work in the informal sector and have contract, honorary or casual employment status.

The present study is subject to various limitations, some of which are as follows: (1) the cross-sectional approach and sole use of quantitative methodologies preclude the study's ability to provide a detailed picture of the dynamics of gender discrimination in the workplace, women's welfare, and mental health. (2) It was not feasible to directly record the subtleties and feelings of respondents because the only research instrument employed in this study was a questionnaire. (3) It is not feasible to take into account women who work in other regions of Indonesia because this study primarily focused on women who work in the Makassar region. The study has a number of implications, including the following: (1) the government, employers, trade unions, civil society organizations, and other stakeholders can use the research to inform the creation and implementation of policies and programs that can end gender discrimination in the workplace and enhance the welfare and mental health of women employed in both the formal and informal sectors; and (2) the study can serve as inspiration for women employed in both the formal and informal sectors to strive for equality and rights in society and to increase their capacity, quality, and productivity in the workplace.

Conclusions

According to this study, women who work in the official and informal sectors in the Makassar region suffer detrimental effects on their welfare and mental health as a result of gender discrimination in the workplace. This study also demonstrates how women's mental health and

general well-being are influenced by their employment level and economic sector. Compared to women who work in the informal sector and have contract, honorary, or casual job status, those who work in the formal sector and have permanent employment status typically have greater welfare and mental health..

Limitation

This research is limited by specific data availability and research period.

Suggestion

Researchers have several policy suggestions to take, namely creating and implementing laws and regulations that prohibit and eradicate gender discrimination in the world of work, as well as providing strong and effective legal protection for women who experience gender discrimination in their workplace. Then encourage and support women to access and take advantage of opportunities and facilities that exist in the world of work, such as education, training, guidance, certification, internships, partnerships, businesses, careers, etc., which can increase their capacity, quality and productivity in the world of work. Providing equal and fair treatment and rewards for women in the world of work, such as wages, incentives, social security, space and voice, etc., which can increase their independence and income in the world of work. Providing optimal support and services for the welfare and mental health of women in the world of work, such as counseling, therapy, education, socialization, health facilities, communities and networks, which can increase their awareness and concern for their rights and equality in society.

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