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## **The Importance of Commissioners Board Diversity in CSR Disclosure**

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**Abstract:**

*Good companies are inseparable from good Corporate Social Responsibility (CSR). CSR is one indication of whether or not a company is good or bad. CSR has a real impact on the environment and society. The better the impact obtained from the company's CSR, the better the company's performance. CSR activities can be seen from the CSR disclosures. CSR disclosure is influenced by various internal and external factors. As for this study, we want to analyze the influence of the diversity of the board of commissioners on CSR disclosure. The independent variables used in this study are gender commissioners, nationality commissioners, and ethnic commissioners.*

*Company data used are from LQ45 companies listed on the Indonesia Stock Exchange in 2015-2017. 20 companies were found to be the sample of this study using purposive sampling method. From the data processing that has been done, the results obtained are that Gender commissioners have no effect on CSR disclosure. Likewise, the Nationality commissioner proved not to affect the increase in CSR disclosure. but conversely with Ethnic commissioners who have a significant influence on CSR disclosure. This means that ethnic diversity on the board of commissioners is very important. In addition to expanding CSR disclosure can also improve company performance.*

**Keywords:** Corporate Social Responsibility, Commissioner Board, Gender, Nationality, Ethnic

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## 1. Introduction

Environmental conditions currently a topic of growing importance in the wider community, such as environmental destruction in Indonesia and the world ranging from deforestation, air and water pollution to climate change. In the business world, the activities of companies engaged in the utilization of natural resources either directly or indirectly would have an impact on the surrounding environment and can be fatal as it did in the case of Lapindo mud. The impact of less irresponsible of the company to the social and environmental conditions will foster awareness and awareness of the importance of preserving the environment and social. In accordance with the opinion of Rahma, Elfiswandi, & Putri (2017) that if the company is able to manage its operations properly, it will increase the confidence of stakeholders and to create value for the company. If the company is not able to provide a thorough responsibility for the environment, it can threaten the sustainability of the environment.

As a form of government attention then issued Law No.40 of 2007 on Limited Liability Article 74 paragraph (1) which states that "The company which carries on business in the field and / or related to the natural resources required to implement social and environmental responsibility". As for other regulations that encourage companies to participate in protecting and preserving the environment and social surroundings as published in the Government Regulation (PP) No. 47 Year 2012 on Social and Environmental Responsibility and Social Affairs Ministerial Decree No. 13 Year 2012 on the World Business Forum in the Implementation Responsibility Social Welfare. Corporate Social Responsibility, or commonly abbreviated as CSR is a concept and programs planned and executed by the company as a concern and responsibility for environmental and social conditions in the area of internal and external. Thus, in addition to the company attempts to run a business or operational activities and to be able to compete with other firms on an ongoing basis, the attempt can be made by integrating attention to society and the environment and in its interaction with stakeholders voluntarily.

Sial et al. (2018) explains that to ensure the sustainability of the company (going concern) should be based on 3P of profit, people and planet. Where in doing business not only oriented to maximize profits regardless of the impacts that occur but also have to review the condition of people (welfare of employees / workers and communities around the company) and also the planet (the environment inside and outside the company). Nowadays, many companies have implemented CSR with a variety of programs that attract the attention of the public with the intent to build the company's reputation and it is expected the company earned a good image in the eyes of the public as well as increase the amount of investment for the company. The purpose of the disclosure reports of social, environmental, and economics are summarized in the annual report (annual report) of the company is as a sense of responsibility of the company to investors or stakeholders and not

only that, by making such disclosure is expected to be good relations or good communication between the company and investors (Gulzar, Cherian, Hwang, Jiang, & Sial, 2019). CSR disclosure level can be seen from the quality of information [CSDQ], which is a process that converts content analysis of qualitative information from the annual reports to be value (quantitative). Thus, only the relevant information that have the same meaning and gives an overview of sustainability on every item CSRD which will earn. the disclosure is expected to be good relations or good communication between the company and investors (I. Khan, Khan, & Saeed, 2019).

Assessment of the activity of the company stated in Sustainability CSR Report (SR). SR where it refers to the guidelines developed by the Global Reporting Initiative. To measure how widely publicized CSR disclosure to the public can be seen through a comparison between the number of CSR disclosure issued by companies with the number of indicators as many as 91 indicators contained in the Global Reporting Initiative (GRI) G4. Global Reporting Initiative (GRI) is a party that focuses on sustainability reporting to become standard practice for entities accountable for performance and impact in economic, environmental, social (Traxler & Greiling, 2019). GRI is a network of non-governmental organization that aims to encourage sustainability and reporting of environmental, social and governance. Issuing GRI sustainability reporting framework that is most widely used in the world. GRI recommends that companies and organizations that reported for the first time using the guidelines G4, for G4 provides a framework that is relevant globally to support the approach of standardized reporting that promote transparency and consistency needed to make the information submitted to be useful and trustworthy by market and society (Slacik & Greiling, 2019).

Developments Corporate Social Responsibility (CSR) in many countries have been so very popular. In some countries, CSR is used as one indicator of a company's performance appraisal. CSR is seen as an act of strategic companies in order to obtain the image (image) in the eyes of society. Ling, Shaipah, & Wahab (2019) argued that CSR is regarded as a key factor in the success and viability of the company because in fact the company's activities can not be separated from the social contract with society. In order to obtain a good image, the company demonstrated to the public, including to disclose in their annual reports that they have done a lot of CSR activities. Companies that reveal a lot of information about its CSR activities hopes to get legitimacy from the public that its activities have appropriate expectations of society. By revealing the CSR activities, the company tried to show that they make an important contribution to society.

## **2 Theoretical Background**

### **2.1 Gender Commissioners**

Good corporate governance greatly affect the extent of CSR disclosure, especially with the diversity in the council. This diversity can be differences of race, culture,

nationality, gender, etc. Presence of women in both the board of commissioners and board of directors is one of the most widely studied variables. The Indonesian community can accept inequality. Is a natural thing for subordinates to respect the decisions of superiors or elders in the sense that people are more respected. Similarly, the presence of women on the board, men respect the opinions and views of women council. This could potentially lead to group think. Group think, is a phenomenon that often occurs in group decision making, is defined as a situation in which the majority tried to drown a critical view, unusual, or coming from minority groups (Galbreath, 2018). This is because the commissioner women are more sensitive and sensitive to environmental issues and the like with the development and have better communication than men (McDonald, Keeses, & Westphal, 2018; Sudana & Arlindania, 2011). Based on this study, the first hypothesis was obtained as follows:

H1: Gender commissioners significant effect on CSR disclosure .

## **2.2 Nationality Commissioner**

The existence of commissioners and directors with foreign nationality are primarily related to capital inflow from abroad, where companies with foreign ownership greater levels of higher nationality heterogeneity in the board of commissioners and directors. In other words, the existence of commissioners and directors with foreign nationality due to the amount of foreign ownership in a company. Polovina & Peasnell (2015) found a positive effect of the presence of commissioners and directors with foreign nationality on the value and performance of the company. The presence of foreign nationals in the board of directors has several advantages. One of them, foreign party membership on the board of directors will have a global industry experience better (A. Khan, Muttakin, & Siddiqui, 2013). However, the results of research conducted by Sudana & Arlindania (2011) suggested that the results of foreign membership in the board of commissioners has no effect on CSR disclosure. This is because, their ineffectiveness foreign membership in the board of directors, due to lack of understanding of local culture (the culture), the laws, regulations, ethics, making foreign commissioners difficult to monitor and evaluate the company's management decisions suggested that the results of foreign membership in the board of commissioners has no effect on CSR disclosure.

H2: Nationality commissioners significant effect on CSR disclosure

## **2.3 Ethnic Commissioners**

Disclosure is an activity accounting involves the interaction between the two power sources, human and non-human or technical (Haniffa & Cooke, 2005) that research in this field may also include factors of culture and corporate governance (corporate governance). Ethnic background (culture) chief commissioner represented by the loyalty of ethnic groups residing in the group that consists of a

collection of people who have a normative pattern of behavior (Abdul, Marzuki, Jaafar, & Masron, 2018). Indonesia is a country with many races and one that had a big contribution in the business world in Indonesia are ethnic Chinese (Kusumastuti, Supatmi, & Sastra, 2014). Personal characteristics affect a major commissioner disclosure practices (Suhardjanto & Permatasari, 2010). According to research conducted by (Lam & MacGregor, 2018), The main idea of a commissioner is influenced by racial background and culture. Further in Haniffa & Cooke (2005) stated that ethnicity (a proxy for culture) of the decision makers inside and outside the organization is important in some countries because of the tradition of a nation that is implanted in a person may help explain why a decision is taken. Research conducted Bustami, Nasruddin, Sen, & Ng (2011) shows the board of directors dominated by ethnic Malay influence on CSR disclosure. Explained that being a preferred group of government, ethnic Malays are required to adopt a strategy to change the perception of legitimacy and distract stakeholders so that good relations with the government is maintained through CSR.

H3: ethnic commissioners significant effect on CSR disclosure

### 3 Methodology

#### 3.1 Variables

In accordance with the research objectives and problems studied and formulated, the research that the author can be classified in quantitative research. Here are described and given an overview of the Influence of Gender BOC, the BOC and Ethnic Nationality BOC Against CSR disclosure in LQ45 company listed on the Indonesia Stock Exchange. This variable has a free variable that Gender BOC (X1), Nationality BOC (X2), and Ethnic BOC (X3) and the control variables namely profitability, leverage and siz company. While the dependent variable is the CSR disclosure (Y).

**Table 1. Variables and Operational Definition of Variables**

No	Variables	Definitions	Measurement	Source
1	Gender BOC (X1)	The gender difference as humans or identity that distinguishes the status of the individual in society	Blau Indeks $= 1 - \sum_{i=1}^n p^2$	Abad, Lucas-Pérez, Minguez-Vera, & Yagüe (2017)
2	Nationality BOC (X2)	The birthplace of each individual	Blau Indeks $= 1 - \sum_{i=1}^n p^2$	Harjoto, Laksmana, & Yang (2019)
3	Ethnic BOC (X3)	Ethnic background is the origin of a person with characteristics and different behavior patterns.	Blau Indeks $= 1 - \sum_{i=1}^n p^2$	Antoro & Hermuningsih (2017)

4	profitability (C 1)	profitability is the company's ability to generate capital gains by all who work in it	$ROE = \frac{EAT}{Capital}$	Rahma, Mary, & Gozali (2019)
5	Leverage (c 2)	the ratio that describes the relationship between the company's debt to equity	$DER = \frac{Total\ Debt}{Total\ Capital}$	Rahma, Lusiana, & Indriani (2019)
6	Company size (C 3)	total assets of the company	$SIZE = \ln Total\ Assets$	Lusiana & Rahma (2017)
5	CSR disclosure (Y)	the process of communicating the social and environmental impacts of economic activities of the company towards its shareholders, kereditor, employees and the community as a whole	$CSR D = \frac{disclosed\ item}{91\ items}$	Alazzani, Wan-Hussin, & Jones (2019)

### 3.2 Population

The population is generalization region consisting of: objects / subjects that have certain qualities and characteristics that are applied by researchers to learn and then drawn conclusions. so the population is not only people but also objects and other natural objects. The population used in this study as many as 45 companies LQ45 listed in Indonesia Stock Exchange that publish and publicize the annual financial statements and Sustainability Report period 2015-2017.

### 3.3 Samples

Sample is part of the number and characteristics possessed by this population. Sample research done by purposive sampling method, which means that the population and in accordance with the desired sample peneliti. Sampel used in this study had to meet the criteria for purposive sampling is desired by the researchers is the number of samples are 20 companies listed in Indonesia Stock Exchange (IDX) with a total of 60 observations annual data company. Some of the criteria used to take the sample in this study is in Table 2 as follows

**Table 2. Sampling Procedures**

No	Information	amount
1	LQ45 companies listed on the Stock Exchange 2015-2017	45
2	Companies incomplete publish Sustainability Report in 2015-2017	(8)
3	Companies that do not use the standard GRI-G4	(17)
<b>The number of companies that qualify</b>		<b>20</b>

Source: Author

### 3.4 Multiple Regression Analysis

Regression analysis is used to predict how changes in the independent variables increased or decreased in value. In this study, the independent variable is gender BOC (X1), Nationality BOC (X2), Ethnic BOC (X3) and CSR disclosure as Dependent variable (Y). By incorporating elements of the control variables of profitability, leverage and company size. Generally regression can be formulated as follows:

$$CSR D = a + b1GCB + b2NCB + b3ECB + b4ROE + b5DER + b6SIZE + e$$

Information :

CSR D = CSR Disclosure

a = constant

b = Regression coefficient of each independent variable

GCB = Gender Commissioner Board

NCB = Nationality Commissioner Board

ECB = Ethnic Commissioner Board

ROE = Return on Equity

DER = Debt equity ratio

SIZE = Company size

e = error.

## 4 Results

Once all the data and information collected phases of data processing can be immediately implemented. Data processing is done with the help of Eviews program 9. Descriptive statistics provide a picture or description of a data seen from the average value, standard deviation, maximum and minimum. Based on the data processing stages that have to be obtained summary descriptive statistics of each variable used in this research as in Table 3 below.

**Table 3. Descriptive Statistics Test Results**

	CSR D	GCB	NCB	ECB	ROE	DER	SIZE
Mean	0.32	0.15	0.15	0.29	15.87	0.96	16.29
Median	0.29	0.00	0.00	0.37	11.64	0.91	17.13
Max	0.98	0.47	0.75	0.83	119.68	3.64	19.50
Min	0.77	0.00	0.00	0.00	0.10	-3.33	2.97
Std dev	0.18	0.18	0.20	0.23	21.22	1.13	3.18
Observ.	60	60	60	60	60	60	60

Source: Author

Descriptive analysis in Table 3 shows the 60 observations. Variable CSR Disclosure (CSR D) in companies as sample had an average (mean) of 0.32, the median 0.29,, the highest value of 0.98 and the lowest value of 0.77 with a standard

deviation of 0.18. Gender variable commissioners (GCB) in companies as sample had an average (mean) of 0.15, the median of 0.00, the highest values of 0.47 and 0.00 with the lowest value, standard deviation of 0.18. Variable Nationality commissioners (NCB) in companies as sample had an average (mean) of 0.15, the median of 0.00, the highest value of 0.75 and the lowest value of 0.00 with a standard deviation of 0.20.

Ethnic variable BOC (ECB) on a company that became the study sample had an average (mean) of 0.29, the mean (median) 0.37, the highest value of 0.83, the lowest value of 0.00 and the standard deviation of 0.23. Variable profitability (ROE) in companies as sample had an average (mean) of 15.87, standard deviation of 21.22, the highest value of 119.68 and the lowest value of 0.10 with a middle value (median) of 11.64. Variable leverage (DER) at the company that became the study sample had an average (mean) of 0.96, the standard deviation of 1.13, the highest value of 3.64 and the lowest value of -3.33 with a middle value (median) of 0.91. And variable Company size (SIZE) have an average (mean) of 16.29, a middle value (median) of 17.13, the highest score of 19.50, the lowest value 2.97 with standard deviation of 3.18.

Panel data regression analysis in this study aims to determine the effect of Gender BOC (X1), Nationality BOC (X2), Ethnic BOC (X3) on CSR disclosure (Y) with a control variable profitability, leverage and size company in LQ45 companies listed in Indonesia Stock Exchange in 2015-2017. Based on the model selection has been made, a model that should be used is a model Fixed Effect. Then, before choosing a model, the data declared to have escaped from the classical assumption, that the estimation result is consistent and unusual. The estimation results of the panel data regression model as follows:

**Table 4. Results of Hypothesis Testing**

Variable	Coef.	Std. Error	t-Stat.	Prob.
GCB	0.16	0.15	1.09	0.28
NCB	-0.16	0.13	-1.25	0.21
ECB	0.18	0.11	1.68	0.09
ROE	0.01	0.00	0.75	0.46
DER	0.02	0.02	0.92	0.36
SIZE	0.01	0.01	1.50	0.14
C	0.02	0.16	0.12	0.9

Source: Author

Based on the estimation model chosen, equation panel data regression model as follows:

$$\text{CSR} = 0.02 + 0.16 \text{ GCB} - 0.16 \text{ NCB} + 0.18 \text{ ECB} + 0.01 \text{ ROE} + 0.02 \text{ DER} + 0.01 \text{ SIZE} + e$$



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The analysis showed that gender BOC (GCB) had a regression coefficient of 0.16 and a t-statistic at 1:09 with a probability value of 0.28 is greater than 0.10 (level of significance) it can be concluded that the gender variable commissioners had no significant effect towards CSR disclosure in that LQ45 companies listed in Indonesia Stock Exchange in 2015-2017. So based on the above description  $H_a$  is rejected and  $H_o$  is accepted.

The analysis showed that the Nationality BOC (NCB) had a regression coefficient of -0.16 and the t-statistic of -1.25 with a probability value of 0.21 is greater than 0.10 (level of significance) it can be concluded that the nationality variable commissioners did not significantly affect CSR disclosure in LQ45 companies listed in Indonesia Stock Exchange in 2015-2017. So based on the above description  $H_a$  is rejected and  $H_o$  is accepted.

The analysis showed that Ethnic BOC (ECB) has a regression coefficient of 0.18 and a t-statistic of 1.68 with a probability value of 0.09 less than 0.10 (level of significance), it can be concluded that the variable Ethnic BOC significant effect on CSR disclosure in company LQ45 listed in Indonesia Stock Exchange in 2015-2017. So based on the above description  $H_o$  is rejected and  $H_a$  is accepted.

## **5. Discussion**

Based on the research that has been done, then the writer can imply things as follows

### **5.1 Gender BOC on CSR disclosure**

The test results stated that the variables of gender diversity on the board of (X1) does not affect the quality of CSR disclosure. The test results do not support the hypothesis that previous research conducted by Cook & Glass (2018). In a previous study indicated that the presence of women on the board of an effect on improvement of CSR disclosure quality. That is because the commissioner women are more sensitive and sensitive to environmental issues and the like with the development and have better communication than men. Furthermore, the results of testing this hypothesis also does not support the theory of agency. Based on the results of research conducted by Abdul et al. (2018) suggest that diversity in the board of commissioners is expected to form a group of councils which have better expertise and a commitment supervision of the manager to perform ongoing CSR activities as demanded by the stakeholders (especially investors). Whereas in this study, membership in the board of commissioners has no effect on the quality of CSR disclosure, it is because the composition of the membership of the board of women belonging to minorities.

Based on the observed data or according to its reality number of female membership in the board of directors is still a minority that is entered in the poor

category. Meanwhile, A. Khan et al. (2013) in his research suggests that the presence of women on the board of a negative effect. Zhang, Zhu, & Ding (2013) found that the presence of women on the board of commissioners and directors had no significant effect on the company voluntary disclosure. Differences in attitudes between women who tend to avoid risk (risk averse) with men who tend to take risks (risk takers) due to natural innate (innate) and carriage for upbringing (nurture) parents. This allows that the prudence of women in attitude and action which affect the decisions taken, coupled with the minority of women who are in the company resulting in small effect board in place sexed women in determining a decision, in this case the CSR.

## **5.2 Nationality BOC on CSR disclosure**

Nationality diversity in this study was measured by the percentage of the presence or representation of women in the ranks of management of the company. Hypothesis testing results indicate that the diversity of nationality commissioners (X2) does not affect the quality of CSR disclosure. The results of this study are supported by research conducted by Choi, Chang, Li, & Jang (2016) suggested that foreign membership in the board of directors does not affect the quality of CSR disclosure. The study suggests the existence of foreign commissioners resulted in a lower performance, so we can say there is no effectiveness in costs incurred with the benefits received. Ineffectiveness foreign commissioners performance is partly due to lack of understanding of local culture (the culture), the laws, regulations, ethics.

Oxelheim & Randøy (2003) asserts that the existence of the board of commissioners and directors with foreign nationality is considered able to convince foreign investors that the company is managed professionally. In addition, the presence of commissioners and directors with foreign nationality indicates that the company has made the process of globalization and international exchange of information within the network. Thus, companies that have foreign nationals council members seem inclined to make more extensive disclosure. Including the disclosure of information relating to the company's CSR activities. Based on the resource dependence theory which proposes when companies appoint a person as a member of the board of commissioners and directors, The company expects the council members can help companies with the expertise, skill, and experience. Thus, nationality should be considered in the selection of board members. Thus this study examines the effect of national diversity board in place on the disclosure of CSR. Where to get the results that affect the national diversity of CSR disclosure. This proves that they are rated to bring opinions, perspectives, language, faith, family background and diverse professional experience, thus enriching the knowledge of the company's business and provide an alternative to a more complex problem solving.

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### **5.3 Ethnic BOC on CSR disclosure**

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Hypothesis testing results show that the ethnic diversity commissioners significant effect on the quality of CSR disclosure. The results of this study are supported by research conducted by Suhardjanto & Permatasari (2010). The behavior of companies included in the disclosure practices of ethnic background influenced commissioner. These results were confirmed by the difference between the commissioner of CSR disclosure by indigenous ethnic backgrounds with other ethnic groups. However, this study is not in line with Haniffa & Cooke (2005) which prove that the financial director of the Malays had no effect on CSR disclosure. The company uses its annual report for illustrates the social and environmental responsibility, so that they are accepted by society. The legitimacy of the strategy of the company can also be done by employing the communities where the company operates. However, there are several public interest these days tend to be ignored by companies, namely the lack of attention to people who berdomi- sili around the company and the negative impact caused by the company to be were brought upon by the people around (Pichler et al., 2019).

## **6. Conclusions**

This study was conducted to analyze the effect of the influence of gender BOC (X1), Nationality BOC (X2), Ethnic BOC (X3) on CSR disclosure (Y) with a control variable profitability, leverage and company size in companies LQ45 listed on the Stock Exchange Indonesia in 2015-2017. Based on the results of research and discussion that has been done in the previous chapter can be concluded that there are gender commissioners do not affect the quality of CSR disclosure. It does not support the results of previous studies which have shown that the importance of the presence of women in the board of commissioners. This result is due to the ratio of the presence of women on the board is so small that not enough qualified in the decision making reveal the extent of the company's CSR practices though a woman known to be very concerned with the environment and more active in social activities. Diversity on the board of any nationality could not provide a significant increase in CSR disclosure. This is due to the board of commissioners of Indonesian nationality has greater power in decision-making and is also influenced by a love of the homeland. CSR is certainly an impact and progress for society and the environment. This is certainly not owned foreign national council in managing the company. While ethnic commissioners proved a significant effect on CSR disclosure. This reinforces the importance of previous studies in which ethnic diversity. Ethnic capable of forming a particular behavior of someone in the act. The combination of ethnic diversity can broaden CSR disclosure.

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