The Influence of Profitability, Leverage, Company Size and Institutional Ownership With The Gender Diversification Moderation of The Board of Directors on Tax Avoidance

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Abstract. The purpose of this research is to examine whether the influence of profitability, leverage, company size and institutional ownership with moderation of board gender diversification on tax avoidance in the automotive sector manufacturing companies in the 2012-2019 period. The sample in this study consisted of four companies that entered consistently during the research year. The period used in this research is eight years, from 2012 until 2019. The analysis data technique is panel data regression. The method used is purposive sampling method. The results of this research indicate that partially the profitability variable has a negative effect on tax avoidance. Leverage has a negative effect on tax avoidance. Company size has a negative effect on tax avoidance. Institutional ownership has a negative effect on tax avoidance. Gender cannot moderate the effect of Profitability on Tax Avoidance. Gender can moderate the effect of Leverage on Tax Avoidance. Gender cannot moderate the effect of Company Size on Tax Avoidance. Gender cannot moderate the effect of Institutional Ownership on Tax Avoidance. While simultaneous testing shows that the variable profitability, leverage, company size, institutional ownership and gender affect tax avoidance.

Keywords : Profitability, Leverage, Company Size, Institutional Ownership, Gender, Tax Avoidance

INTRODUCTION

Taxes are mandatory contributions to the state that are owed by an individual or entity that is compelling based on law and does not receive direct compensation. As has been written in Law No. 6 of 1983 as lastly amended by Law No. 16 of 2009 concerning General Provisions and Tax Procedures (UU KUP).

Tax avoidance in the tax management literature is generally considered a legal tax management effort because it makes more use of the "loopholes" that exist in applicable tax regulations. According to Wijaya (2016), until now, the method of tax avoidance itself is not something that violates taxation regulations. This is because by taking advantage of tax loopholes to reduce or minimize tax obligations without violating tax laws. Tax avoidance carried out by companies, usually through policies taken by company leaders as decision makers is not accidental.

Several companies in Indonesia have implemented tax evasion. For example, from the results of the inspection of PT Toyota Motor Manufacturing Indonesia tax returns (SPT) in 2005, followed by tax audits in 2007 and 2008 because in those years Toyota claimed to have overpaid taxes and asked the state to make restitution. However, after a tax audit was carried out, the tax officer found that there had been an avoidance

of paying taxes worth Rp 1.2 trillion through transfer pricing. With a simple mode, the multinational company engaged in the automotive sector transfers the burden of excess profits from one country to another that applies a cheaper tax rate (tax haven).

The latest case also occurred towards the middle of 2016, the emergence of the big case "Panama Papers" which is a clear example of tax evasion globally which has become the world's spotlight. The leak of a large-scale financial document has exposed the parties who have committed tax evasion.

From some of the phenomena above, there are several factors that can influence Tax Avoidance. Factors that can influence tax avoidance include profitability, leverage, company size and institutional ownership with moderation of board gender diversification.

For this reason, the researcher is interested in conducting an empirical test and takes the title "The Influence of Profibility, Leverage, Company Size and Institutional Ownership with Moderation of Gender Diversification of Directors Against Tax Avoidance in Automotive Sector Manufacturing Companies for the Period 2012-2019".

Tax Avoidance

The characteristics of a company can affect tax avoidance actions, tax avoidance itself can be categorized as legal activity and can also be categorized as illegal activity if the transaction is carried out solely for tax avoidance or the transaction does not have a good business. Maharani and Suardana (2014: 525-539) define tax avoidance as a way to legally avoid taxes that do not violate tax regulations. Meanwhile, according to Annisa (2015) tax avoidance is the arrangement of transactions carried out by companies to get tax benefits, benefits or reductions in the way intended by tax law without violating applicable tax rules.

Profitability

According to Fahmi (2014), profitability is the company's ability to earn profits in relation to sales, total assets and own capital. Return On Asset (ROA) is a ratio used to measure a company's ability to generate profits from investment activities. This ratio is used to measure management's ability to obtain overall benefits. The greater the Return On Assets (ROA), the greater the level of profit achieved by the company and the better the company's position in terms of asset use.

Leverage

According to Kasmir (2014), in Wastam Wahyu.H (2017), Leverage is a ratio used to measure the extent to which a company's assets are financed by debt. Debt to Equity Ratio is a comparison between the total debt generated by the total equity obtained by the company as a source of funding. Companies that use debt in the composition of financing will incur interest expenses to be paid. Interest expense is an expense that can be deducted from taxable income so that it causes the company's taxable profit to be reduced and in the end will reduce the amount of tax that must be paid by the company. Then the higher the Debt to Equity Ratio, the greater the total debt to total equity of the company.

Company Size

The size of the company will affect the capital structure based on the fact that the bigger a company has a high sales growth rate so that the company will be more willing to issue new shares and the tendency to use the loan amount is also getting bigger. Small-scale companies are more flexible in dealing with uncertainty, because small companies react more quickly to sudden changes. Thus, a large company, the level of debt will be greater than a small company. With a larger amount of debt, the resulting tax burden will be smaller too, thus the size of the company has an effect on tax avoidance.

Institutional Ownership

Siregar and Utama (2005: 480) define institutional ownership as share ownership by financial institutions, such as insurance companies, banks, pension funds, and investment banking. Institutional ownership is ownership of company shares that are majority owned by institutions or institutions (insurance companies, banks, investment companies, asset management, and other institutional ownership).

The size of institutional ownership will affect the tax aggressive policy (tax avoidance) carried out by the company.

Gender Diversification

Gender in terms of "sex" refers to the physical and biological conditions of humans, namely the physical characteristics of men and women. According to Mansour Fakih (2010: 8) gender is a trait inherent in both men and women who are constructed socially and culturally. Mosse (1993) argues that the concept of gender is fundamentally different from biological sex. Biological gender, male or female is a gift from God. However, a path that is masculine or feminine is a combination of biological building blocks. This basis is interpreted biologically by social culture, gender is a set of roles played by men and women in order to be seen from themselves and seen by others as feminine or masculine.

METHOD

The research categories are quantitative research and causal research. Quantitative research is a systematic scientific study of the parts and phenomena and the causality of their relationships. The purpose of quantitative research is to develop and use mathematical models. Causal research is used to prove the relationship between cause and effect of several variables. Causal research usually uses an experimental method by controlling the independent variables that will affect the dependent variable in a planned situation. In this case, it is necessary to test the relationship between the two variables or more. The purpose of this study is to examine how the influence of the independent variables, namely Profitability, Leverage, Company Size and Institutional Ownership and gender diversification as a moderating variable and the dependent variable, namely Tax Avoidance. The population in this study is the Automotive sector manufacturing companies in Indonesia which are listed on the Indonesia Stock Exchange (BEI) in 2012-2019

Based on the problems and hypotheses to be tested, it can be concluded that the variables to be studied are as follows:

Independent Variable

According to Sugiyono (2017: 38) independent variables are variables that affect or cause changes or the emergence of the dependent variable. The independent variables in this study are as follows:

Profitability (X1)

Profitability, proxied by using Return On Assets, is the comparison between net income and total assets at the end of the period, which is used as an indicator of the company's ability to generate profits (Kurniasih & Sari, 2013). Return on assets can be calculated using the ratio of the comparison between net income after tax and all assets owned which can be mathematically formulated as follows:

$$Return\ On\ Asset(\text{ROA}) = \frac{\text{net profit}}{\text{Total Assets}}$$

Leverage (X2)

According to Kurniasih and Sari (2013: 63) leverage is a ratio that measures the ability of both long-term and short-term debt to finance company assets which is measured using the debt to equity ratio. Debt to Equity Ratio is a ratio that compares the total debt generated to the total equity obtained by the company as a source of funding. This ratio can be calculated using the following formula:

$$Debt\ to\ Equity\ Ratio = \frac{\text{Total debt}}{\text{Total Equity}}$$

Company Size (X3)

Machfoedz (in Suwito and Herawati, 2005: 138) states that company size is a scale that can classify companies into large and small companies according to various ways such as total assets or total assets of the company, stock market value, average level of sales, and total sales. Company size is measured using the natural logarithm of total assets (Prakosa, 2014). The formula for calculating company size is as follows:

$$Ukuran\ Perusahaan = Ln(\text{Total Assets})$$

Institutional Ownership (X4)

Siregar and Utama (2005: 480) define institutional ownership as share ownership by financial institutions, such as insurance companies, banks, pension funds, and investment banking. Institutional ownership is measured by the proportion of shares owned by the institution at the end of the year which is expressed in a percentage (Damayanti & Tridaus, 2015: 9). The formula for calculating Institutional Ownership is as follows:

Institutional Ownership

$$= \frac{Institusional\ shares}{shares\ outstanding}$$

Moderate Variable (M)

Gender in terms of "sex" refers to the physical and biological conditions of humans, namely the physical characteristics of men and women. According to Mansour Fakih (2010: 8) gender is a trait inherent in both men and women who are constructed socially and culturally. France et al., (2014) in their research used a gender diversification variable based on a dummy variable, namely 1 if there are members composition of the board of directors who are female, and 0 otherwise.

Dependent Variable (Y)

According to Sugiyono (2017: 39) the dependent variable is the variable that is affected or that is the result of the independent variable. In this study, the dependent variable is Tax Avoidance. Tax Avoidance is an effort to reduce, or even eliminate the tax debt that must be paid by the company by not violating applicable laws. The measurement of Tax Avoidance in this study uses the measurement of Cash Effective Tax Rate (CETR).

The formula used to calculate tax avoidance is as follows:

$$CETR = \frac{\text{Tax Paid}}{\text{Profit before tax}}$$

RESULTS AND DISCUSSION

Descriptive statistical analysis aims to explain and provide an overview of the sample data from all the variables studied statistically including the mean, median, maximum and minimum values, and other measures which can be seen in the following table.

	Y	X1	X2	X3	X4	M
Mean	0.552692	0.128566	0.518862	13.06390	0.695761	0.250000
Median	0.244670	0.096851	0.416177	12.72042	0.690628	0.000000
Maximum	9.892566	0.309336	1.029461	14.54649	0.956537	1.000000
Minimum	0.052289	0.001619	0.101908	12.15873	0.501148	0.000000
Std. Dev.	1.706474	0.094207	0.290426	0.862092	0.163300	0.439941
Observations	32	32	32	32	32	32

The dependent variable of tax avoidance as measured by the CETR proxy has the highest value of 9.892566 owned by PT Indospring Tbk in 2015. Meanwhile, the lowest Y is 0.052289 which is also owned by PT. Indospring Tbk in 2019. The average value of the CETR variable is 0.552692 and the standard deviation value of the CETR variable is 1.706474.

The independent variable profitability (ROA) has the highest value of 0.309336 owned by PT Selamat Sempurna Tbk in 2014. And the lowest value of 0.001619 is owned by PT Indospring Tbk in 2015. The average value of the profitability variable is 0.128566 and the standard deviation value of profitability is 0.094207 .

The leverage independent variable (DER) has the highest value of 1.029461 owned by PT Astra International Tbk in 2012. And the lowest leverage of 0.101908 is owned by PT Indospring Tbk in 2019. The average value of the leverage variable is 0.518862 and the standard deviation value of the leverage variable is 0.290426.

The independent variable company size (SIZE) has the highest value of 14.54649 owned by PT Astra International Tbk in 2019 and the lowest company size of 12.15873 owned by PT Selamat Sempurna Tbk in 2012. The average value on company size is 12.72042 and the value of standard deviation in variables company age of 0.862092.

The independent variable of institutional ownership (KI) had the highest value of 0.956537 owned by PT Astra Otoparts Tbk in 2012. And the lowest institutional ownership of 0.501148 was owned by PT Astra International Tbk in 2012. The average value of public share ownership was 0.690628 or 69, 06% this means that institutional ownership in the study sample is more than half of this sample. The standard deviation value in the variable of public share ownership is 0.163300.

The gender moderation variable (GEND) shows an average value at 25%, this means that the gender of women in the study sample represents a quarter of the sample of this study. The standard deviation value for the gender variable is 0.439941.

Tabel 4.4 Uji Korelasi

Correlations

	Y	x1	x2	x3	x4	M
Y	1					
x1	-.257	1				
x2	-.116	.126	1			
x3	-.134	-.311	.789**	1		
x4	.208	-.536**	-.765**	-.555**	1	
M	.305	-.440*	-.577**	-.472**	.666**	1

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Table 4.4 shows the trials between variables used in this study. The trial results show that none of the independent and moderating variables has a significant correlation with the level of tax avoidance. Meanwhile, to find out between the independent variables and the moderating variables, it shows that the variables of profitability, leverage and company size have a negative correlation to the gender variable, which means that the sample of this research is that companies with female directors tend to have relatively low levels of profitability, leverage and company size. In fact, the independent variable of institutional ownership shows a positive effect on gender, which means that the gender level of women in the sample of this study tends to have a relatively high level of institutional ownership.
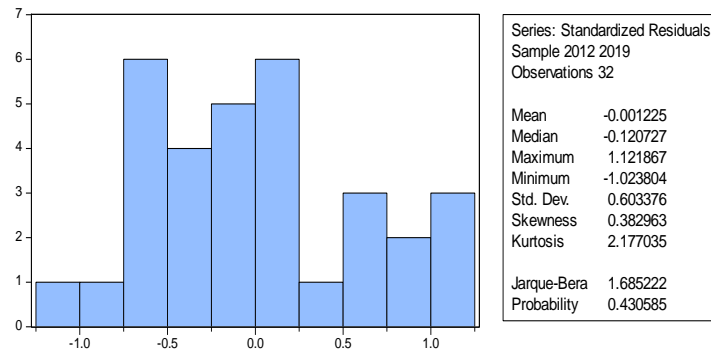
Selection of Analysis Model

To select the model used in this study, the Chow test, Hausman test and Lagrange Multiplier test were performed. Based on the three test models, it can be concluded that the appropriate model to use in research is the Common Effect (OLS) model. And to overcome the heterosdacity problem, in the analysis of this model using eviews, it can perform a white cross section treatment so that it changes this research model to a General Least Square (GLS) which can solve the heterosdacity and autocorrelation problems in this research model.

Panel Data Regression Analysis

Normality test

Table 4.5 Uji Normalitas

Series: Standardized Residuals	
Sample 2012 2019	
Observations 32	
Mean	-0.001225
Median	-0.120727
Maximum	1.121867
Minimum	-1.023804
Std. Dev.	0.603376
Skewness	0.382963
Kurtosis	2.177035
Jarque-Bera	1.685222
Probability	0.430585

Data sources were processed in 2020.

The results of the Jarque-Bera (JB) non-parameter analysis in table 4.5 show that the data is normally distributed because the probability of all variables is 0.430585> 0.05 so that H0 is accepted, which says that the residual data is normally distributed or in other words the residual variables normally distributed

a. Multicollinearity Test

Table 4.6 Multicollinearity Test

	X1	X2	X3	X4	M
X1	1.000000	0.126450	-0.311031	-0.535552	-0.439584
X2	0.126450	1.000000	0.788557	-0.764835	-0.576551
X3	-0.311031	0.788557	1.000000	-0.554831	-0.472444
X4	-0.535552	-0.764835	-0.554831	1.000000	0.665656
M	-0.439584	-0.576551	-0.472444	0.665656	1.000000

In table 4.6 above, it can be seen that the results of the correlation matrix can be seen that the value of the correlation coefficient between the independent variables in this study is in the range of numbers below 0.80 so it can be concluded that the data used in this study are free from multicolonierity problems

Uji Hipotesis

Uji Kelayakan Model (Uji F)

F-statistic	5.423327
Prob(F-statistic)	0.000584

Based on the test results, it can be seen that the calculated F value of 5.423327 with a significance value of 0.000584 is smaller than 5%, it can be concluded that Profitability (X1), Leverage (X2), Company Size (X3), Institutional Ownership (X4) and Gender (M) simultaneously affects Tax Avoidance (Y).

Uji Partial (Uji T)

Tabel 4.7 Hasil Uji Partial (Uji t)

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.593705	0.570282	2.794592	0.0106
X1	-0.959835	0.408329	-2.350644	0.0281
X2	-0.104057	0.039621	-2.626328	0.0154
X3	-0.064116	0.029171	-2.197956	0.0388
X4	-0.432940	0.177057	-2.445205	0.0229
M	9154.318	83363.30	0.109812	0.9136
X1*M	-22.75542	58.02877	-0.392140	0.6987
X2*M	37.96199	17.40903	2.180592	0.0402
X3*M	55.75181	43.56703	1.279679	0.2140
X4*M	-11179.99	94721.21	-0.118031	0.9071

Source: Data processed in 2020

The results of the partial test (t-test) can be seen in Table 4.7. Conclusions can be drawn about the effect of each independent variable, namely Return on Assets, Debt to Equity Ratio, Log Natural Total Assets, Institutional Ownership and Gender on the dependent variable, namely Tax Avoidance.

Based on table 4.7, it can be seen that the Return On Asset (X1) variable has a regression coefficient value of -0.959835 and a t-count value of -2.350644 with a significance value of 0.0281 smaller than 5%. So that the first hypothesis (H1) can be concluded that the Profitability variable (ROA) has a negative effect on Tax Avoidance (CETR) in automotive companies listed on the Indonesia Stock Exchange.

Based on Table 4.7, it can be seen that the Leverage (DER) variable has a regression coefficient value of -0.104057 and a t-count value of -2.626328 with a significance value of 0.0154 which is smaller than 5%. So that the second hypothesis (H2) can be concluded that the variable Leverage (DER) has a negative effect on CETR Tax Avoidance) in automotive companies listed on the Indonesia Stock Exchange.

Based on table 4.7, it can be seen that the variable company size (Size) has a regression coefficient value of -0.064116 and a t-count value of -2.197956 with a significance value of 0.0388 which is smaller than 5%. So the third hypothesis (H3) can be concluded that the variable company age (Size) has an effect on Tax Avoidance (CETR) in automotive companies on the Indonesia Stock Exchange.

Based on table 4.7, it can be seen that the Institutional Ownership (KI) variable has a regression coefficient value of -0.432940 and a t-count value of -2.445205 with a significance value of 0.0229 which is smaller than 5%. So that the fourth hypothesis (H4) can be concluded that the Institutional Ownership (KI) variable has an effect on Tax Avoidance (CETR) in Automotive Companies on the Indonesia Stock Exchange.

Based on table 4.7, it can be seen that the moderation variable Gender with Profitability (ROA) has a regression coefficient value of -22.75542 and a t-count value of -0.392140 with a significance value of 0.6987 greater than 5%. So that the fifth hypothesis (H5) can be concluded that the Gender variable cannot

moderate the effect of Profitability (ROA) on Tax Avoidance (CETR) on Automotive Companies on the Indonesia Stock Exchange.

Based on table 4.7 it can be seen that the moderation variable Gender with Leverage (DER) has a regression coefficient value of 37.96199 and a t-count value of 2.180592 with a significance value of 0.0402 which is smaller than 5%. So that the sixth hypothesis (H6) can be concluded that the Gender variable can moderate the effect of Leverage (DER) on Tax Avoidance (CETR) on Automotive Companies on the Indonesia Stock Exchange.

Based on table 4.7 it can be seen that the moderation variable Gender with Company Size (Size) has a regression coefficient value of 55.75181 and a t-count value of 1.279679 with a significance value of 0.2140 greater than 5%. So the seventh hypothesis (H7) can be concluded that the Gender variable cannot moderate the influence of Company Size on Tax Avoidance (CETR) on Automotive Companies on the Indonesia Stock Exchange.

Based on table 4.7 it can be seen that the moderation variable Gender with Institutional Ownership (KI) has a regression coefficient value of -11179.99 and a t-count value of -0.118031 with a significance value of 0.9071 greater than 5%. So the eighth hypothesis (H8) can be concluded that the Gender variable cannot moderate the effect of Institutional Ownership (KI) on Tax Avoidance (CETR) in Automotive Companies on the Indonesia Stock Exchange.

Uji Koefisien Determinasi (Adjusted R Squared)

R-squared	0.689309
Adjusted R-squared	0.562208

Based on the results of the adjusted R2 test, the value was 0.562208. This adjusted R2 value can be seen that all independent variables consisting of Return on Assets, Debt to Equity Ratio, Company Size, Institutional Ownership, and Gender can explain the variation of the dependent variable, namely Tax Avoidance of 56.22%. while the rest can be explained by other variables that are not included in the study.

RESULTS AND DISCUSSION

Effect of Profitability on Tax Avoidance

Based on the regression results in Table 4.7, it is known that the Profitability variable with the Return on Assets (ROA) ratio indicates that ROA has a negative effect on CETR. This research contradicts the research conducted by Deddy Dyas Cahyono et al. (2015). However, this research is in line with research by Ulfa Jasmina (2017), Ngadiman and Puspitasari (2014), Dianing Ratna Wijayanti (2017), Komang Subagiastra et al (2016), Naniek Noviasari and Dewi (2017), Ririh Astrisna Ganiswari (2019) and Melisa Fadila. (2017) show that profitability has a significant effect on Tax Avoidance.

Effect of Leverage on Tax Avoidance Disclosure

Based on the regression results in Table 4.7, it is known that the Leverage variable with the Debt to Equity Ratio (DER) ratio has a significant negative effect on CETR. This research contradicts the research of Khoirunnisa Alviyani (2016), Deddy Dyas Cahyono et al (2016), Ngadiman & Puspitasari (2014) and Melisa Fadila (2017). However, this research is in line with the research of Yoanis Carrica Wijayanti and Ni Ketut Lely A. Perkusiwati (2017) which shows that Leverage has a positive effect on Tax Avoidance.

3. The Effect of Company Size on Tax Avoidance

Based on the regression results in table 4.7, it is known that the variable company size with LogN Total Assset (Size) has a significant negative effect on CETR. This research coincides with Deddy Dyas, Rita Andini, and Kharis Raharjo (2016) and Ririh Atrisna Ganiswari (2019). In contrast, this research is in line

with Alviyani (2016), Nur Laily (2017), Ulfa Jasmine (2017), Ngadiman & Puspitasari (2014), and Melisa Fadila (2017) showing that profitability has a positive effect on Tax Avoidance.

4. The Effect of Institutional Ownership on Tax Avoidance

Based on the regression results in Table 4.7, it is known that the Institutional Ownership variable has a significant negative effect on CETR. This research supports research conducted by Khoirunnisa Alviyani (2016), Nur Laily (2017), Deddy Dyas Cahyono, Rita Andini, Kharis Raharjo (2016), Ulfa Jasmine (2017), Ngadiman and Christiany Puspitasari (2014), Dianing Ratna Wijayani (2017) shows that Institutional Ownership has a positive effect on Tax Avoidance.

5. The Effect of Gender Moderation on Profitability on Tax Avoidance

Based on the regression results in Table 4.7, it is known that the role of gender in moderating the profitability variable on tax avoidance does not have a significant effect. These results indicate that the Gender variable cannot moderate the effect of Profitability (ROA) on Tax Avoidance (CETR) in Automotive Companies on the Indonesia Stock Exchange.

6. The Effect of Gender Moderation on Leverage on Tax Avoidance

Based on table 4.7, it can be seen that the moderation variable Gender with Leverage (DER) has a significant positive effect on CETR. So it can be concluded that the Gender variable can moderate by strengthening the influence of Leverage on CETR in Automotive Companies on the Indonesia Stock Exchange. The female board of directors can strengthen the effect of leverage on CETR, the more leverage the CETR value will increase, meaning that the increased CETR will increase the tax burden issued, so that the tendency to do tax avoidance will decrease. It can be concluded that the female gender on the board of directors will reduce the level of tax avoidance.

7. The Effect of Gender Moderation on Company Size on Tax Avoidance

Based on the regression results in table 4.7, it is known that the role of gender in moderating the variable company size on tax avoidance does not have a significant effect. These results indicate that the Gender variable cannot moderate the effect of company size on Tax Avoidance (CETR) on Automotive Companies on the Indonesia Stock Exchange.

8. The Effect of Gender Moderation on Institutional Ownership on Tax Avoidance

Based on the regression results in Table 4.7, it is known that the role of gender in moderating the variable institutional ownership on tax avoidance does not have a significant effect. These results indicate that the Gender variable cannot moderate the effect of institutional ownership on Tax Avoidance (CETR) in automotive companies on the Indonesia Stock Exchange.

CONCLUSIONS

 Based on the results of data processing and hypothesis testing on all variables that have been carried out, the conclusions of this study are as Profitability (ROA) can increase the level of tax avoidance. The higher the profit generated, the more likely the company is to avoid tax, because the company wants to display a large profit, namely by minimizing its tax burden. Leverage (DER) can increase the level of tax avoidance. The higher the leverage, the higher the Tax Avoidance. Leverage has an effect on Tax Avoidance because debt resulting in interest expense can be a deduction for taxable profit, while dividends from retained earnings cannot be a deduction for profit.

The size of the company can increase the level of tax avoidance. The higher the company size (SIZE) of a company, it will increase tax avoidance by the company, because paying taxes is the company's obligation. Large companies or small companies will always be chased by the tax authorities if they violate tax regulations. Institutional ownership can increase the level of tax avoidance. The higher the institutional ownership of a company, the increased tax avoidance carried out by the company, because institutional ownership plays a role in making decisions to carry out tax management and reduce the tax burden issued by the company.

Gender cannot moderate the effect of Profitability (ROA) on Tax Avoidance (CETR) because many other factors can affect the level of profitability and the point of view of both men and women regarding the level of profitability for tax avoidance is the same. Gender can moderate by strengthening the influence of Leverage on CETR. The gender of women on the board of directors will reduce the level of tax avoidance, indicating that the gender of the female board of directors tends to be less courageous to take risks by reducing the level of tax avoidance. Gender cannot moderate the effect of company size (SIZE) on tax avoidance (CETR), because the size of the company is the size of the company, the gender role of the board of directors in making decisions related to tax avoidance is the same. Gender cannot moderate the effect of institutional ownership on tax avoidance (CETR), because investors who are institutional ownership have the same gender roles for both men and women.

From the conclusions previously described, the following suggestions can be given for Academics and Researchers Next, Adding other variables such as audit committee variables, institutional ownership and adding mediating or intervening variables and control variables so that further researchers can find out whether these variables have an effect or not on tax avoidance. Using companies other than automotive companies, for example companies engaged in services, manufacturing, banking, telecommunications and so on so that they are not limited to the automotive sector.

For Companies, So that it can be used as material to increase knowledge and insight about Tax Avoidance, so that company management can design a proper and correct corporate sustainability implementation mechanism. For the Government, It is hoped that the government will further clarify the tax avoidance law in order to narrow down the taxpayers' actions to take tax avoidance measures and make special requirements for companies that have debt with a certain ratio including interest. So it doesn't take advantage of debt interest to be a tax deduction. For Investors, Investors must really pay attention to whether the company engages in tax evasion practices legally or illegally by hiring experts in the field of taxation, so as not to cause negative impacts in the future.

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