

Analysis Of the Gender Wage Gap in Maluku Province Using Blinder-Oaxaca Decomposition

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Kata Kunci

Kata kunci: *Dekomposisi Blinder-Oaxaca*, disparitas, SAKERNAS, tenaga kerja, upah

Abstrak

Salah satu target Tujuan Pembangunan Berkelanjutan ke-delapan adalah untuk mencapai ketenagakerjaan secara penuh, produktif dan bermanfaat, serta pekerjaan yang layak untuk semua perempuan dan laki-laki, termasuk untuk kaum muda dan orang-orang dengan disabilitas, juga kesetaraan upah bagi pekerjaan yang mempunyai nilai yang sama. Penelitian ini bertujuan untuk membahas kesenjangan upah gender antara perempuan dan laki-laki di Provinsi Maluku tahun 2020. Salah satu pendekatan untuk menganalisis kesejahteraan rumah tangga dapat diukur melalui upah. Meskipun ada peningkatan TPAK, namun masih terdapat kesenjangan upah antara laki-laki dan perempuan. Ketimpangan upah perempuan menjadi perhatian penting saat ini karena perempuan berkontribusi secara signifikan terhadap pembangunan ekonomi. Dengan demikian, perlu dilakukan penelitian terkait faktor-faktor yang mempengaruhi ketimpangan upah pekerja perempuan. Penelitian ini menggunakan data sekunder, yaitu dari SAKERNAS (Survei Angkatan Kerja Nasional) Agustus 2020 dengan unit analisis sebanyak 4.293 rumah tangga. Analisis data yang digunakan adalah dekomposisi Blinder-Oaxaca untuk mengukur kesenjangan dan membaginya menjadi kesenjangan yang dapat dijelaskan dan tidak dapat dijelaskan. Hasil penelitian menunjukkan bahwa tempat tinggal, status perkawinan, tingkat pendidikan, keikutsertaan pelatihan, status kegiatan usaha, dan jenis lapangan usaha berkontribusi terhadap kesenjangan upah gender di Provinsi Maluku.

Keywords

Keywords: *Blinder-Oaxaca Decomposition*, disparity, employment, SAKERNAS, wage

Abstract

One of the eighth Sustainable Development Goal targets is to accomplish full and useful employment and decent work for all women and men, incorporating youth and people with incapacities, and equivalent compensation for work of equivalent worth. This study aims to discuss the gender wage gap between females and males in Maluku Province in 2020. One approach to analyzing household welfare could be measured through wages. Although there is an increase in LFPR, there is still a gender wage gap. Female wage inequality is an important concern today because females significantly contribute to economic development. Thus, it is necessary to conduct research related to factors that affect the wage inequality of female workers. This study uses secondary data from SAKERNAS (National Labor Force Survey) August 2020 with units of analysis as many as 4.293 households. Data analysis used was decomposition Blinder-Oaxaca to measure the gap and break down it into explained and unexplained gaps. The results showed that residence, marital status, education level, training participation, business sector, and Industry contribute to the gender wage gap in Maluku Province.

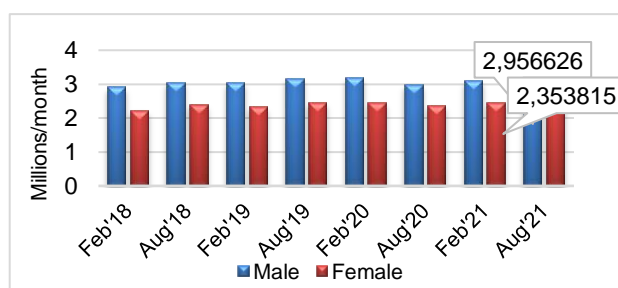
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INTRODUCTION

Development must be conceived of as a multidimensional process involving significant changes in social structures, popular attitudes and national institutions, and the acceleration of economic growth, reducing inequality and eradicating poverty (Todaro & Smith, 2015). One of the modern measures to determine a country's economic development progress is gender-based development. Many studies show that gender inequality is closely related to economic growth, where gender equality can positively impact economic growth (Rodríguez, 2017). The fifth Sustainable Development Goals (SDGs) have the goal of achieving gender welfare and empowering women and girls.

One of the measures used to measure gender development is the IKG (Gender Equality Index) approach. Based on the UNDP Human Development Report in 2021, Indonesia's IKG in 2020 is 0.480, ranking 121 out of 162 countries in the world. Although it is in a fairly good category, Indonesia's IKG achievement is still far behind compared to ASEAN countries. Data from The Global Gender Gap Report for 2013-2018 also shows that the gap problem in Indonesia is not better than in some developing countries in Southeast Asia. Indonesia is ranked more than 85 in the world out of 149 countries. Gender development is indeed seen through three dimensions: health, empowerment, and economic activity, wherein economic activity, is measured through the approach to the level of labor participation. The relatively good achievement in the IKG figure and the achievement of the millennium development goals in Indonesia are not in line with gender equality in the labor market. Based on the 2016 ILO Indonesian Labor Market Report and the 2019 Ministry of Manpower PENTAS Bulletin, Indonesia's female labor force participation rate is only 50.9%, lower than other countries in the ASEAN region. In fact, the gap in labor force participation between men and women has reached 33%, higher than many countries in the ASEAN region.

Figure 1. Average Wages by Gender from February 2018 to August 2021



Sourced: BPS, 2021

Data from Statistics Indonesia BPS in 2021 also shows that the average wage for workers by gender is disparate. During the period February 2018 to August 2019, the wages earned by males were always more dominant than females' wages, with a difference of Rp. 715.3 thousand. The same applies to the gap in wages received. In August 2021, females' average income was 79.6 percent of what was received by males (Rp. 2.96 million for males compared to Rp. 2.35 million for females). This value was down by 1 percent (Rp. 61.4 thousand) compared to females' wages in February 2021.

Of all provinces in Indonesia, Maluku province has a tendency both in terms of the number and percentage of the workforce, which is low compared to other provinces. When viewed from females' Labor Force Participation Rate (LFPR), based on the 2019 National Labor Force Survey (Sakernas) results, Maluku province occupies the second-lowest LFPR position nationally, recorded at only 63.04 percent. This figure is 4.45 percentage points lower than the national average of 67.49 (BPS, 2021). In 2020, Maluku province's LFPR was 65.07, which rose 2.03 percentage points from 2019. Although there was an increase in LFPR, this condition did not automatically increase welfare. It can be seen from several indicators such as the percentage of the number of poor people, the unemployment rate (TPT) for women, and also health insurance for women.

This condition shows that Maluku province has a low level of female labor participation. The implication is that the income gap between women and men will widen. The gap also makes job segregation by gender interesting to study to determine what causes the large gender gap and see to what extent women can get the same opportunities as men in the labor market. In this section, women's welfare is measured by the size of the LFPR and the number of wages/income that women receive in their work. It is also part of the SDG's goal to support the creation of inclusive and sustainable economic growth, meet the adequacy of a productive workforce, and create decent jobs for all. Included in the fifth target is that by 2030, it is projected that Indonesia will achieve full employment, productive and decent work for all women and men, including youth and people with disabilities, and equal pay for work of equal value. According to Statistics Indonesia (BPS, 2021), wage/salary is the income earned by workers as compensation in exchange for their services and work. It includes all kinds of remuneration regularly received by workers in monetary terms and additional cash and other incentives for them and their families.

Several factors that influence the wage receipts for women workers are employment status,

education, age, marital status, urban village status, and the number of hours worked. According to the study by Febryanti & Zaini (2020), education level has a positive and significant effect on workers' wages. This result is different from a survey conducted in the medium industrial sector in Palembang. It was found that the level of education did not affect wages (Marnisah, 2017). The reason is that jobs in the industrial sector demand technical skills and labor experience to increase productivity, not their formal education. In addition, the number of hours worked has a positive and significant effect on workers' wages (Putri & Triani, 2019). Women workers bear the double burden of devoting their time to reproductive and productive activities. The social view of society that considers women only to do household chores is one of the barriers for women to being involved in work. The implication is that women have limited access and control over resources and interests. Increased access and management of resources will increase women's income (Sumilat & Wahyuni, 2020), while the marriage factor does not affect the wages of female workers (Andina, 2019). Bediakon et al. (2022) mention that age characteristics, work experience, and status of workers can influence the difference in wages between men and women.

In an attempt to develop related research that has been carried out by (Andina, 2019; Bediakon et al., 2022), first, this study will add an explanatory variable that was not used in previous research namely the business field (agricultural or non-agricultural). Second, research related to the labor wage gap in Maluku Province is still very few, so this research is considered a picture of the welfare of workers in Maluku Province.

The topic introduced in this research is analyzing of the gap in wages received by female and male workers in Maluku Province and examining socio-demographic factors that influence the occurrence of this gap. Studies conducted on the aspect of labor and the problems faced are considered important as an effort to reduce the gap between women and men in the labor market. It is thus hoped that this research can be useful for making policies related to equalizing wages between male and female workers related to targets in empowering women in the labor market.

LITERATURE REVIEW

Statistic Indonesia (2021) defines wages as a remuneration/income received by workers in the form of money which includes not wages/salaries but also other legitimate receipts such as overtime and routine/regular allowances (transport allowances, meal allowances, and allowances). other allowances

as long as they are received in the form of money), excluding Holiday Allowances (THR), annual, quarterly allowances, other non-routine allowances, and natural benefits.

In examining the gender wage gap, this study refers to the theory of capital and the theory of discrimination. Women are often considered weaker than men. The gender wage gap occurs in line with human capital theory which states that in human capital investment (education, training, work experience) women tend to be lower than men.

Based on previous research, the gender wage gap is caused by several socio-demographic factors, such as: living places, marital status, education, number of hours worked, training participation, and others. By using the Oaxaca Blinder decomposition, it is possible to analyze the explained and unexplained factors to the wage gap.

RESEARCH METHOD

This study uses secondary data from the August 2020 National Labor Force Survey (Sakernas) Maluku Province. The unit of analysis covered is workers/wage recipients, namely those whose working status is primarily as casual workers in agriculture, non-agriculture, or laborers/employees. To measure the size of the wage gap, the method used is the Blinder-Oaxaca decomposition analysis. In theory, this analysis can divide wage differences into two types: differences caused by endowment (differences measured by explanatory factors such as education, work experience, training, and many more) and differences caused by unexplained factors or unexplained factors.

The Blinder-Oaxaca model is preceded by estimating the regression model separately, then continued by using the D coefficient as a measure of the discriminant (Oaxaca, 1973).

Mincer (1974) stated that in general, wage estimates follow the following equation:

$$Y_i = \log Y_i = \beta_0 + \beta_1 X_1 + \beta_2 X_{i2} + \dots + \beta_k X_{ik} + \varepsilon_i \quad (1)$$

$$Y_i = \log Y_i = \beta_0 + \sum_{i=1}^n \beta_k X_{ik} + \varepsilon_i \quad (2)$$

Hence, the equation for the estimated wages for each gender is as follows:

$$Y_i^L = \beta_0^L + \sum_{i=1}^n \beta_k^L X_i^L + \varepsilon_i^L \quad (3)$$

$$Y_i^P = \beta_0^P + \sum_{i=1}^n \beta_k^P X_i^P + \varepsilon_i^P \quad (4)$$

Where:

L= Males,

P= Females

The results of the estimated wages of men and women are:

$$\bar{Y}^L = b^L \bar{X}^L \quad (5)$$

$$\bar{Y}^P = b^P \bar{X}^P \quad (6)$$

Blinder, (1973) showed the total wage difference between genders or the wage gap could be calculated by subtracting the estimated male wage from the female wage estimate, as in the following equation:

$$\Delta \bar{Y} = \bar{Y}^L - \bar{Y}^P = b^L \bar{X}^L - b^P \bar{X}^P \quad (7)$$

The decomposition of the total wage differential is adjusted for the counterfactual average wage. The reference group set in this study is the average wage for men (male-based decomposition), assuming that men earn wages/rewards for marginal products while women face discrimination in wages.

The formulation for the average wage of female workers is as follows:

$$CF = b^L \bar{X}^P \quad (8)$$

Then it is adjusted to the average counterfactual wage, so that the wage gap equation becomes:

$$\Delta \bar{Y} = \bar{Y}^L - \bar{Y}^P = (b^L \bar{X}^L - b^P \bar{X}^P) - (b^P \bar{X}^P - b^L \bar{X}^P) \quad (9)$$

$$\Delta \bar{Y} = \bar{Y}^L - \bar{Y}^P = b^L (\bar{X}^L - \bar{X}^P) + \bar{X}^P (b^L - b^P) \quad (10)$$

Notes:

$b^L (\bar{X}^L - \bar{X}^P)$: Characteristic difference (*Explained*)

$\bar{X}^P (b^L - b^P)$: *Unexplained*

characteristics include the status of business activity and type of industry field.

Table 1. General Characteristics of Workers by Gender (%)

Working characteristics		Male (%)	Female (%)
(1)	(2)	(3)	(4)
Living place	Urban	31,6	41,8
	Rural	68,4	58,2
	Total	100,0	100,0
Marital status	Married	82,4	83,1
	Not married	17,6	16,9
	Total	100,0	100,0
Education	Elementary school	32,2	24,8
	Secondary school and higher education	67,8	75,2
	Total	100,0	100,0
Training	Trained worker	10,7	26,5
	Untrained worker	89,3	73,5
	Total	100,0	100,0
Working hours (average hours per weeks)		36,67	30,33
Status of business activity	Formal	12,2	41,7
	Informal	87,8	58,3
	Total	100,0	100,0
Industry	Agriculture	39,6	15,3
	Non-Agriculture	60,4	84,7
	Total	100,0	100,0

Sourced: Author's calculation

RESULT AND DISCUSSION

1. Overview and Factors Affecting Workers' Wages in Maluku Province

Differences in the characteristics of workers are presumed to be the cause of the wage gap for workers. Differences in the characteristics of workers are presumed to be the cause of the wage gap for workers. This study investigates several socio-demographic characteristics, working capital, and employment of men and women in Maluku Province. Socio-demographic characteristics include the living place and marital status, and working capital characteristics include education completed, participation in training/courses, and the number of hours worked. Meanwhile, employment

Based on the results shown in table 1, it can be seen that more male and female workers live in rural areas of the characteristics of the place of living. This indicates that access to decent and productive work is relatively limited. In addition, 83.1 percent of female workers have ever been married, whether they are married, divorced or widowed. Despite carrying the status of housewives, some women choose to be involved in economic activities to support their family's economy. Ledwaba & Nkomo (2021) stated in the study that the intrinsic motivation of women to work appears to improve the standard of living of their families and improve socio-economic standards and prepare for a better family future. This desire appears as a form of solid encouragement from women to

achieve their goals. Fear of poverty encourages married women to participate in work (Faharuddin & Endrawati, 2022).

In terms of human capital, both male and female workers entering the labor market are dominated by those with secondary to tertiary education. As many as 75.2 percent of female workers have at least completed junior high school. In fact, the percentage of female workers who completed secondary and tertiary education was 7.4 percent higher than that of men.

At a higher level of education, the field of knowledge studied is more specific to expertise in a particular field. The fields of medicine and health and the fields of education and teacher training are the dominant jobs filled by women. The large number of women scattered in these two fields is an indication that women are needed a lot as health workers and educators. This shows that women have broad opportunities to advance education and develop their quality of human resources (Laurensia & Yuliana, 2021). Marphatia et al. (2020) argued that the increase in women's education is caused by the increasing tendency of women to delay marriage. However, it was found that only a small proportion of male and female workers had attended training/courses. The indication is that those who dominate the labor market tend to have low qualifications.

Based on table 1, it is also illustrated that the average working hours of women are lower than the average working hours of men. This is also due to the tendency of women to reduce working hours to fulfill their domestic work responsibilities. Regarding the status of their business activities, male workers are still concentrated in the informal sector, namely 87.8 percent. In comparison, female workers are almost equal in the formal sectors (41.7 percent) and informal sectors (58.3 percent).

Based on the characteristics of the business field, table 1 shows that the majority of male and female workers work in the non-agricultural sector. In contrast, female workers who work in the agricultural sector are relatively small (15.3 percent). According to (KemenPPA, 2019; World Health Organization, 2019), women tend to be involved in nursing, nurturing, and service professions.

Furthermore, an analysis was conducted to see the relationship between several socio-demographic variables that affect the wages of male or female workers. The results can be formulated in the following regression equation:

$$\begin{aligned} \ln \widehat{wage}_{male} &= 5.6595^* + 0.0538urban^* + 0.0555married^* \\ &+ 0.0060secondary\ school\ and\ higher\ education^* \quad (11) \\ &+ 0.0147trained\ worker^* \\ &+ 0.0031working\ hours^* \\ &+ 0.0898business\ activity^* + 0.11406industry^* \end{aligned}$$

$$\begin{aligned} \ln \widehat{wage}_{female} &= 5.3286^* + 0.1270urban^* + 0.1519married^* \\ &+ 0.1020secondary\ school\ and\ higher\ education^* \quad (12) \\ &+ 0.1348trained\ worker^* \\ &+ 0.0057working\ hours^* \\ &+ 0.2796business\ activity^* + 0.1616industry^* \end{aligned}$$

(*significant at 5% level)

a. Living place

Equations 11 and 12 show that male and female workers in urban areas receive 5.38 percent and 12.70 percent higher wages than those in rural areas. The reason for this was mainly more open job opportunities in urban areas. Hourly wages are higher in urban than in rural areas. It is due to better human resources and more effective mechanisms in urban areas. Meanwhile, individuals with low abilities and who are less productive are scattered in rural areas, so the wages received for their economic activities are also smaller. Besides, it is also caused by the spread of more experienced workers in urban areas than in rural areas (Blau et al., 2016; Iwasaki & Ma, 2020). The wage gap is felt more by rural women. In rural areas, tradition still strongly influences people's thoughts and ways of living, so that there is a social awareness that believes "men to work, and women to household". As a result, women face economic and social aspects. Therefore, it is considered that women face more discrimination than urban women, who are free from the limitations of traditional and customary values (Iwasaki & Ma, 2020).

b. Marital status

The wages of married, divorced, or widowed male and female workers were 5.56 percent and 15.19 percent higher than those who were not married, respectively. Men who marry directly attach family responsibilities to themselves both from the moral and family economics sides (become the breadwinner). Therefore, men will maximize the capital of sources available to get wages to meet their household needs. Likewise, for women, there is an awareness that arises in women's participation in increasing family income in meeting household needs, so it is not uncommon for women to also contribute to the labor market. Some of the motivations for women to participate in work include husbands who are not productive (not working), occupying the role of breadwinner, the insufficient husband's income, the large number of dependents, or filling spare time and

seeking experience (Blau et al., 2016). It is in line with women's responsibilities in raising children. World Economic Forum (2021) stated that women in America reduced their working hours 4 to 5 times compared to men as a result of taking care of children during a pandemic that caused daycare centers to close.

c. Working hours

Another variable that affects workers' wages is the number of hours worked. Someone who works longer hours has more skills due to much experience and has a greater chance of being promoted and having relationships. Thus, the length of working hours has a positive effect on the wages received by workers (Tverdstup, 2021). The majority of workers are given 40-hour work a week. However, considerably more females work fewer than 40 hours per week than males, and far more men work more than 40 hours. As a result of their shorter working hours, most women earn less than men. Usually, men work longer hours than women due to the societal paradigm regarding the demands on men to work, while women are limited by their dual role with domestic work and household care (Sukma & Kadir, 2019).

d. Status of business activity

Male and female workers who have attended training/courses and worked in the formal sector and non-agricultural business fields tend to earn higher wages. This is related to investment in human resources. Workers with particular education or training will get higher wages because, in principle, they sacrifice certain utilities to get higher returns in the future. This is called human capital investment (Borjas, 2020). In line with that, work in the formal sector requires workers to have more adequate skills and abilities, resulting in high productivity and ultimately higher wages (Iwasaki & Ma, 2020).

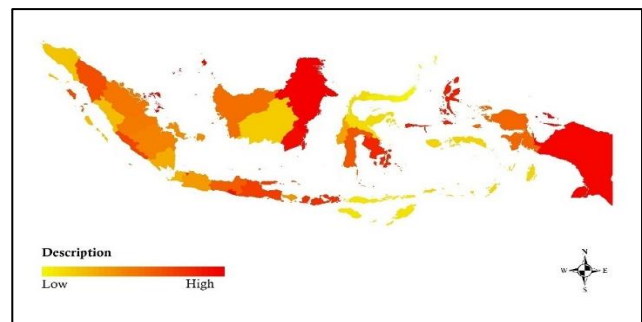
e. Industry

The presence of job segregation between men and women is thought to contribute to the wage gap. Aras et al. (2022) stated that in social roles and community construction, women are cultured by the community to do work related to caring, household things, and empathetic (caretakers). In choosing a job, women tend to consider flexible working hours and hours. As a consequence, the jobs chosen with these characteristics are primarily low-paid. In contrast, men are cultured to dare to be responsible for multitasking and take risks to earn a living (breadwinner). Men are trained to compete in primary sector jobs with higher wages.

2. Factors Affecting the Worker's Wage Gap

The analysis results using the Blinder-Oaxaca Decomposition method found that there is still a gap in the wages of male and female workers in Maluku Province by 0.1298 percent. This condition implies that the wages of male workers are 12.98 percent higher than the wages of female workers in August 2020 in Maluku Province. Wage discrimination in the labor market can be seen in workers with proportional characteristics. The difference in wages earned reflects the difference in the social value of male and female workers. Some of the gap causes are the differences in gender, race/ethnicity, education level, and other (Borjas, 2020; Lusiyantri, 2020). Wage discrimination occurs when there is a difference in price/remuneration paid for different groups.

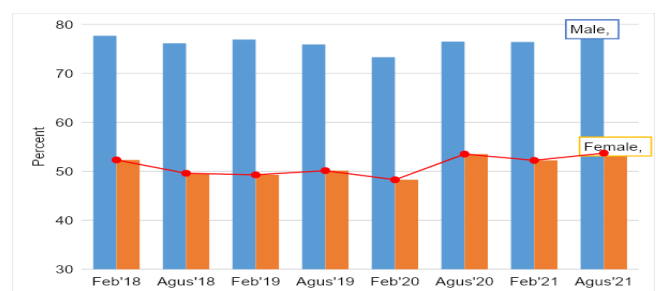
Figure 2. Wage Gap Level Map by Province



Sourced: Statistics Indonesia, 2020

Statistics Indonesia published that the wage gap in Maluku Province in August 2020 was in the fifth position out of all existing provinces, Rp. 418,537 per month, which was also lower than the average national wage gap of Rp. 625,958 per month. In terms of involvement in the labor market, the Female Labor Force Participation Rate in August 2020 was 53.71 percent in the past four years, which means that more than half of the female workforce is working (BPS, 2020). However, women's LFPR is still far below men's LFPR every period.

Figure 3. Labor Force Participation Rate (LFPR) by Gender Maluku Province



Sourced: Statistics Indonesia

As can be observed from the increase in the number of women participating in the labor market,

gender development in Maluku province is quite good in terms of economic empowerment. Furthermore, the income disparity between men and women has narrowed. There is little doubt that women, particularly women who are breadwinner, may contribute to enhancing the family economy.

The Blinder-Oaxaca Decomposition approach also examines the factors that contribute to the difference in wages between male and female workers. From the amount of 12.98 percent of the gap that occurs, this analysis can be broken down into 4.915 percent points by the variables analyzed (explained), namely the difference in characteristics between males and females. Meanwhile, the other 8.065 percent of points were caused by unexplained factors. Several determinants of factors can be analyzed to measure the difference in wages/income between genders, including age, education, type of work, hours of work, experience, and unexplained differences (Prabowo, 2021).

Table 2. Estimation Results of Blinder-Oaxaca Method

Estimate (Wage Estimation)	Variables	Coefficient t	p-value
(1)	(2)	(3)	(4)
y_male		6,0478	0,0000
y_female		5,9180	0,0000
Difference (D)		0,1298	0,0000
Explained	Intercept	0,0000	0,0000
	Urban	0,0056	0,0000
	Married	0,0004	0,0000
	Secondary school and higher education	0,0004	0,0000
	Trained Worker	0,0023	0,0000
	Working hours	-0,0138	0,0000
	formal	0,0266	0,0000
	Non-Agriculture	0,0277	0,0000
	(Sub_Total)	0,0492	0,0477
Unexplained	(Sub_Total)	0,0806	0,0000
		0,1298	

Sourced: Author's calculation

According to World Economic Forum in 2018, it took 202 years to be able to equalize women with men. The results of the study in table 2 are more detailed (explained), several socio-demographic factors such as the living place of workers, marital status, education, participation in training, status of business activity, and type of Industry, widening the wage gap between male and female workers in Maluku Province. An enormous gap occurs when the characteristics of male workers who work in the formal sector and non-agricultural business fields. Men are more likely than women in managerial jobs, supported by the public perception that men have more leadership qualities than women. Therefore, skilled and high-paying positions tend to be dominated by men (Blau et al., 2016).

Meanwhile, the coefficient on the number of hours worked is negative, which means that the number of hours worked by women can reduce the wage gap. But in reality, women workers are limited to adding more working hours, which is in line with the stereotype that develops in society that women will not be separated from the responsibilities of domestic tasks that women must be done at home. Women must be able to balance their roles in the domestic and public spaces. In addition to being at home, women must be able to do household matters and take care of children. They must also be a good figure of wife in the household. The status of women as workers requires women also to divide their time for all activities (Meseguer-Sánchez et al., 2020). Therefore, women choose to work more flexible hours, considering that women spend more time with their families (Karnadi, 2019).

Furthermore, the analysis results in table 2 show the wage gap based on discrimination (unexplained). Variables with a positive sign mean that these variables contribute to wage discrimination in Maluku Province. The results above show that the coefficients of all variables are positive, which means that there is still a gap in the wages received by female workers. On equal terms, male workers earn higher wages than women. Taking into account the difference in wages between male and female workers, in the end, the main focus observed is on the wage offer rather than the wages received by the workers. This arises because the most significant influence is the individual's decision to participate in the wages offered (Blau et al., 2016). In addition, the wage gap is a consequence of the labor market structure and the differences in the positions of male and female workers in the labor market (Bediakon et al., 2022).

CONCLUSION

From the Blinder-Oaxaca decomposition analysis results, it can be concluded that there is a 12.98 percent average wage gap between men and women in

Maluku Province in 2020. Out of the total gap, 4.92 percent can be explained by the following factors characterize the differences in the characteristics of men and women in the study (explained) where the highest gap is contributed by the formal sector variable and also the non-agricultural sector variable. Meanwhile, another 8.06 percent was contributed by unexplained factors. The significant contribution of the unexplained factor indicates that the discrimination experienced by women in the labor market is still high.

Despite enacting laws and regulations that stipulate equal pay and employment opportunities, there is still a lack of appreciation in society for the quality of women's performance in the labor market. The gender pay gap can be reduced by widening access and opportunities for women to work in cities, pursue higher education, and be involved in the formal and non-agricultural sectors. To eliminate wage discrimination against women, policymakers need to regulate pro-women regulations regarding leave licensing and wage transparency.

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