

# DETERMINANTS OF THE LABOR WAGES DISPARITY AND THEIR PROBLEMS IN MAKASSAR CITY, INDONESIA

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DETERMINANTS OF THE LABOR WAGES DISPARITY AND THEIR  
PROBLEMS IN MAKASSAR CITY, INDONESIA

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印度尼西亚马卡萨尔市劳动力工资差距的决定因素及其问题

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Abstract

This study is aimed at analyzing wage disparity based on socio-demographic characteristics, education, work experience, and types of work, as well as the use of income in the labor households' economy. The survey method was used for the research with a proportional sampling of 300 respondents. in Makassar City. Data analysis was performed by multiple linear regressions. The results of this study indicated a gender-based and education-based wage disparity. However, this study did not reveal a disparity in terms of marital status. Work experience was not a significant factor for determining wages. The lowest-paying jobs were for market employees, followed by dock workers, construction workers, and shop employees, and with public transit employees receiving the highest wages. Simultaneously, the findings of this study revealed relative disparities in labor costs in Makassar City. The consumption pattern of labor households was also dominated by expenditure for food consumption (65.51%), which indicates that labor households were relatively poor. However, they tried to save about 32.56% of their total household income each month.

**Keywords:** Wage Disparity, Labor, Income, Household Economy

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摘要: 这项研究旨在根据社会人口特征、教育程度、工作经验和工作类型以及劳动家庭经济中收入的使用情况分析工资差异。调查方法用于研究,并按比例抽样了 300 名受访者。在孟加锡市。18  
数据分析通过多元线性回归进行。这项研究的结果表明了基于性别和基于教育的工资差异。但是,24  
这项研究没有揭示婚姻状况方面的差异。工作经验不是决定工资的重要因素。收入最低的工作是市场雇员,其次是码头工人、建筑工人和商店雇员,而公共交通雇员的工资最高。同时,2  
这项研究的结果揭示了孟加锡市劳动力成本的相对差异。劳动力家庭的消费方式也以食品消费支出为主(65.51%),2  
这表明劳动力家庭相对贫困。但是,他们试图每月节省约 32.56% 的家庭总收入。13

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**关键词:** 工资差距, 劳动力, 收入, 家庭经济

## I. INTRODUCTION

Wages are one of the critical issues for investigating employment and household welfare service providers in a region. These payments demonstrate the capital owner's appreciation for the service provider. Wages represent providers' esteem, in which the higher the wages received by providers (labor), the more self-esteem accumulates in the form of "human capital" service providers.

The issue of wages continues to attract the attention of almost all countries in the world, especially developing countries like Indonesia [1]. The main focus of wage determination in Indonesia is ensuring that those wages provide a decent living for workers and their families, reflecting a reward for the work, and providing sufficient incentives to encourage increased labor productivity. The problem that arises then is the existence of an inequality or disparity in payment that did not reflect aspects of equity and justice for workers and their families. The minimum wage and the improvement wage are meant to minimize the disparity between the wages of labor [1]. However, the Indonesia Central Statistics Agency data (BPS, 2016) shows that of 118.864.477 workers in Indonesia, only 20 percent felt an increase in wages. The "connoisseurs" of wage increases generally come from groups of workers who work in large companies. Most other workers do not even feel the minimum salary determined by the government because they work as farm laborers, informal workers, construction workers, temporary workers, and domestic workers. This condition is reminiscent of an anecdote that "masons do not have houses – tailors do not have clothes".

Wage disparity in Indonesia has been reviewed by several previous studies [2] to examine the differences in the income of women workers in Indonesia. Generally, female workers earn less income than male workers [2]. These findings are in line with the results of other studies that confirm the idea that gender influences income [3]. Also, marital status and education are determinants of salary in Indonesia, both in provinces with high, medium, and low-income levels [2], [3].

Other studies related to wage disparities in Indonesia and education contribute to the increase in wage disparities, and even at the same educational level, wage dispersion is quite high [4]. The results are also in line with other findings; namely, education is an endowment variable that causes wage disparity increases, and that marital status also impacts wage disparity [5].

Based on a literature study conducted by researchers, the issue of wage disparity and its determinants in Indonesia has been examined in several studies. However, there is still little prior research that comprehensively examines wage disparity in Indonesia. In addition, the majority of previous research has focused on the Indonesian context as a whole. Meanwhile, Indonesia consists of regions with diverse characteristics and different economic conditions between regions. As a result, the findings of research conducted in the Indonesian context may not necessarily represent the situation in each region of Indonesia. Observed spatial disparities may differ between regions, which are caused by differences between areas in terms of endowment, technology, or geography.

Makassar City is one of the cities with the best economic condition in Indonesia, especially in Eastern Indonesia. Based on data from the Central Statistics Agency, the Gini ratio in Makassar City was closer to zero in March 2019 and lower compared to March 2018, indicating that expenditure inequality among Makassar City residents is decreasing. This was also supported by the consistent decrease in the percentage of poor people from 2012 to 2019.

Based on the above explanation, the present study aims to comprehensively analyze the determinants of wage disparity in Makassar City based on factors such as demographic characteristics (i.e., gender and marital status), education, work experience, and type of work. In addition, it aims to analyze income utilization in workers' households in Makassar City, specifically with regard to consumption and savings patterns.

## II. METHOD

The present research study was quantitative in nature, with the aim of determining the wage disparity among Makassar City residents. It included both primary data and secondary data. Secondary data were obtained from the relevant datasets of the Central Statistics Agency. Primary data were obtained from questionnaires distributed in 2018. The entire population of Makassar City was considered, with the study ultimately including 300 respondents whose characteristics were proportionally representative of the city's workers. Three hundred workers whose characteristics were proportionally representative of the city's workers were surveyed.

The data were analyzed by a descriptive analysis and multiple linear regressions. The dependent variable was one month's salary. The

independent variables were gender (male or female), marital status (married or single/unmarried), education level (primary, junior secondary, or senior secondary), type of work (construction workers, dockers, market laborers, laborers of public transport stations, and shopworkers, and others), and work experience both as laborers and in other types of work.

### III. RESULTS

#### A. Characteristics of Respondents

The majority of the 300 respondents were male workers with an elementary education level and more than five years of work experience (Table 1).

Table 1.  
Distribution of Respondents by Characteristics

Characteristics	n	%
<b>Sex</b>		
Male	282	93.85
Female	18	6.15
<b>Marital status</b>		
Married	157	52.30
Single / unmarried	143	47.70
<b>Education</b>		
Primary and below	141	46.92
Junior secondary	69	23.08

Table 2.  
Labor Wages Disparity per Month according to Labor Status in Makassar City

Labor Characteristics	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1518657.88	150553.537		10.087	0.000
-Sex	869508.97	140466.877	.317	6.190	0.000
-Marital status	4555.86	90532.953	.004	.050	0.960
-Primary and below	-157497.22	88187.091	-.128	-1.786	0.075
-Junior secondary	142721.15	93321.207	.096	1.529	0.127
-Construction workers	-460180.28	82228.507	-.353	-5.596	0.000
-dockers	-84441.78	103404.152	-.056	-.817	0.415
-Market laborer	-90137.66	151142.404	-.031	-.596	0.551
- Labor of Public transport station	561560.43	108085.116	.306	5.196	0.000
-Work experiences	7410.44	5354.722	.104	1.384	0.167
Dependent Var.: wage					

### IV. DISCUSSION

#### A. Effect of Gender on Wages

Table 2 shows that gender had a significant effect on wages in Makassar City. The monthly wages of male laborers in Makassar City were exceeding female laborers' wages by more than Rp. 869,509, indicating a disparity between genders. Although male workers generally have a higher level of education than women, the salaries of female workers are often lower than those of male workers. This also possibly occurs because

Senior secondary	90	30.00
<b>Type of work</b>		
Construction workers	90	30.00
Dockers	53	17.70
Market laborer	16	5.38
Public transport station labor	51	16.92
Shopworkers	90	30.00
<b>Work experiences</b>		
< 5years	51	16.92
5-10years	104	34.62
> 10 years	145	48.46

The results of multiple linear regression analysis contained in Table 2 show that of the nine independent variables tested on the dependent variable Wages/Salaries, there are four independent variables that obtain a significance probability of less than 10% and/or 5%. The four independent variables are gender, background of elementary education and below, type of construction worker occupation, and type of occupation of terminal workers. Meanwhile, the five independent variables do not have a partially significant effect on the dependent variable Wages/Salaries.

of the nature of labor-intensive work, which requires more physical strength and attracts more men than women. In addition, female workers tend to require more interruptions in job (scheduling flexibility and breaks due to the demands of child rearing or caring for families) so women's work productivity tends to be lower than men's. Male workers also have high individual and collaborative abilities in computing and problem solving, especially in technology-based environments [6].

These results confirm the findings of previous studies and the occurrence of a common

phenomenon in the labor market in which male workers earn more than female workers [7–11]. Also, the wage difference between genders mostly occurs in the private sector [10], as confirmed herein given that the considered respondents were laborers/workers in the private sector and not the government sector.

#### B. Effect of Marital Status on Wages

Table 2 shows that marital status had no significant effect on wages. Generally, young workers who are married have greater motivation to make money than workers who still single or not yet married. This is because workers with families must support their families [8]. However, no significant difference was found herein between the wages of workers who were married and single/unmarried in contrast to some previous research findings revealing that married workers had a higher income than unmarried workers [5, 8, 12, 13]. Nonetheless, marital status did not affect the income of workers in both urban and rural China [14].

#### C. Effects of Formal Education Background on Wages

The salaries of workers with a primary education level were lower than workers with a senior secondary education level or above. However, no significant differences were found between the wages of junior secondary school graduates and those of senior secondary school graduates and above. These findings are in line with the theory of human resource development put forward by some experts, including Smith, Brown, and Juliet [15–17], and by the previously encountered relationship between education and annual income [18].

Human capital acquired through workers' knowledge would encourage labor productivity and, in turn, payment in the form of wages assumed to be equal to the value of marginal productivity [19]. However, the present results highlight that individual wage disparity according to educational level [20]. At a level of significance of 15% (social science permits levels of significance up to 20%), workers with junior secondary education had higher wages than workers with senior secondary education. Specifically, workers with a junior high school education earned monthly wages Rp 142,721 higher than workers with a senior high school education level. These results indicate a synergy between educational background and work experience. This means that the synergy between educational background and work experience is because those who graduate from junior high

school work first compared to those who graduate from high school with the same age assumption, then junior high school graduates are more experienced at work than SMA who just entered work.

#### D. Effect of Type of Work on Wages

The study also found that the wages of construction workers were lower than those of shopworkers and that the wages of station workers were higher than those of shopworkers. These results indicate that the types of jobs requiring specific skills have relatively high fees. The job types dependent on the quality of human resources can shed further light on the results of this study. Trained shopworkers have relatively better education and skills than construction workers, and so the income of the two differs significantly. Meanwhile, the wages of station workers were higher than those of shopworkers. The wages of dockers and traditional market workers did not differ significantly from that of the shopworkers. These results indicate that economic and other positions cannot be determinants of salary disparity unless there are differences in work experience and educational background.

#### E. Effect of Work Experience on Wages

Table 2 shows that work experience (10%) has no significant effect on wages. This means that the payment of wages is not based on the work experience of workers, although according to [21], if work experience is proxied by the age of the worker, the older the worker, the higher the income. However, workers aged 55 years and above will experience a decrease in income, so their income would be lower than workers aged 35–54 years. Even so, workers aged 35–54 years have higher salaries than workers aged 15–34 years. Similar results indicate that age is a proxy variable for work experience [15].

The results of this study were not in line with some of the findings of previous studies, which reveal that work experience has a positive effect on performance and tends to result in higher payouts [22]. However, a person who is highly committed to their work and organization will show a better record of attendance, work experience, and performance than their less productive peers. If their working period is proxied as their work experience, it will have an impact on improving employability, which then affects the productivity of labor. The results of this study are not in line with the research findings of [18] which states that the longer people work, the more productive these persons

are. The results of this study are also different from the results of other studies which show that work experience has a positive and significant effect on workers' wages, both male and female workers [23]–[25].

Theoretically, the correlation between work experience and wages has been widely studied by academics. Work experience will encourage increased income in the future [26]. This is in line with the human capital theory that work experience has a positive effect on annual income [16], [18]. Therefore, the results of this study can not be said to justify the human capital theory. The results of this study were not in line with previous research and existing theories indicate that the labor market in Makassar City had not considered the work experience as a proxy for the level of labor skills. Individual professionalism experience and competence are still ignored in the determination of remuneration to workers. The implication of this finding will have an impact on the emergence of labor apathy in developing careers, competencies, and skills because the labor market does not consider the quality of human resources. In addition, the results of this study also indicated a decrease in the added value received by service users as the excess between the wages paid and additional labor productivity (value marginal physical product of labor).

#### F. Analysis of Utilization of Labor Household Income

Household consumption is influenced by several factors, including disposable income or income that is ready to spend. Household consumption has a close relationship with disposable income. If the income that can be spent is increased, then consumption tends to increase as well. The functional relationship between the two variables is called the consumption function by Keynes [27]. In the functional equation, there is a minimum consumption limit that does not depend on the level of income, which is called autonomous consumption. The magnitude of the effect of income on consumption expenditure is called the marginal propensity to consume (MPC), which is the amount of additional consumption expenditure as a result of an increase in one additional unit of income.

Based on this survey data, it was found that the results of the estimation of the consumption function are as follows:

$$C = 145.020.976 + 0.622 Y_d$$

Note :

C = Consumption

$Y_d$  = Disposable income

The above equation means that for every improvement in household income of Rp 10,000, consumption expenditure will increase by Rp 622,000. The higher the number (here, 0.622) denoting marginal propensity to consume (MPC), the smaller the portion of income that can be saved. If savings are used for investment, then it can be said that the household is unable to conduct business activities so that capital accumulation does not occur; this is expected to encourage an increase in household income. Therefore, workers' households will remain poor and cannot escape the vicious cycle of poverty.

Further analysis revealed that the pattern of household consumption for workers in Makassar City was dominated by consumption expenditure to meet food needs, which on average equaled 65.51% of total expenditure. The higher the percentage of consumption expenditure for food needs, the poorer the household is indicated to be. The survey data from this study shows that 26.67% of labor households have a consumption expenditure for food needs that is above the average value. Meanwhile, for 10% of households, consumption expenditure for food is above 75% of total expenditure. This result shows that labor households in Makassar City are classified as poor households and it is predicted that they will still be poor one generation from now. Expenditures for non-food needs, such as for human resource development, are still very low. In fact, the average income of laborers' households in Makassar City is Rp 2,584,800 per month.

#### V. CONCLUSION

This study revealed that the determinants of labor wage disparities were gender, educational background, and type of work. These findings supported a number of previous studies that had established the existence of a long-standing wage disparity between male and female workers. The findings of this study also support the theory of human capital—specifically, that education is one of the main aspects of human capital and contributes greatly to the determining of wages and salaries. The study also revealed that work experience was not a consideration in determining workers' recompense. This, in turn, indicates that workers have no incentive to pursue career development or add to their competencies. Therefore, the government and labor associations should consider formulating regulations that encourage workers to develop their competencies and further their careers, so that workers' welfare can increase.

The implications of the results of this study should encourage the government, in its capacity as a regulator, to formulate policies relating to minimizing labor disparities. First, given that workers with a high educational background tend to get high payment, the government needs to expand the compulsory education program and improve the existing education system. In addition, job seekers should be given special training appropriate to each type of work. The government should then formulate specific regulations relating to female workers so that there is no gender discrimination in the labor market. However, this research must be interpreted with caution because it was only conducted on workers in Makassar City, who have different characteristics from workers in other regions.

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