

## Disparitas upah pekerja penyandang disabilitas = Wage disparity against workers with disabilities

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### Abstrak

Penelitian ini bertujuan untuk mempelajari disparitas/perbedaan upah antara pekerja penyandang disabilitas dan non-penyandang disabilitas dengan menggunakan metode dekomposisi Blinder-Oaxaca. Dari data Sakernas Agustus 2016, dekomposisi upah menghasilkan temuan pekerja laki-laki penyandang disabilitas menerima upah yang lebih besar dibandingkan non-penyandang disabilitas, sedangkan pada pekerja perempuan tidak terdapat perbedaan upah antar kelompok tersebut. Faktor tak-terjelaskan (unexplained) tidak mempunyai pengaruh yang nyata terhadap perbedaan upah pekerja laki-laki penyandang dan non-penyandang disabilitas. Faktor endowment berpengaruh signifikan terhadap perbedaan upah di mana karakteristik yang paling berpengaruh adalah karakteristik masa kerja dan pendidikan menengah.

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This research aims to study wage disparity/differentials between workers with disabilities and their counterparts using the Blinder-Oaxaca Decomposition Method. The decomposition results on the national labor force survey (Sakernas, August 2016) data found that male workers with disabilities received a significantly greater offer wages than their counterparts, and for female workers there is no difference in offer wages between them. The unexplained factors insignificantly contribute to wage differentials of male workers with disabilities and their counterparts. The endowment factors significantly contribute to wage differentials with larger part due to differences in job tenure and secondary education characteristics between male workers.