

## Analisis Pengaruh Upah Minimum Terhadap Transisi Pekerja Rentan di Sektor Formal = The Effect of the Minimum Wage on the Transition of Vulnerable Workers in the Formal Sector

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### Abstrak

Dampak kebijakan upah minimum terhadap ketenagakerjaan masih menjadi perdebatan. Upah minimum dapat meningkatkan pendapatan beberapa pekerja, tetapi juga dapat menyebabkan pekerja lain kehilangan pekerjaannya. Kenaikan upah minimum memiliki dampak yang berbeda untuk kelompok pekerja yang berbeda. Dampak kenaikan upah minimum akan lebih dirasakan oleh kelompok pekerja rentan, seperti pekerja perempuan, pekerja muda, dan pekerja berpendidikan rendah. Penelitian ini menggunakan data individu yang bersumber dari Sakernas Agustus tahun 2014– 2019 dan variabel makro yaitu UMR kabupaten/kota, PDRB, dan tingkat pengangguran. Dengan menggunakan metode regresi multinomial probit diperoleh hasil bahwa upah minimum berdampak negatif terhadap probabilitas transisi pekerja formal ke informal maupun pekerja formal menjadi tidak bekerja. Berdasarkan karakteristik individu, upah minimum lebih berdampak pada transisi pekerja usia muda dibandingkan pekerja usia produktif dan usia tua. Upah minimum juga lebih berdampak pada transisi pekerja berpendidikan rendah dibandingkan pekerja berpendidikan menengah dan tinggi. Sedangkan tidak ada perbedaan pengaruh upah minimum terhadap transisi pekerja formal antara laki-laki dan perempuan.

.....The impact of minimum wage policies on employment is still a matter of debate. The minimum wage can increase the income of some workers, but it can also cause other workers to lose their jobs. An increase in the minimum wage has different effects for different groups of workers. The impact of the minimum wage increase will be felt more by vulnerable groups of workers, such as female workers, young workers, and workers with low education. This study uses individual data sourced from Sakernas August 2014–2019 and macro variables, namely UMK, PDRB, and the unemployment rate. By using the multinomial probit regression method, it is found that the minimum wage has a negative impact on the transition probability of formal to informal workers and formal workers to not work. Based on individual characteristics, the minimum wage has more impact on the transition of young workers than productive and old workers. The minimum wage also has more impact on the transition of workers with low education compared to workers with secondary and higher education. Meanwhile, there is no difference in the effect of the minimum wage on the transition of formal workers between men and women