

## Vertical Mismatch & Kesenjangan Penghasilan Berdasarkan Status Disabilitas Pekerja Tahun 2021 = Vertical Mismatch & Earnings Gap by Worker Disability Status in 2021

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### Abstrak

Penelitian ini bertujuan untuk mengetahui kesenjangan penghasilan antarpekerja disabilitas dan pekerja nondisabilitas dengan menggunakan metode dekomposisi Blinder-Oaxaca. Metode ini membagi penyebab kesenjangan penghasilan berdasarkan status Disabilitas menjadi faktor endowment yang dijelaskan oleh variabel status vertical mismatch, pendidikan, usia, jenis kelamin, tempat tinggal, status kawin, status kepala rumah tangga, status kegiatan, tipe pekerjaan, lapangan pekerjaan, penggunaan teknologi digital, pengalaman kerja, keikutsertaan dalam pelatihan, dan faktor diskriminasi. Dari data Sakernas Agustus 2021, ditemukan bahwa kesenjangan penghasilan antarpekerja berdasarkan status disabilitas sebesar 17,91 persen poin. Kontribusi faktor diskriminasi lebih besar dibandingkan faktor endowment dalam menjelaskan kesenjangan penghasilan berdasarkan status disabilitas di Indonesia. Kontribusi faktor diskriminasi sebesar 7,41 persen poin (41,37 persen), sedangkan kontribusi faktor endowment sebesar 10,5 persen poin (58,63 persen).

.....This study aims to determine the earnings gap between disabled workers and non-disabled workers using the Blinder-Oaxaca decomposition method. This method divides the causes of the earnings gap based on disability status into endowment factors explained by the variables of vertical mismatch status, education, age, gender, place of residence, marital status, head of household status, activity status, type of work, employment, use of digital technology, work experience, participation in training, and discrimination factors. The August 2021 Sakernas data found that the income gap between workers based on disability status is 17.91 percentage points. The contribution of the discrimination factor is greater than the endowment factor in explaining the income gap based on disability status in Indonesia. The contribution of the discrimination factor was 7.41 percentage points (41.37 percent), while the contribution of the endowment factor was 10.5 percentage points (58.63 percent).