

## EXPECTED SALARY PEKERJA DOMESTIK MIGRAN DI HONG KONG

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### INTISARI

Pada tahun 2019, pekerja domestik migran jumlahnya terhitung hampir 10% dari total penduduk bekerja di Hong Kong dengan 43% di antaranya berasal dari Indonesia. Namun, lebih dari 50% pekerja domestik migran memiliki besaran gaji di bawah standar minimum yang ditetapkan oleh pemerintah Hong Kong. Jika ada kesempatan bagi pekerja untuk meminta gaji yang lebih tinggi, maka faktor yang mempengaruhi keputusan tersebut perlu untuk diteliti. Penelitian ini bertujuan untuk mengetahui karakteristik pekerja domestik migran Indonesia pada pasar tenaga kerja di Hong Kong yang memuat aspek kondisi sosio-demografi, *human capital*, dan lokasi geografis, serta meneliti hubungannya dengan *expected salary*.

Sumber data dalam penelitian ini adalah profil pekerja domestik migran Indonesia dari *website* Jolly Helper yang diekstrak dengan teknik *web-scraping*. Karakteristik pekerja dianalisis melalui uji statistik deskriptif termasuk *crosstabulation* menggunakan *software* Stata. Secara lebih jauh, hubungan asosiasi antara variabel independen dengan variabel dependen ordinal *expected salary* dianalisis dengan *Generalized Ordered Logit/Partial Proportional Odds Model*.

Hasil penelitian menunjukkan pekerja domestik migran Indonesia paling banyak memiliki *expected salary overpay* (38,25%), diikuti *normal pay* (31,22%), dan *underpay* (30,53%) yang kemudian bervariasi berdasarkan karakteristik pekerja. Hasil *Partial Proportional Odds Model* menunjukkan bahwa *skill* pekerjaan domestik dan karakteristik sosio-demografi meliputi jenis kelamin, usia, dan status bukanlah faktor yang secara signifikan mempengaruhi *expected salary*. Lama pengalaman kerja, kemampuan bahasa Inggris, pernah bekerja di Hong Kong, dan berlokasi di Hong Kong berpengaruh positif terhadap *expected salary*. Sedangkan tingkat pendidikan tinggi justru memberikan efek negatif.

**Kata kunci:** Pekerja domestik migran Indonesia, *expected salary*, *Partial Proportional Odds Model*, Hong Kong

## INDONESIAN MIGRANT DOMESTIC WORKER'S EXPECTED SALARY

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### ABSTRACT

Migrant domestic workers account for almost 10% of the total working population in Hong Kong with 43% of them coming from Indonesia in 2019. However, more than 50% of migrant domestic workers earn less than the minimum salary standard stipulated by the Hong Kong government. If there is an opportunity for workers to expect and ask for a higher salary to the employer, the factors that influence this decision need to be studied. This study aims to determine the characteristics of Indonesian migrant domestic workers in the labor market in Hong Kong which includes aspects of socio-demographic conditions, human capital, and geographic location, and examines their relationship with expected salary.

The data source in this study is the profile of Indonesian migrant domestic workers from the Jolly Helper website extracted by web-scraping techniques. Worker characteristics were analyzed through descriptive statistical tests including crosstabulation using Stata. Furthermore, the association between the independent variables and the ordinal dependent variable expected salary was analyzed with the Generalized Ordered Logit/Partial Proportional Odds Model.

The results showed that most Indonesian migrant domestic workers had expected salary overpay (38.25%), followed by normal pay (31.22%), and underpay (30.53%) which then varied based on worker characteristics. Partial Proportional Odds Model results show that domestic work skills and socio-demographic characteristics such as gender, age, and status are not factors that significantly affect expected salary. Years of experience, English proficiency, ever worked in Hong Kong, and being located in Hong Kong have a positive effect on expected salary. Meanwhile, a high level of education has a negative impact on it.

**Keyword:** Indonesian migrant domestic worker, expected salary, Partial Proportional Odds Model, Hong Kong