



## INTISARI

Paradoks ketenagakerjaan di Kabupaten Aceh Jaya, pengangguran relatif rendah tetapi kemiskinan tetap tinggi mengisyaratkan bahwa persoalan utama berada pada kualitas pendapatan kerja. Penelitian ini bertujuan mengidentifikasi determinan status upah rendah pada pekerja di Kabupaten Aceh Jaya menggunakan data Sakernas Agustus 2024. Upah rendah didefinisikan sebagai pendapatan bulanan di bawah 2/3 median upah, dengan ambang batas Rp1.333.333 per bulan, insiden upah rendah sebesar 32,80%. Analisis dilakukan menggunakan regresi logistik biner dengan variabel sektor usaha, status pekerjaan (formal/informal), jam kerja (setengah menganggur, <35 jam/minggu), tingkat pendidikan, pelatihan kerja, jenis kelamin, dan usia. Hasil menunjukkan bahwa setengah menganggur merupakan determinan paling dominan (OR = 4,806;  $p < 0,01$ ). Pekerja perempuan (OR = 3,042;  $p < 0,01$ ) dan pekerja informal (OR = 1,850;  $p = 0,006$ ) memiliki kecenderungan lebih tinggi menjadi pekerja berupah rendah. Sebaliknya, pelatihan kerja menurunkan peluang upah rendah (OR = 0,612;  $p < 0,05$ ). Variabel sektor usaha, pendidikan, dan usia tidak signifikan pada spesifikasi model. Temuan ini menegaskan pentingnya kebijakan peningkatan jam kerja penuh, perluasan kesempatan kerja formal, serta penguatan pelatihan berbasis kebutuhan pasar dan sensitif gender untuk menurunkan insiden upah rendah di Aceh Jaya

**Kata kunci:** Aceh Jaya, informalitas, jenis kelamin, pelatihan kerja, Sakernas, setengah menganggur, upah rendah.



## ABSTRACT

*The labour market in Aceh Jaya Regency exhibits a development paradox, open unemployment is relatively low while poverty remains high, suggesting that the core problem lies in job quality and earnings rather than job quantity. This study aims to identify the determinants of low-pay status among workers in Aceh Jaya using microdata from the August 2024 Sakernas. Low pay is defined using a relative threshold, namely monthly earnings below two-thirds of the median wage, with a cut-off of IDR 1,333,333 per month, the incidence of low pay is 32.80%. A binary logistic regression is estimated with sector of activity, employment status (formal/informal), working hours (underemployment <35 hours per week), educational attainment, job training, gender, and age as covariates. The results indicate that underemployment is the most dominant determinant (OR = 4.806;  $p < 0.01$ ). Female workers (OR = 3.042;  $p < 0.01$ ) and informal workers (OR = 1.850;  $p = 0.006$ ) face significantly higher odds of being low paid. Conversely, job training reduces the likelihood of low pay (OR = 0.612;  $p < 0.05$ ). Sector, education, and age are not statistically significant in the specified model. These findings highlight the need to prioritize full-time work opportunities, formal job creation, and market-relevant training with gender-sensitive interventions to reduce low-pay incidence in Aceh Jaya.*

**Keywords:** *Aceh Jaya, gender, informality, job training, low pay, Sakernas, underemployment.*