

ABSTRACT

This study aims to analyze the gender wage gap in the labor market of Central Java, considering various factors such as gender, education, age, work experience, and marital status. The data used in this research is sourced from the 2022 National Labor Force Survey (SAKERNAS) for Central Java Province. And analyzed using the *Ordinary Least Squares* (OLS) method and the Blinder-Oaxaca Decomposition. The findings indicate a wage gap of 39,18% between male and female workers, where the majority of this gap cannot be explained by observable characteristics such as working hours or education but rather by unobservable factors such as gender discrimination. Additionally, the study reveals that married men earn higher wages, while married women experience a decline in wages. Education and training have a positive effect on wage increases for both genders, although women's wages remain lower overall.

Keywords: wage gap, labor market, Blinder-Oaxaca, SAKERNAS