



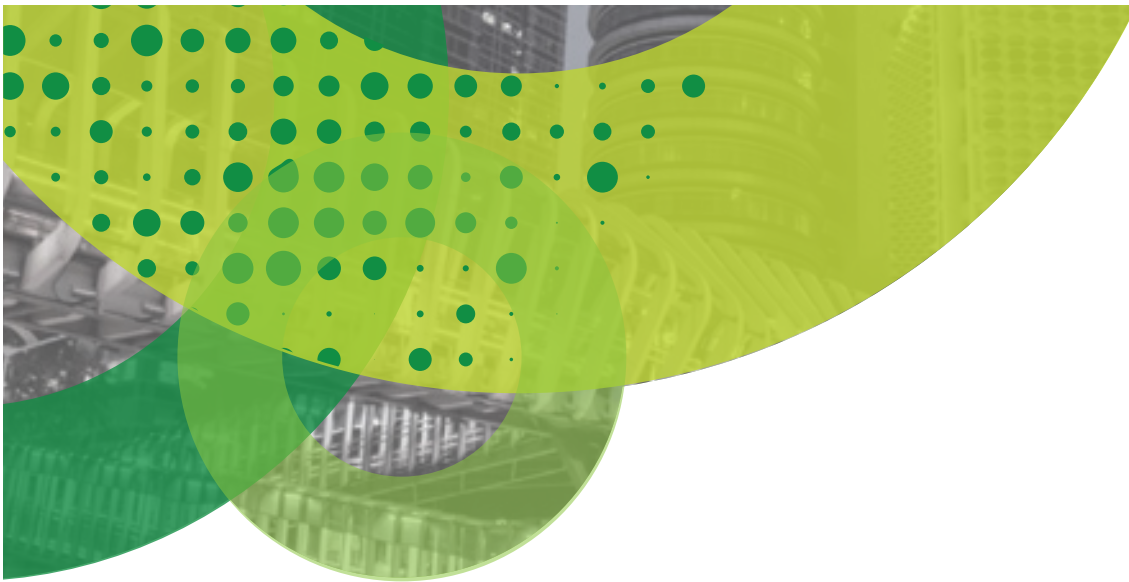
# OFFICIAL STATISTICS NEWS

No.77/11/Th. XXVI, 6 November 2023



## Labour Situation in Indonesia August 2023

- Unemployment rate was 5.32 percent
- Average labour wage was 3.18 million rupiahs per month



## A. Labour Situation

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- According to the result of National Labour Force Survey (Sakernas), total labour force in August 2023 was 147.71 million people, representing an increase of 3.99 million people compared to August 2022. Similarly, the labour force participation rate also increased by 0.85 percentage points from August 2022.
- Compared to August 2022, the number of employed people in August 2023 rose by 4.55 million people, to 139.85 million people. Regarding the type of industry, Accommodation and Food Service Activities experienced the largest increase in the number of workers (1.18 million people).
- As many as 57.18 million people (40.89 percent) in August 2023 were absorbed in the formal activities, representing an increase of 0.20 percentage points compared to August 2022.
- Underemployment rate in August 2023 increased by 0.36 percentage points, while voluntary part-time employment rate decreased by 0.82 percentage compared to August 2022.
- Number of commuter workers in August 2023 was 7.38 million people, representing a decrease of approximately 0.69 million people compared to August 2022.
- The unemployment rate in August 2023 stood at 5.32 percent, a decrease by 0.54 percentage points from August 2022.

## 1. Working-Age Population and Labour Force

The working-age population include all people who are 15 years of age or older and increase in size as the overall population grows. The working-age population was recorded at 212.59 million people in August 2023, an increase of 3.17 million people compared to August 2022. The majority of working-age population, approximately 147.71 million people, were in the labour force, while 64.88 million people were not in the labour force.

The labour force in August 2023 consisted of 139.85 million employed people and 7.86 million unemployed people. As compared to August 2022, total number of labour force and employed people rose by 3.99 million people and 4.55 people, respectively, while the unemployed went down by 0.56 million people.

Like the working-age population, the labour participation rate also experienced an increase from August 2022. The labour force participation rate in August 2023 was 69.48 percent, 0.85 percentage points higher than that in August 2022. The labour force participation is defined as the proportion of number of labour force to total number of working-age population. It also indicates the percentage of working-age population who is economically active in the labour market in the particular area.

Furthermore, the male labour force participation rate was 84.26 percent, higher than female (54.52 percent). Compared to August 2022, male and female labour force participation rate increased by 0.39 percentage points and 1.11 percentage points, respectively.

**Table 1 Working-Age Population and Labour Force, August 2021–August 2023**

Labour Force Situation	August 2021	August 2022	August 2023	Changes Aug 2021–Aug 2022		Changes Aug 2022–Aug 2023	
	million people	million people	million people	million people	percent	million people	percent
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Working-Age Population	206.71	209.42	212.59	2.71	1.31	3.17	1.51
Labour Force	140.15	143.72	147.71	3.57	2.55	3.99	2.77
- Employed	131.05	135.30	139.85	4.25	3.24	4.55	3.37
- Unemployed	9.10	8.42	7.86	-0.68	-7.43	-0.56	-6.77
Not in Labour Force	66.56	65.70	64.88	-0.86	-1.29	-0.82	-1.24
	percent	percent	percent	percentage points		percentage points	
Labour Force Participation Rate	67.80	68.63	69.48	0.83		0.85	
- Male	82.27	83.87	84.26	1.60		0.39	
- Female	53.34	53.41	54.52	0.07		1.11	

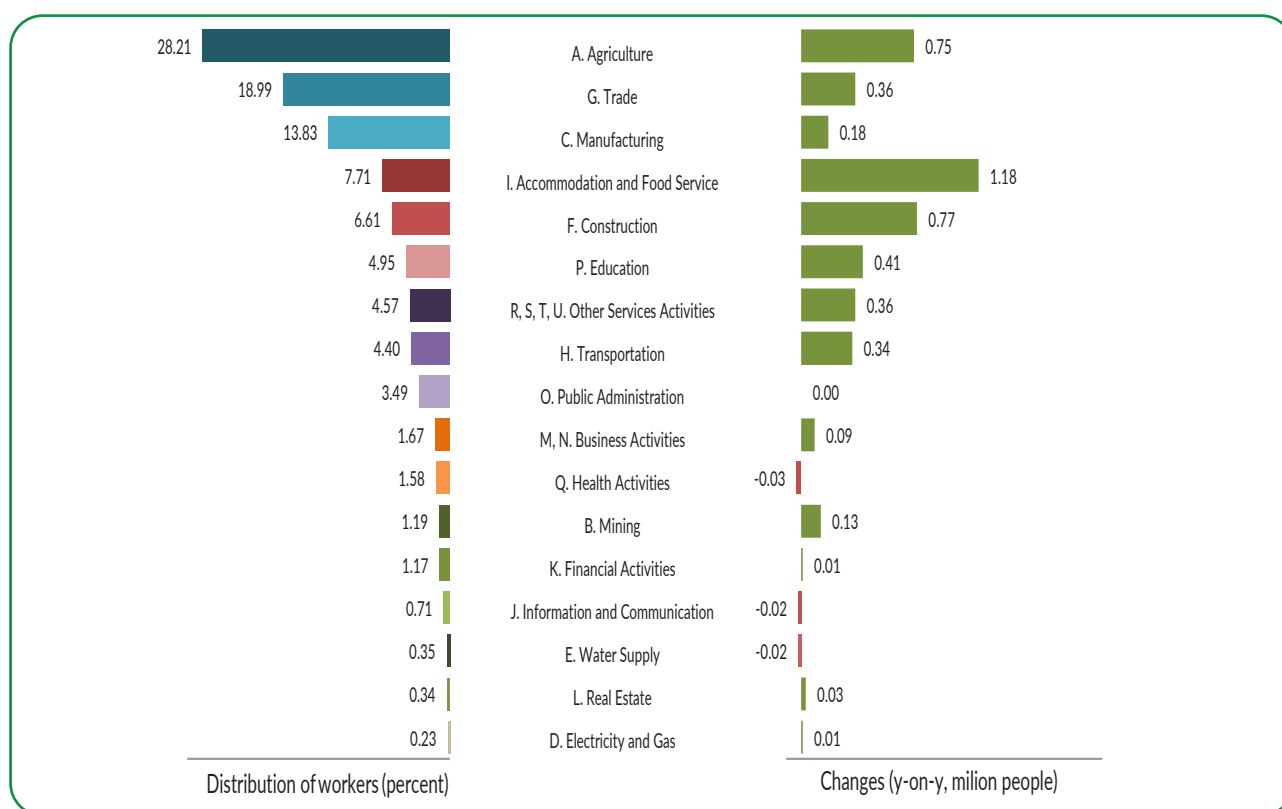
## 2. Characteristics of Employed People

Working is defined as any activity performed by a person for at least one hour a week to earn money or to assist others in earning income or obtaining profit. It is imperative to observe the composition of the labour according to its characteristics to figure out the structure of the labour. The employed people will be presented based on such characteristics as industry, employment status, education attained, hours worked, and commuting activities.

### 2.1. Employed People by Industry

The composition of employed people by industry describes labour structure in the labour market. According to the August 2023 Sakernas data, the top three industries that absorbed more workers were Agriculture, Forestry, and Fishing (28.21 percent); Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles (18.99 percent); and Manufacturing (13.83 percent). The pattern in August 2023 was similar to that in August 2022 (see Appendix 1).

Compared to August 2022, three industries experiencing the highest increase were Accommodation and Food Service Activities (1.18 million people); Construction (0.77 million people); and Agriculture, Forestry, and Fishing (0.75 million people). Meanwhile, some industries experienced a slight decrease in the number of workers. These include Human Health and Social Work Activities (0.03 million people); Information and Communication (0.02 million people); and Water Supply, Sewerage, Waste Management, and Remediation Activities (0.02 million people).



**Figure 1** The Distribution and The Change in Number of Employed People by Industry, August 2023

## 2.2. Employed People by Employment Status

In August 2023, most of working people were employee (37,68 percent), while the lowest percentage was employer assisted by permanent and paid workers (3.21 percent). Compared to August 2022, own-account worker, employer assisted by permanent and paid workers, and employee went up by 0.99 percentage points, 0.17 percentage points, and 0.02 percentage points, respectively. On the contrary, other employment statuses declined, particularly employer assisted by temporary/unpaid worker that fell by 0.47 percentage points (see Appendix 1).

Based on employment status, the activity of working people can be classified into formal and informal. People engaged in formal activities comprise of employers who are assisted by permanent and paid workers and employees, while the rest are classified into informal activities (own-account workers, employers who are assisted by temporary/unpaid workers, casual workers, and unpaid/contributing family workers).

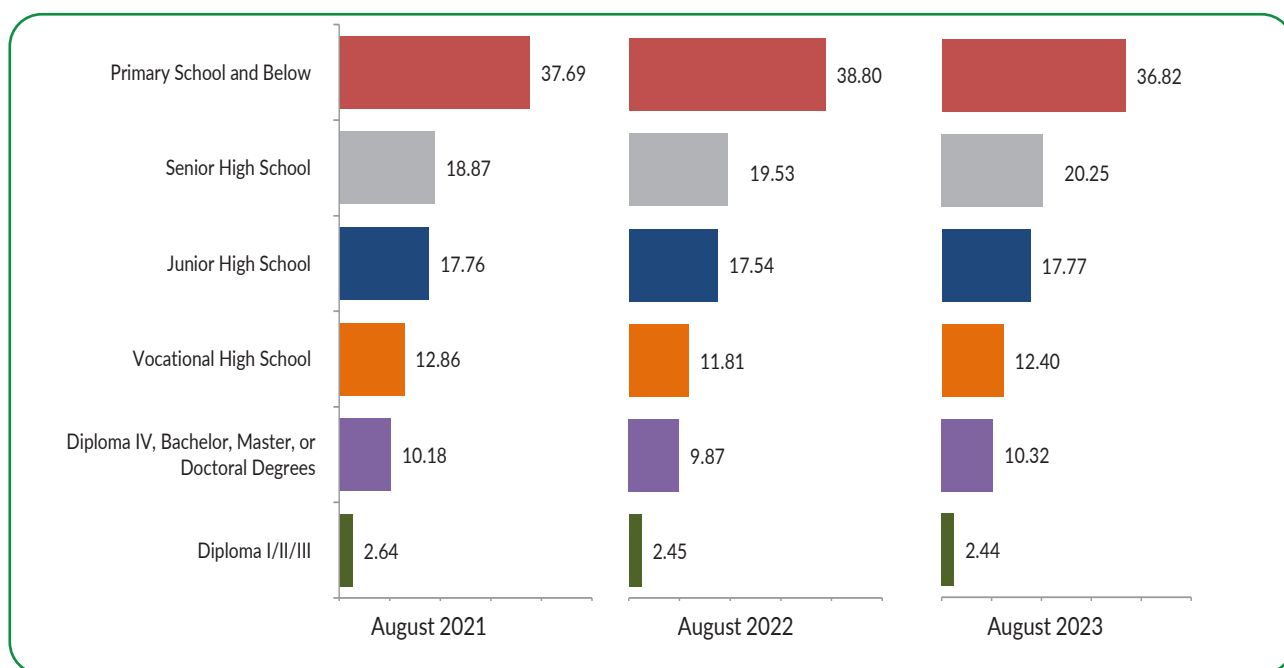
In August 2023, as many as 82.67 million people (59.11 percent) were engaged in informal activities, while 57.18 million people were engaged in formal activities (40.89 percent). The percentage of employed people engaged in formal activities has increased by 0.20 percentage points since August 2022 (see Appendix 1).



**Figure 2 The Percentage of Employed People by Employment Status and Formal/ Informal Activities, August 2021–August 2023**

### 2.3. Employed People by Educational Attainment

The educational attainment level may indicate the quality and expected productivity of labour force. In August 2023, the majority of employed people were Primary School and Below graduates, which was 36.82 percent of total workers. Meanwhile, 12.76 percent of employed people completed higher level of education, either Diploma I/II/III and Diploma IV, Bachelor, Master, or Doctoral degrees. The distribution of employed people by educational attainment in August 2023 had similar pattern to that of in August 2022.

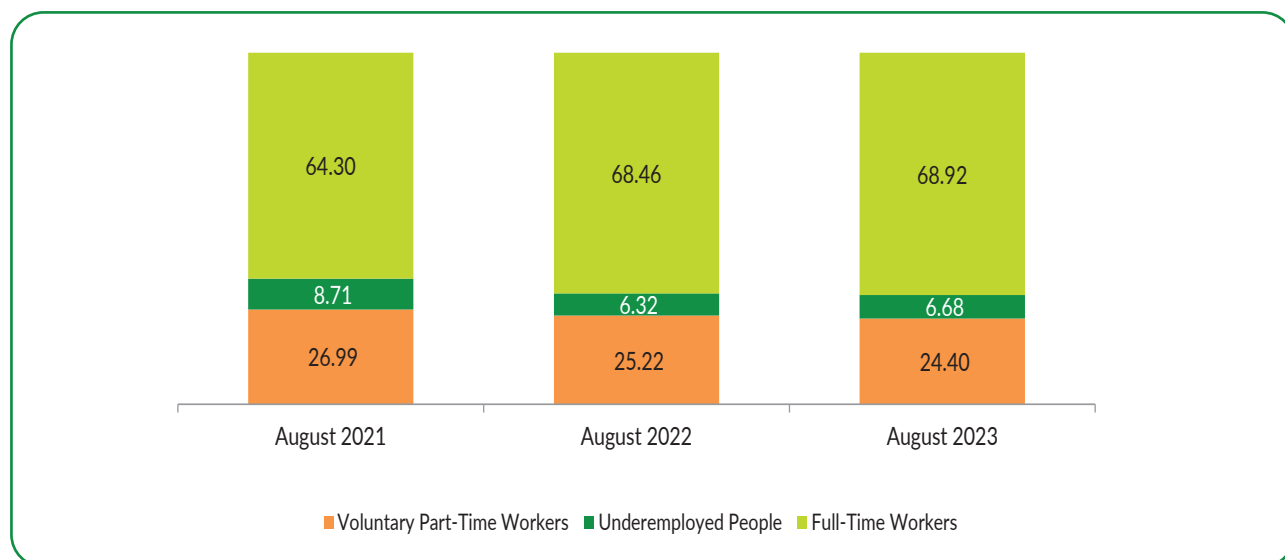


**Figure 3 The Percentage of Employed People by Educational Attainment, August 2021–August 2023**

Compared to August 2022, the percentage of employed people attained the Primary School and below and Diploma I/II/III declined by 1.98 percentage points and 0.01 percentage points, respectively. Meanwhile, the percentage of workers who graduated from Junior High School, Senior High School, Vocational High School and Diploma IV, Bachelor, Master, or Doctoral Degrees rose, with the highest increase by 0.72 percentage points in Senior High School (see Appendix 1).

## 2.4. Employed People by Hours Worked

In August 2023, about 68.92 percent of employed people worked full-time (35 hours or more hours worked per week), while 31,08 percent worked part-time (less than 35 hours worked per week). The latter group is then divided into underemployed and voluntary part-time workers. These categories declined by 0.46 percentage points from August 2022 (see Appendix 1).



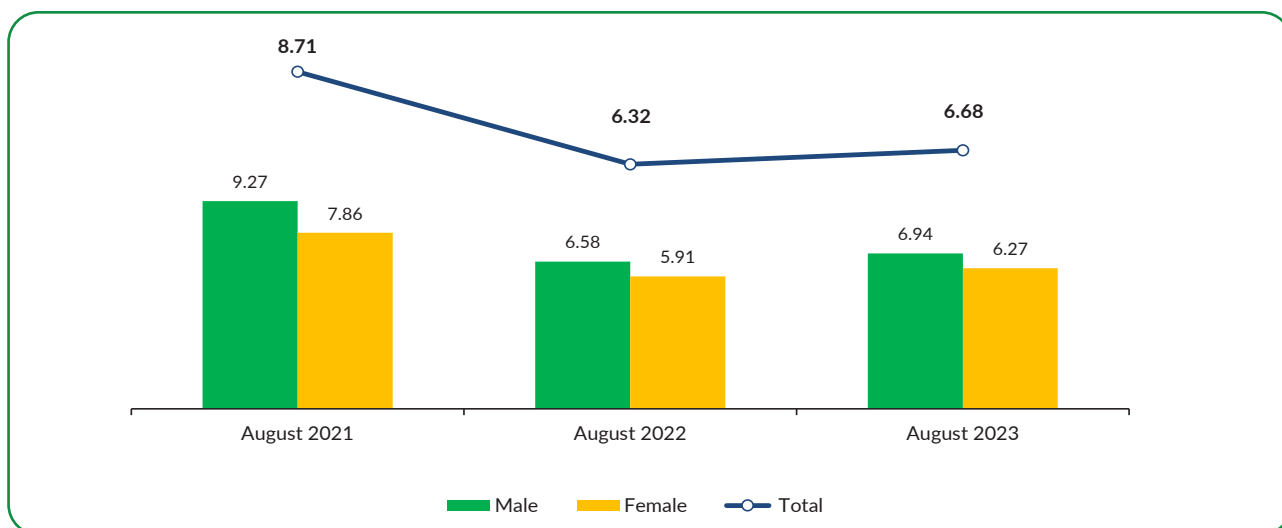
**Figure 4** The Percentage of Employed People by Hours Worked, August 2021–August 2023

### 2.4.1. Underemployment by Sex

Underemployed people are those who work less than 35 hours per week and are still seeking a job or willing to accept another job. In August 2023, the underemployment rate was 6.68 percent. It indicates that about seven persons out of every 100 employed people were underemployed. Since August 2022, the underemployment rate has increased by 0.36 percentage points (see Appendix 1).

In August 2023, male underemployment rate was 6.94 percent, while female was 6.27 percent. Both male and female underemployment rates went up by 0.36 percentage points compared to August 2022.



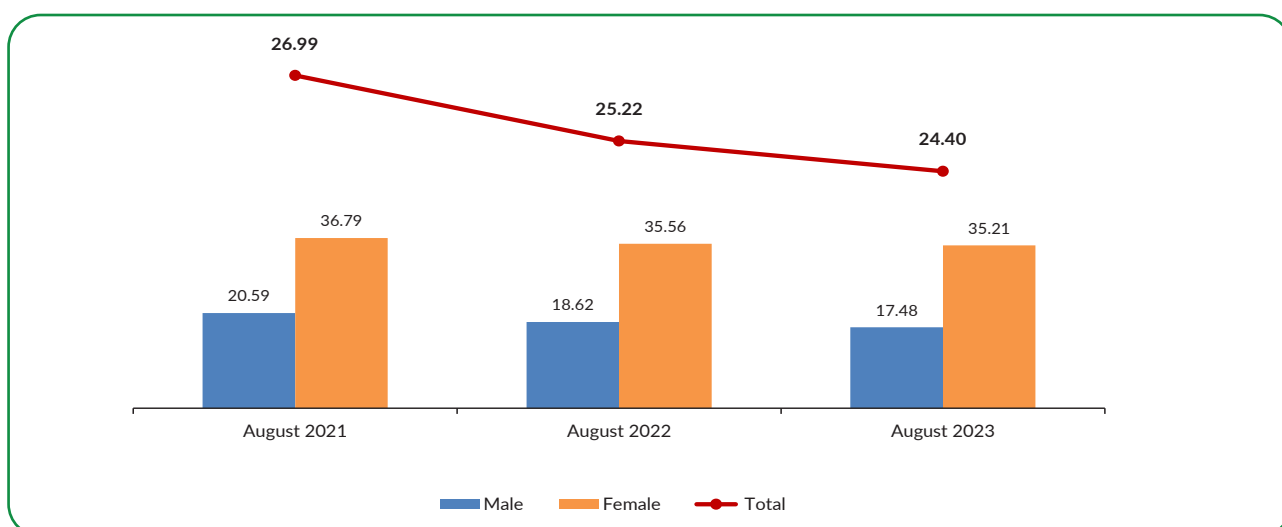


**Figure 5** Trend of Underemployment Rate by Sex (percent), August 2021–August 2023

#### 2.4.2. Voluntary Part-Time Workers by Sex

Voluntary part-time workers are individuals who work less than 35 hours per week and are not seeking for a job or unwilling to accept another job. In August 2023, the rate of voluntary part-time workers was 24.40 percent, which means that approximately 24 people out of every 100 employed people voluntary part-timers. The rate has been reduced by 0.82 percentage points since August 2022 (see Appendix 1).

In August 2023, the rate of female voluntary part-time worker (35.21 percent) was greater than that of male (17.48 percent). Compared to August 2022, male and female voluntary part-time worker rates went down by 1.14 percentage points and 0.35 percentage points, respectively.

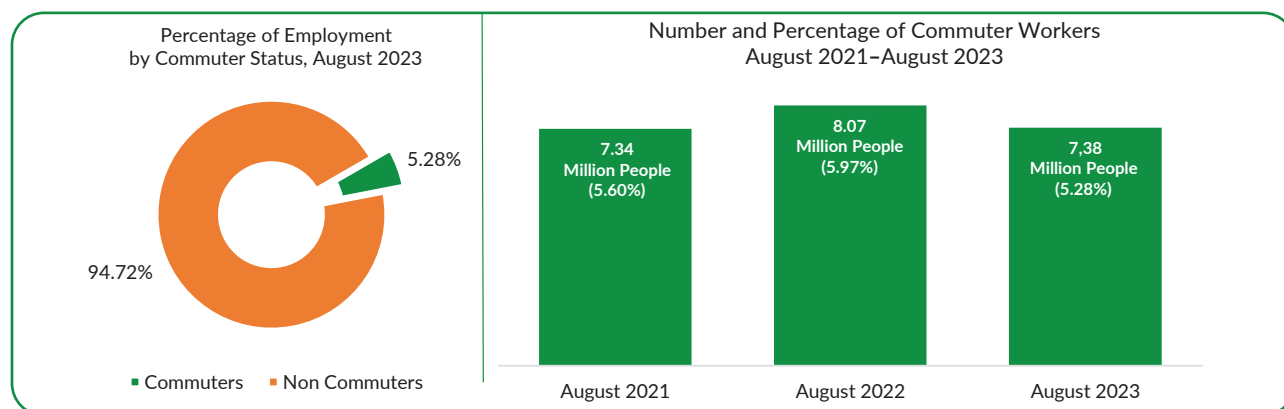


**Figure 6** Trend of Voluntary Part-time Workers Rate by Sex (percent), August 2021–August 2023



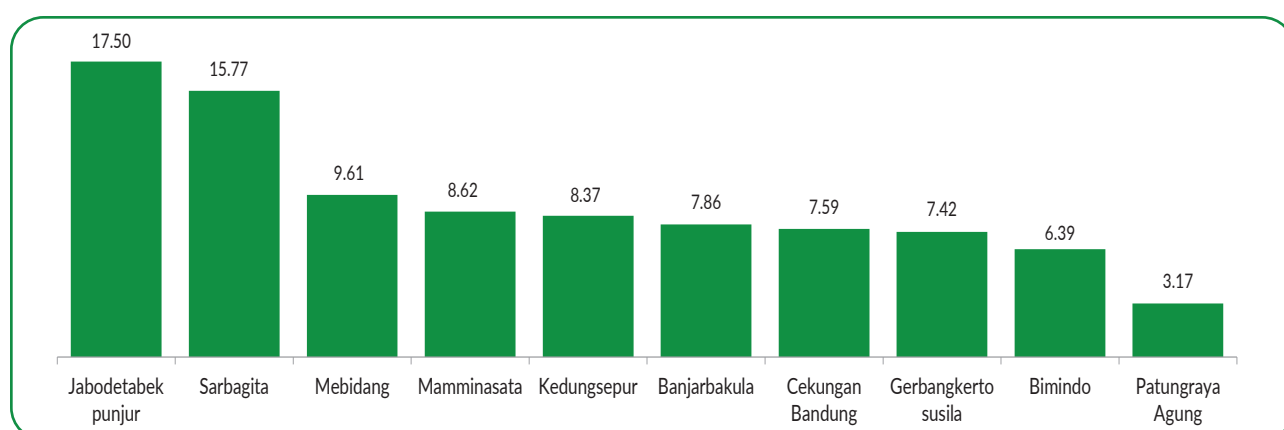
## 2.5. Employed People as Commuters

Residents, who carry out their work activities from outside the regency/city they live and routinely depart and return to their residence on the same day, are defined as commuter workers. The number of commuter workers in August 2023 reached 7.38 million people, or about 5.28 percent of total employed people. There was a decrease in commuting workers of 0.69 percentage points compared to August 2022 and 0.32 percentage points compared to August 2021.



**Figure 7** Employed People and Commuter Workers, August 2021–August 2023

The phenomenon of commuter workers usually occurs in metropolitan areas. Based on the Strategic Plan 2020–2024 of the Regional Infrastructure Development Agency (BPIW) of the Ministry of Public Works and Housing (PUPR), there are ten Metropolitan Areas to be developed in Indonesia, namely Mebidang, Patungraya Agung, Jabodetabekpunjur, Cekungan Bandung, Gerbangkertosusila, Kedungsepur, Sarbagita, Banjarbakula, Bimindo, and Mamminasata. The highest proportion of commuter workers to total employed people in August 2023 was in the Jabodetabekpunjur metropolitan area, about 17.50 percent.



Note: Mebidang (Medan, Binjai, and Deli Serdang); Patungraya Agung (Palembang, Betung, Indralaya, and Kayu Agung); Jabodetabekpunjur (Jakarta, Bogor, Depok, Tangerang, Bekasi, Puncak, and Cianjur); Cekungan Bandung (Bandung, Sumedang, Bandung Barat, and Cimahi); Kedungsepur (Kendal, Demak, Ungaran, Salatiga, Semarang, and Purwodadi); Gerbangkertosusila (Gresik, Bangkalan, Mojokerto, Surabaya, Sidoarjo, and Lamongan); Sarbagita (Denpasar, Badung, Gianyar, and Tabanan); Banjarbakula (Banjarmasin, Barito Kuala, and Tanah Laut); Bimindo (Bitung, Minahasa, and Manado); Mamminasata (Makassar, Maros, Sungguminasa, and Takalar)

**Figure 8** The Percentage of Commuter Workers by Metropolitan Area, August 2023

In August 2023, commuter workers were dominated by male at 70.54 percent. There was an increase of 0.33 percentage points in male commuter compared to August 2022. Based on educational attainment, the percentage of commuter workers who graduated from senior high school, vocational high school, and Diploma IV, Bachelor, Master, or Doctoral Degrees was more than 20 percent. There was an increase of 0.96 percentage points in commuter workers which graduated from Diploma IV, Bachelor, Master, or Doctoral Degrees. According to the type of formal/informal activity, commuter workers were dominated by those who worked in the formal activities (83.91 percent). There was a decrease of 2.49 percentage points for commuter workers who worked in the formal activities compared to August 2022. To travel from/to their workplace, most of commuter workers used private/company transportation (91.58 percent). Percentage of commuter workers using public transportation increased by 0.97 percentage points compared to August 2022.

**Table 2 Characteristics of Commuter Workers, August 2021–August 2023**

Characteristics	August 2021	August 2022	August 2023	Changes Aug 2021–Aug 2022	Changes Aug 2022–Aug 2023
	percent	percent	percent	percentage points	percentage points
(1)	(2)	(3)	(4)	(5)	(6)
<b>Commuter workers by Sex</b>					
- Male	70.34	70.21	70.54	-0.13	0.33
- Female	29.66	29.79	29.46	0.13	-0.33
<b>Commuter workers by Educational Attainment</b>					
- Primary School and Below	13.41	11.38	10.94	-2.03	-0.44
- Junior High School	12.14	11.94	11.07	-0.20	-0.87
- Senior High School	21.69	23.07	23.20	1.38	0.13
- Vocational High School	23.23	22.28	22.69	-0.95	0.41
- Diploma I/II/III	6.60	6.22	6.03	-0.38	-0.19
- Diploma IV, Bachelor, Master, or Doctoral Degrees	22.93	25.11	26.07	2.18	0.96
<b>Commuter workers by Formal/Informal Activities</b>					
- Formal	83.70	86.40	83.91	2.70	-2.49
- Informal	16.30	13.60	16.09	-2.70	2.49
<b>Commuter workers by Modes of Transportation Used</b>					
- Private/Company Transportation	90.21	92.96	91.58	2.75	-1.38
- Public Transportation	8.41	6.30	7.27	-2.11	0.97
- Others <sup>1</sup>	1.38	0.74	1.15	-0.64	0.41

Note: <sup>1</sup>Includes online transportation and on foot/not take any kind of transportation

### 3. Characteristics of Unemployed People

The unemployment rate is an indicator to measure people who are not absorbed in the labour market and to portray underutilisation of the labour supply. According to the Sakernas data, the unemployment rate in August 2023 was 5.32 percent. It indicates that 5 out of 100 labour forces were unemployed. The unemployment rate fell by 0.54 percentage points in August 2023 compared to the same month in the previous year.

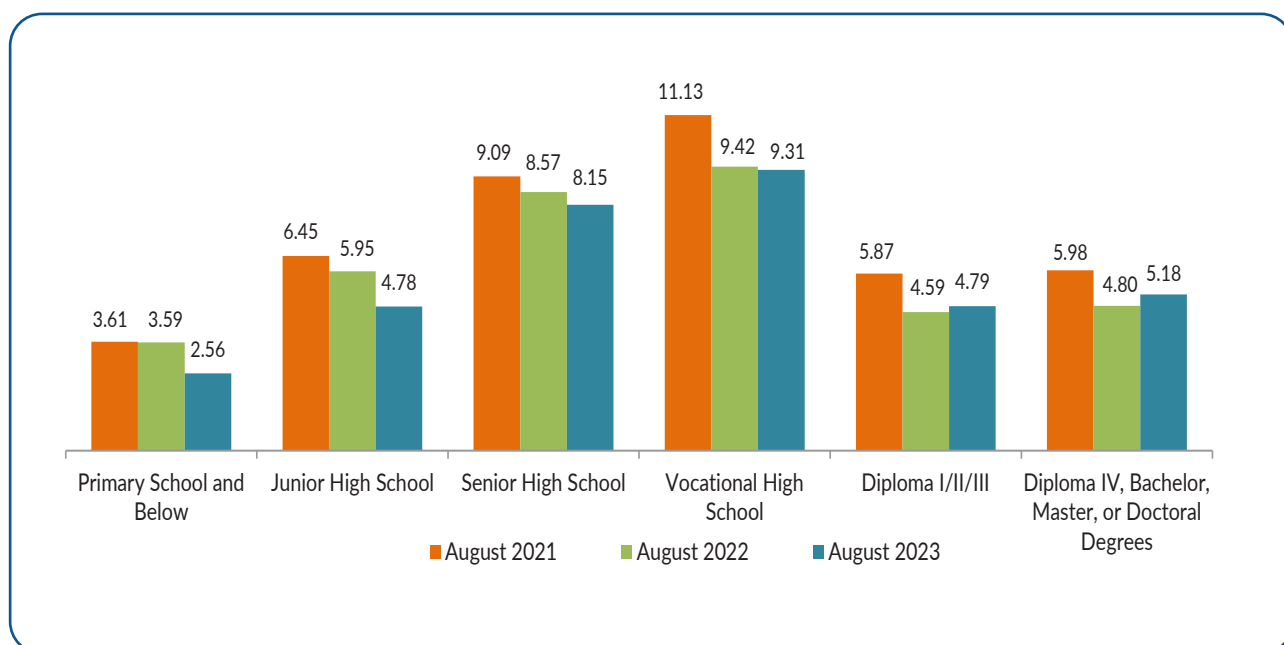
**Table 3** Characteristic of Unemployed People, August 2021–August 2023

Characteristic	August 2021	August 2022	August 2023	Changes Aug 2021–Aug 2022	Changes Aug 2022–Aug 2023
	percent	percent	percent	percentage points	percentage points
(1)	(2)	(3)	(4)	(5)	(6)
Unemployment Rate	6.49	5.86	5.32	-0.63	-0.54
Unemployment Rate by Sex					
- Male	6.74	5.93	5.42	-0.81	-0.51
- Female	6.11	5.75	5.15	-0.36	-0.60
Unemployment Rate by Residence Area					
- Urban	8.32	7.74	6.40	-0.58	-1.34
- Rural	4.17	3.43	3.88	-0.74	0.45
Unemployment Rate by Age-Group					
- 15-24	19.55	20.63	19.40	1.08	-1.23
- 25-59	4.44	3.36	3.07	-1.08	-0.29
- 60 and Over	2.73	2.85	1.28	0.12	-1.57

In August 2023, the unemployment rate of male (5.42 percent) was higher than that of female (5.15 percent). Both male and female unemployment rate decreased by 0.51 percentage points and 0.60 percentage points, respectively, from August 2022.

Meanwhile, the unemployment rate in urban area was higher (6.40 percent) than that in rural area (3.88 percent). Compared to August 2022, the unemployment rate in urban area decreased by 1.34 percentage points, whereas in rural area increased by 0.45 percentage points.

The unemployment rate of young age group (aged 15–24) was the highest among other groups in August 2023, at 19.40 percent. Meanwhile, the elderly population (aged 60 and above) had the lowest rate, at 1.28 percent. This pattern was resembled by that in August 2022 and August 2021 (see Table 3). The unemployment rate at all age-group experienced a decrease, with the highest decline of 1.57 percentage points being at group aged 60 and over during the period of August 2022–August 2023.



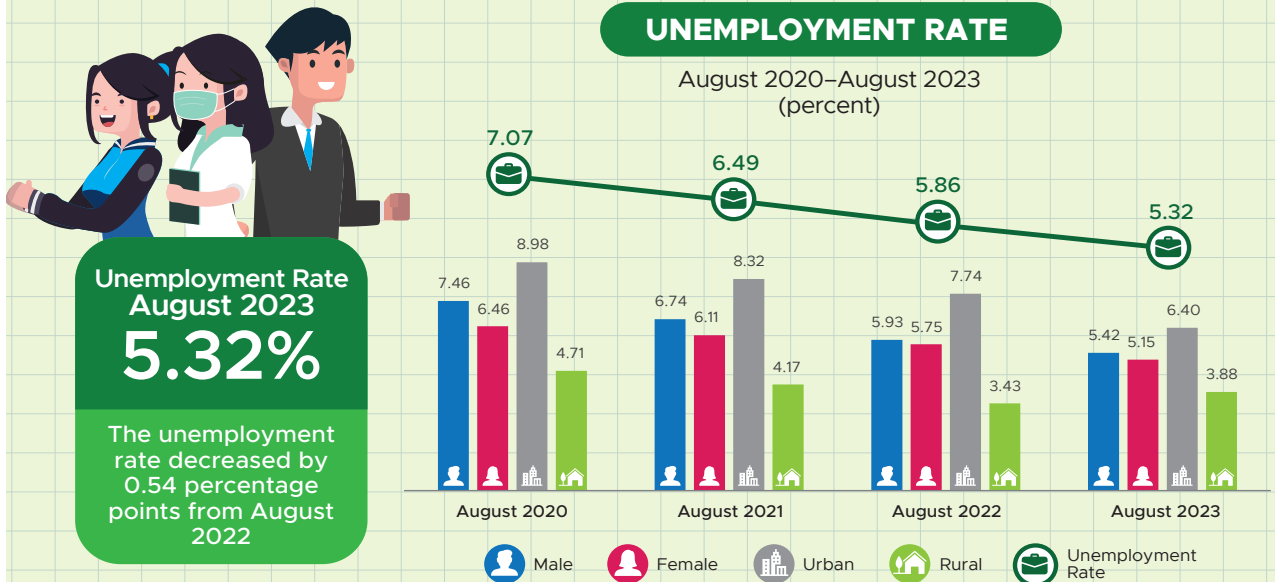
**Figure 9 Unemployment Rate by Educational Attainment (percent), August 2021–August 2023**

The pattern of unemployment rate by educational attainment in August 2022 and in August 2023 was similar. In August 2023, the unemployment rate among Vocational High School graduates was 9.31 percent, the highest among all levels of education attained, while the lowest level of unemployment (2.56 percent) was recorded among those with Primary School and Below.

Compared to August 2022, a decline in unemployment rate occurred at almost all levels of education attainment, with the highest decrease of 1.17 percentage points being recorded among those with Junior High School. Meanwhile, the unemployment rate among those with Diploma I/II/III and those with Diploma IV, Bachelor, Master, or Doctoral Degrees went up by 0.20 percentage points and 0.38 percentage points, respectively (see Appendix 1).

# LABOUR SITUATION IN INDONESIA AUGUST 2023

Official Statistics News No.77/11/Th. XXVI, 6 November 2023



## EMPLOYED PEOPLE BY HOURS WORKED

The percentage of full-time workers steadily increased

**Full-Time Workers<sup>1</sup>**  
(≥35 hours worked)  
**96.39** million people  
(68.92%)

**Part-Time Workers<sup>2</sup>**  
(1–34 hours worked)  
**43.46** million people  
(31.08%)

63.85% 64.30% 68.46% 68.92% Full-Time Workers

### Part-Time Workers

10.19% 8.71% 6.32% 6.68% Underemployed People

25.96% 26.99% 25.22% 24.40% Voluntary Part-Time Workers

August 2020 August 2021 August 2022 August 2023

Note: <sup>1</sup> Includes temporarily not working

<sup>2</sup> Part-time workers is divided into underemployed and voluntary part-time workers



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Figure 10 The Infographic of Labour Situation in Indonesia, August 2023

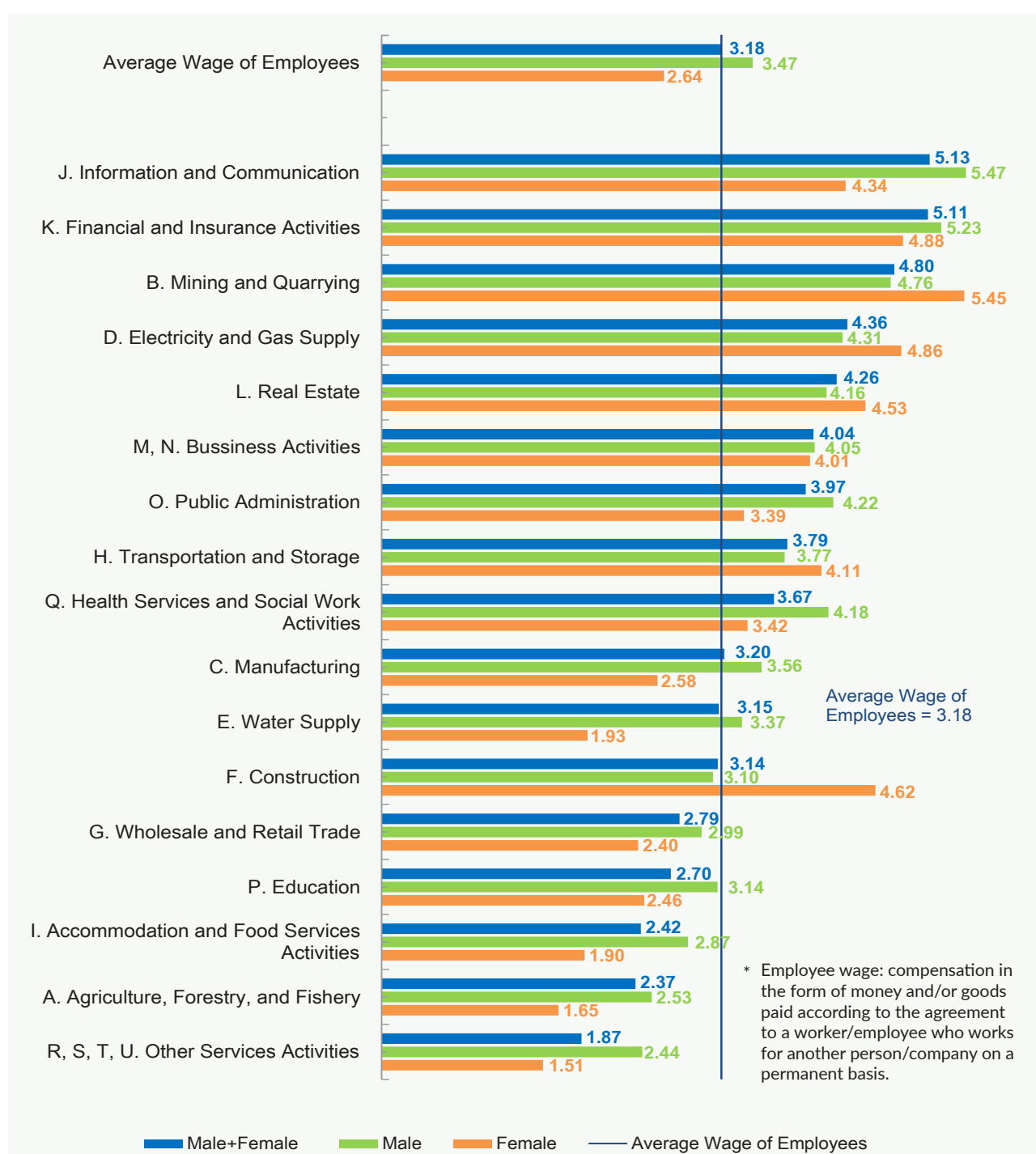
## B. Average Wage of Employees

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- The average monthly wage of employees in August 2023 was 3.18 million rupiahs.
- The average wage of employees from August 2022 to August 2023 increased by 3.50 percent from 3.07 to 3.18 million rupiahs.
- The average monthly wage of male employees was 3.47 million rupiahs and female employees earned 2.64 million rupiahs.
- The top average monthly wage was 5.13 million rupiahs received by employees in The Information and Communication category. Meanwhile, the lowest wage earners was in the Other Services activities at 1.87 million rupiahs.
- There were 10 out of 17 main industry categories where each of its average monthly wage was higher than the national average wage.
- The average monthly wage of employees who graduated from university was 4.78 million rupiahs. Elsewhere, those who only graduated elementary school or less got 2.03 million rupiahs.
- Based on the age group of employees, those aged 50–54 earned the highest average monthly wage of employees, as much as 3.91 million rupiahs. The lowest monthly wage are 1.83 million rupiahs received by employees aged 15–19.

## 1. Average Wage of Employees by Main Industry and Sex

The average wage/salary of laborers/employees a month ago, hereafter referred to as labor wage, based on National Labour Force Survey (Sakernas) in August 2023, was 3.18 million rupiahs. The male and female employees earned 3.47 and 2.64 million rupiahs respectively. Employees in The Information and Communication category received the highest wage at 5.13 million rupiahs. The employees in the Other Services activities received the lowest average monthly wage as much as 1.87 million rupiahs monthly.



**Figure 11** Average Wage of Employees by Main Industry and Sex (million rupiahs), August 2023



Employees in 10 out of 17 main industry categories received higher wage than the national average. The wage of employees in each of the following categories in descending orders was: Information and Communication 5.13 million rupiahs; Financial and Insurance Activities 5.11 million rupiahs; Mining and Quarrying 4.80 million rupiahs; Electricity, Gas, Steam and Air Conditioning Supply 4.36 million rupiahs; Real Estate 4.26 million rupiahs; Professional Activities and Administrative and Support Activities 4.04 million rupiahs; Public Administration, Defence and Compulsory Social Security 3.97 million rupiahs; Transportation and Storage 3.79 million rupiahs; Human Health and Social Work Activities 3.67 million rupiahs; and Manufacturing 3.20 million rupiahs. Meanwhile, the employees working in seven other main industry categories earned wage below the national average wage, as seen in Figure 11.

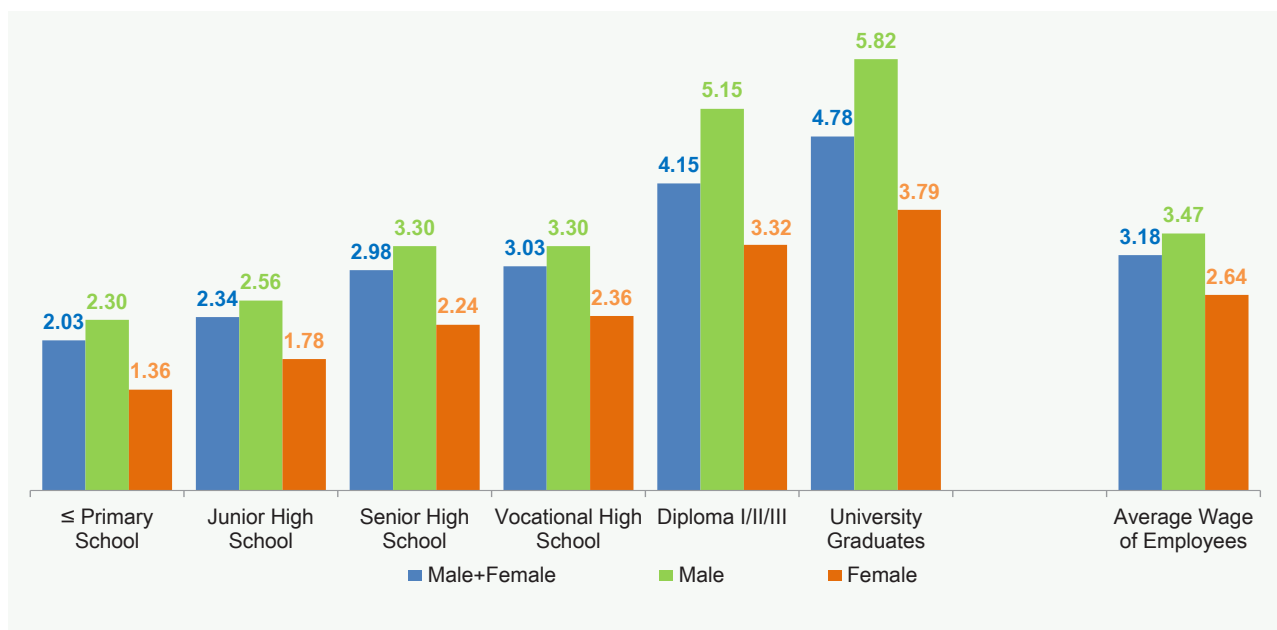
The wage gap was also visible by sex and major industries. The top wage of male employees occurred in the Information and Communication category at 5.47 million rupiahs. Female employees in The Mining and Quarrying category earned the highest at 5.45 million rupiahs. The lowest wage for male and female employees are in the Other Services activities, which is 2.44 million rupiahs and 1.51 million rupiahs respectively.

Generally, male employees earned higher wage than female employees. However, there were five categories of major industries where female employees earned higher wage than male employees. Those female employees worked in Mining and Quarrying; Electricity, Gas, Steam and Air Conditioning Supply; Real Estate; Transportation and Storage; and Construction category.

## 2. Average Wage of Employees by Education Attainment and Sex

The result of August 2023 Sakernas shows that the higher the level of education completed, the higher the wage earned. The employees with university education degree received 4.78 million rupiahs on average, while employees with elementary school education and below earned 2.03 million rupiahs. It also implied that employees with a university education received 2.4 times higher wage than those who attended elementary school education and below.

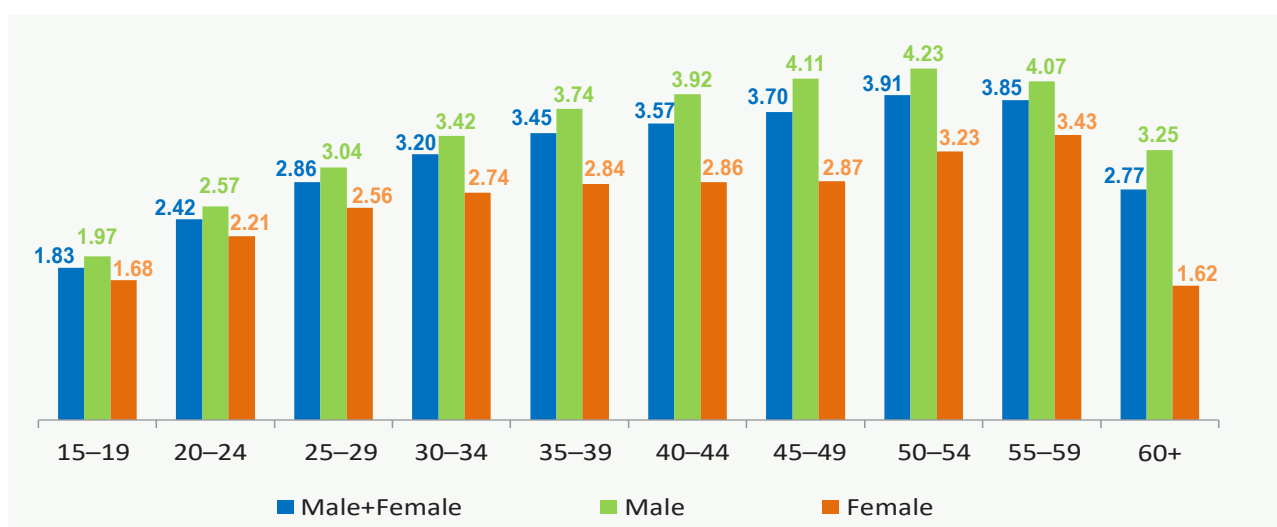
Statistically, according to education attainment and sex, there are wage gaps between male and female laborers. The wage of male employees tended to be higher than their female counterparts at every level of education completed. The male employees with elementary school education and below earned 2.30 million rupiahs. However, the wage of female employees was 1.36 million rupiahs. The wage of male employees with a university degree was 5.82 million rupiahs and 3.79 million rupiahs for female employees. Based on education level, the widest gap between male and female employees occurred among university graduates, which was around 2.04 million rupiahs.



**Figure 12 Average Wage of Employees by Education Attainment and Sex (million rupiahs), August 2023**

### 3. Average Wage of Employees by Age Group and Sex

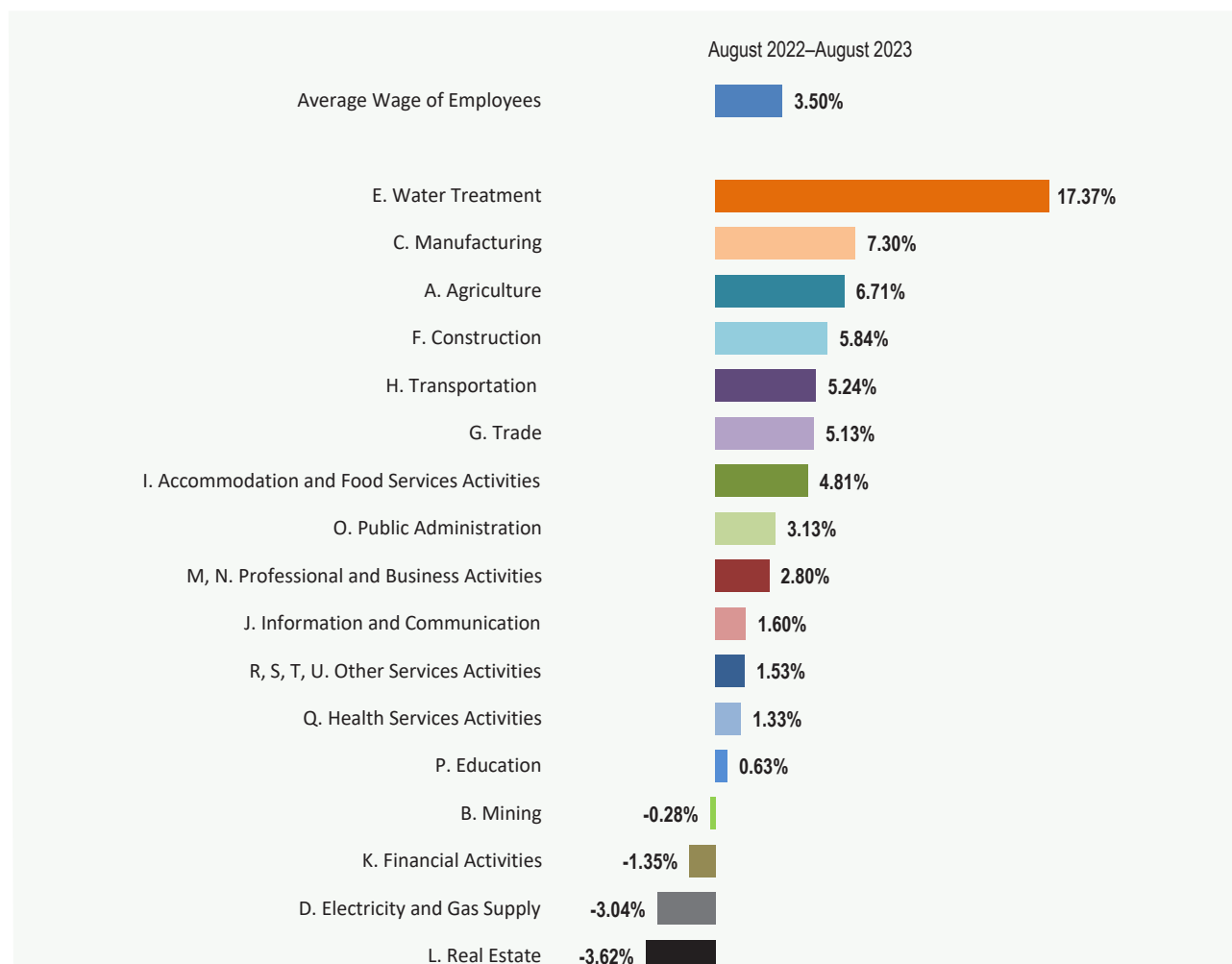
The average employee wage by age group indicate that the lowest wage was at the age 15–19, as much as 1.83 million rupiahs. Data show a tendency for wage to increase along with the increase of the age group. The top wage reached the age 50–54 as much as 3.91 million rupiahs, then went down until the age 60 and over, as much as 2.77 million rupiahs. The same pattern occurs in male employees wage, with the lowest wage at the age of 15–19 at 1.97 million rupiahs and the highest wage at the age of 50–54 at 4.23 million rupiahs. The same pattern occurs in the wage of women employees. Female employees earned the lowest wage at 60 years and over, as much as 1.62 million rupiahs. At the same time the highest wage received by female workers aged 55–59 at 3.43 million rupiahs. The wage of female employees are always lower than male employees in all age groups.



**Figure 13 Average Wage of Employees by Age Group and Sex (million rupiahs), August 2023**

## 4. Employee Wage Growth in Indonesia

The previous data on employee wage could describe the condition of the employees in terms of wage/salaries. An overview of the changes in employee wage over the past year in Indonesia will be obtained. It took by comparing the data from the Sakernas in August 2022 and August 2023. The growth in employee wage can be analyzed through various characteristics, including provinces and main industries, which gathered the information of its changes.



**Figure 14 Percentage of Change in Employee Wage by Main Industry, August 2022–August 2023**

From August 2022 to August 2023, there was a 3.50 percent increase in employee wage. Changes in employee wage according to the main industry in the last year of Sakernas indicate that thirteen categories experienced increases in employee wage between 0.63 percent to 17.37 percent, with the highest increased in the Water Supply, Sewerage, Waste Management and Remediation Activities at 17.37 percent and the lowest increased in Education category at 0.63 percent. Meanwhile, four categories experienced decrease in employee wage between 0.28 percent and 3.62 percent as can be seen in Figure 13.

Employee wage by province varied in the period August 2022–August 2023. Increase in employee wage occurred in all provinces, with the highest growth in Bali Province at 12.6 percent, while the lowest increase occurred in Bengkulu Province at 0.11 percent (Appendix 5).

## Appendix 1 Characteristics of Employed People, August 2021–August 2023

Characteristics	August 2021		August 2022		August 2023		Changes Aug 2021–Aug 2022		Changes Aug 2022–Aug 2023	
	million people	percent (%)	million people	percent (%)	million people	percent (%)	million people	percentage points <sup>1</sup>	million people	percentage points <sup>1</sup>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
<b>Industry</b>										
A. Agriculture, Forestry and Fishing	37.13	28.33	38.70	28.61	39.45	28.21	1.57	0.28	0.75	-0.40
B. Mining and Quarrying	1.44	1.10	1.53	1.13	1.66	1.19	0.09	0.03	0.13	0.06
C. Manufacturing	18.70	14.26	19.17	14.17	19.35	13.83	0.47	-0.09	0.18	-0.34
D. Electricity, Gas, Steam and Air Conditioning Supply	0.28	0.22	0.31	0.23	0.32	0.23	0.03	0.01	0.01	0.00
E. Water Supply; Sewerage, Waste Management and Remediation Activities	0.56	0.43	0.51	0.38	0.49	0.35	-0.05	-0.05	-0.02	-0.03
F. Construction	8.29	6.33	8.48	6.27	9.25	6.61	0.19	-0.06	0.77	0.34
G. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	25.74	19.64	26.19	19.36	26.55	18.99	0.45	-0.28	0.36	-0.37
H. Transportation and Storage	5.44	4.15	5.81	4.29	6.15	4.40	0.37	0.14	0.34	0.11
I. Accommodation and Food Service Activities	9.18	7.01	9.61	7.10	10.79	7.71	0.43	0.09	1.18	0.61
J. Information and Communication	1.00	0.76	1.01	0.75	0.99	0.71	0.01	-0.01	-0.02	-0.04
K. Financial and Insurance Activities	1.60	1.22	1.63	1.20	1.64	1.17	0.03	-0.02	0.01	-0.03
L. Real Estate	0.36	0.27	0.45	0.33	0.48	0.34	0.09	0.06	0.03	0.01
M, N. Professional Activities and Administrative & Support Activities	2.02	1.54	2.24	1.65	2.33	1.67	0.22	0.11	0.09	0.02
O. Public Administration and Defence; Compulsory Social Security	4.85	3.70	4.88	3.61	4.88	3.49	0.03	-0.09	0.00	-0.12
P. Education	6.49	4.95	6.51	4.81	6.92	4.95	0.02	-0.14	0.41	0.14
Q. Human Health and Social Work Activities	2.20	1.68	2.24	1.65	2.21	1.58	0.04	-0.03	-0.03	-0.07
R, S, T, U. Other Service Activities	5.77	4.41	6.03	4.46	6.39	4.57	0.26	0.05	0.36	0.11
<b>Total</b>	<b>131.05</b>	<b>100.00</b>	<b>135.30</b>	<b>100.00</b>	<b>139.85</b>	<b>100.00</b>	<b>4.25</b>	<b>-</b>	<b>4.55</b>	<b>-</b>
<b>Employment Status</b>										
Own-Account Worker	27.23	20.78	29.82	22.04	32.21	23.03	2.59	1.26	2.39	0.99
Employer Assisted by Temporary/Unpaid Workers	19.27	14.70	19.79	14.62	19.79	14.15	0.52	-0.08	0.00	-0.47
Employer Assisted by Permanent and Paid Workers	4.05	3.09	4.11	3.04	4.49	3.21	0.06	-0.05	0.38	0.17
Employee	49.09	37.46	50.95	37.66	52.69	37.68	1.86	0.20	1.74	0.02
Casual Workers in Agriculture	5.81	4.43	5.59	4.13	5.21	3.73	-0.22	-0.30	-0.38	-0.40
Casual Workers in Non-Agriculture	7.67	5.86	7.34	5.43	7.37	5.27	-0.33	-0.43	0.03	-0.16
Unpaid/Contributing Family Workers	17.93	13.68	17.70	13.08	18.09	12.93	-0.23	-0.60	0.39	-0.15
<b>Total</b>	<b>131.05</b>	<b>100.00</b>	<b>135.30</b>	<b>100.00</b>	<b>139.85</b>	<b>100.00</b>	<b>4.25</b>	<b>-</b>	<b>4.55</b>	<b>-</b>
<b>Formal/Informal Activities Status</b>										
Formal	53.14	40.55	55.06	40.69	57.18	40.89	1.92	0.14	2.12	0.20
Informal	77.91	59.45	80.24	59.31	82.67	59.11	2.33	-0.14	2.43	-0.20
<b>Total</b>	<b>131.05</b>	<b>100.00</b>	<b>135.30</b>	<b>100.00</b>	<b>139.85</b>	<b>100.00</b>	<b>4.25</b>	<b>-</b>	<b>4.55</b>	<b>-</b>

## Continued Appendix 1

Characteristics	August 2021		August 2022		August 2023		Changes Aug 2021–Aug 2022		Changes Aug 2022–Aug 2023	
	million people	percent (%)	million people	percent (%)	million people	percent (%)	million people	percentage points <sup>1</sup>	million people	percentage points <sup>1</sup>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
<b>Educational Attainment</b>										
Primary School and Below	49.39	37.69	52.50	38.80	51.49	36.82	3.11	1.11	-1.01	-1.98
Junior High School	23.28	17.76	23.73	17.54	24.85	17.77	0.45	-0.22	1.12	0.23
Senior High School	24.72	18.87	26.42	19.53	28.33	20.25	1.70	0.66	1.91	0.72
Vocational High School	16.86	12.86	15.98	11.81	17.33	12.40	-0.88	-1.05	1.35	0.59
Diploma I/II/III	3.46	2.64	3.31	2.45	3.41	2.44	-0.15	-0.19	0.10	-0.01
Diploma IV, Bachelor, Master, or Doctoral Degrees	13.34	10.18	13.36	9.87	14.44	10.32	0.02	-0.31	1.08	0.45
<b>Total</b>	<b>131.05</b>	<b>100.00</b>	<b>135.30</b>	<b>100.00</b>	<b>139.85</b>	<b>100.00</b>	<b>4.25</b>	<b>-</b>	<b>4.55</b>	<b>-</b>
<b>Full-Time and Part-Time Workers</b>										
Full-Time Workers (≥ 35 hours worked <sup>2</sup> )	84.26	64.30	92.63	68.46	96.39	68.92	8.37	4.16	3.76	0.46
Part-Time Workers (Less than Normal Hours Worked: 1–34 hours)	46.79	35.70	42.67	31.54	43.46	31.08	-4.12	-4.16	0.79	-0.46
- Underemployed People	11.42	8.71	8.54	6.32	9.34	6.68	-2.88	-2.39	0.80	0.36
- Voluntary Part-Time Workers	35.37	26.99	34.13	25.22	34.12	24.40	-1.24	-1.77	-0.01	-0.82
<b>Total</b>	<b>131.05</b>	<b>100.00</b>	<b>135.30</b>	<b>100.00</b>	<b>139.85</b>	<b>100.00</b>	<b>4.25</b>	<b>-</b>	<b>4.55</b>	<b>-</b>

Note: <sup>1</sup>A Percentage points is the percentage change of distribution

<sup>2</sup>Includes temporarily not working

Source: Calculated from the National Labour Force Survey (Sakernas), August 2021, August 2022, and August 2023

## Appendix 2 Unemployment Rate by Province, August 2021–August 2023

Province	August 2021	August 2022	August 2023	Changes Aug 2021–Aug 2022	Changes Aug 2022–Aug 2023
	percent	percent	percent	percentage points	percentage points
(1)	(2)	(3)	(4)	(5)	(6)
Aceh	6.30	6.17	6.03	-0.13	-0.14
Sumatera Utara	6.33	6.16	5.89	-0.17	-0.27
Sumatera Barat	6.52	6.28	5.94	-0.24	-0.34
Riau	4.42	4.37	4.23	-0.05	-0.14
Jambi	5.09	4.59	4.53	-0.50	-0.06
Sumatera Selatan	4.98	4.63	4.11	-0.35	-0.52
Bengkulu	3.65	3.59	3.42	-0.06	-0.17
Lampung	4.69	4.52	4.23	-0.17	-0.29
Kepulauan Bangka Belitung	5.03	4.77	4.56	-0.26	-0.21
Kepulauan Riau	9.91	8.23	6.80	-1.68	-1.43
DKI Jakarta	8.50	7.18	6.53	-1.32	-0.65
Jawa Barat	9.82	8.31	7.44	-1.51	-0.87
Jawa Tengah	5.95	5.57	5.13	-0.38	-0.44
D.I. Yogyakarta	4.56	4.06	3.69	-0.50	-0.37
Jawa Timur	5.74	5.49	4.88	-0.25	-0.61
Banten	8.98	8.09	7.52	-0.89	-0.57
Bali	5.37	4.80	2.69	-0.57	-2.11
Nusa Tenggara Barat	3.01	2.89	2.80	-0.12	-0.09
Nusa Tenggara Timur	3.77	3.54	3.14	-0.23	-0.40
Kalimantan Barat	5.82	5.11	5.05	-0.71	-0.06
Kalimantan Tengah	4.53	4.26	4.10	-0.27	-0.16
Kalimantan Selatan	4.95	4.74	4.31	-0.21	-0.43
Kalimantan Timur	6.83	5.71	5.31	-1.12	-0.40
Kalimantan Utara	4.58	4.33	4.01	-0.25	-0.32
Sulawesi Utara	7.06	6.61	6.10	-0.45	-0.51
Sulawesi Tengah	3.75	3.00	2.95	-0.75	-0.05
Sulawesi Selatan	5.72	4.51	4.33	-1.21	-0.18
Sulawesi Tenggara	3.92	3.36	3.15	-0.56	-0.21
Gorontalo	3.01	2.58	3.06	-0.43	0.48
Sulawesi Barat	3.13	2.34	2.27	-0.79	-0.07
Maluku	6.93	6.88	6.31	-0.05	-0.57
Maluku Utara	4.71	3.98	4.31	-0.73	0.33
Papua Barat	5.84	5.37	5.38	-0.47	0.01
Papua	3.33	2.83	2.67	-0.50	-0.16
Total	6.49	5.86	5.32	-0.63	-0.54

Source: Calculated from the National Labour Force Survey (Sakernas), August 2021, August 2022, and August 2023



### Appendix 3 Average Wage of Employees by Main Industry (rupiahs), August 2021–August 2023

Main Industry	August 2021	August 2022	August 2023			Percentage of Change Ags 2022–Ags 2023
			Male	Female	Male+ Female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
A. Agriculture, Forestry, and Fishing	1,971,660	2,225,530	2,527,078	1,654,096	2,374,788	6.71
B. Mining and Quarrying	4,330,802	4,808,936	4,760,357	5,450,564	4,795,266	-0.28
C. Manufacturing	2,659,274	2,986,940	3,555,385	2,581,398	3,204,880	7.30
D. Electricity, Gas, Steam and Air Conditioning Supply	3,668,150	4,493,532	4,310,145	4,860,266	4,357,011	-3.04
E. Water Supply, Sewerage, Waste Management and Remediation Activities	2,638,298	2,686,954	3,371,817	1,926,346	3,153,575	17.37
F. Construction	2,739,263	2,971,057	3,098,595	4,619,283	3,144,676	5.84
G. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,301,471	2,650,429	2,992,429	2,400,316	2,786,349	5.13
H. Transportation and Storage	2,959,761	3,604,572	3,768,940	4,112,939	3,793,465	5.24
I. Accommodation and Food Services Activities	1,868,856	2,313,615	2,865,152	1,898,452	2,424,909	4.81
J. Information and Communication	4,131,229	5,045,211	5,465,181	4,340,691	5,125,818	1.60
K. Financial and Insurance Activities	4,135,417	5,180,248	5,234,744	4,877,040	5,110,190	-1.35
L. Real Estate	3,717,246	4,415,609	4,162,071	4,526,627	4,255,738	-3.62
M, N. Professional Activities and Administrative & Support Activities	3,152,934	3,930,138	4,051,145	4,006,924	4,040,138	2.80
O. Public Administration, Defence and Compulsory Social Security	3,786,900	3,846,814	4,224,970	3,388,962	3,967,128	3.13
P. Education	2,586,677	2,687,918	3,141,409	2,455,945	2,704,818	0.63
Q. Human Health and Social Work Activities	3,272,315	3,622,683	4,180,418	3,423,804	3,670,913	1.33
R, S, T, U. Other Services Activities	1,636,824	1,841,081	2,437,750	1,510,665	1,869,207	1.53
<b>Total</b>	<b>2,736,463</b>	<b>3,070,756</b>	<b>3,469,760</b>	<b>2,641,403</b>	<b>3,178,227</b>	<b>3.50</b>

Source : National Labour Force Survey August 2021, August 2022, and August 2023

## Appendix 4 Average Wage of Employees by Education Attainment and Sex (rupiahs), August 2023

Education Attainment	Male	Female	Male+Female
(1)	(2)	(3)	(4)
Up to Primary School	2,303,412	1,360,349	2,026,197
Junior High School	2,564,210	1,775,168	2,341,855
Senior High School	3,299,777	2,236,857	2,975,103
Vocational High School	3,298,295	2,356,539	3,028,328
Diploma I/II/III	5,152,964	3,317,454	4,145,294
University Graduates	5,823,909	3,788,849	4,780,244
<b>Total</b>	<b>3,469,760</b>	<b>2,641,403</b>	<b>3,178,227</b>

Source : National Labour Force Survey August 2023

## Appendix 5 Average, Percentage of Change in Wage of Employees, and Minimum Wage by Province, 2021–2023

Province	August 2021 <sup>1</sup>	August 2022 <sup>1</sup>	August 2023 <sup>1</sup>	Percentage of Change Ags 2022–Ags 2023	Provincial Minimum Wage 2023 <sup>2</sup>
(1)	(2)	(3)	(4)	(5)	(6)
Aceh	2,341,701	2,327,990	2,594,530	11.45	3,413,666
Sumatera Utara	2,347,229	2,576,442	2,610,584	1.33	2,710,494
Sumatera Barat	2,644,615	2,655,767	2,753,517	3.68	2,742,476
Riau	2,626,889	2,889,691	3,011,040	4.20	3,191,663
Jambi	2,268,338	2,520,767	2,668,478	5.86	2,943,033
Sumatera Selatan	2,225,264	2,630,695	2,767,669	5.21	3,404,177
Bengkulu	2,562,262	2,737,834	2,740,734	0.11	2,418,280
Lampung	2,197,346	2,322,728	2,424,538	4.38	2,633,285
Kepulauan Bangka Belitung	2,644,207	2,969,146	3,221,747	8.51	3,498,479
Kepulauan Riau	4,056,847	4,155,520	4,651,057	11.92	3,279,194
DKI Jakarta	4,028,744	5,255,824	5,532,624	5.27	4,901,798
Jawa Barat	3,083,829	3,533,613	3,674,236	3.98	1,986,670
Jawa Tengah	2,074,451	2,200,716	2,321,344	5.48	1,958,170
D.I, Yogyakarta	2,272,425	2,462,583	2,705,601	9.87	1,981,782
Jawa Timur	2,368,719	2,638,752	2,654,068	0.58	2,040,244
Banten	3,782,482	4,370,278	4,378,058	0.18	2,661,280
Bali	2,388,382	3,002,534	3,380,840	12.60	2,713,672
Nusa Tenggara Barat	2,133,236	2,218,414	2,344,661	5.69	2,371,407
Nusa Tenggara Timur	2,104,730	2,100,927	2,339,851	11.37	2,123,994
Kalimantan Barat	2,424,267	2,645,920	2,796,615	5.70	2,608,602
Kalimantan Tengah	2,888,690	3,195,306	3,323,457	4.01	3,181,013
Kalimantan Selatan	2,634,325	2,898,486	3,066,884	5.81	3,149,978
Kalimantan Timur	3,695,990	3,963,732	4,068,893	2.65	3,201,396
Kalimantan Utara	3,289,079	3,427,759	3,599,653	5.01	3,251,703
Sulawesi Utara	3,124,581	3,240,217	3,282,230	1.30	3,485,000
Sulawesi Tengah	2,586,329	2,605,724	2,648,195	1.63	2,599,546
Sulawesi Selatan	2,760,728	2,876,952	2,969,920	3.23	3,385,145
Sulawesi Tenggara	2,573,453	2,831,991	2,876,321	1.57	2,758,985
Gorontalo	2,242,813	2,551,301	2,570,181	0.74	2,989,350
Sulawesi Barat	2,200,963	2,340,502	2,367,534	1.15	2,871,795
Maluku	2,676,833	2,719,294	2,865,989	5.39	2,812,828
Maluku Utara	2,996,268	2,938,081	3,267,084	11.20	2,976,720
Papua Barat	3,239,125	3,283,235	3,601,390	9.69	3,282,000
Papua	3,949,649	3,954,382	4,420,390	11.78	3,864,696
<b>Indonesia</b>	<b>2,736,463</b>	<b>3,070,756</b>	<b>3,178,227</b>	<b>3.50</b>	<b>2,923,309</b>

Source:

<sup>1</sup> National Labour Force Survey August 2021, August 2022, and August 2023

<sup>2</sup> Ministry of Manpower, 2023

## Appendix 6 Average Wage of Employees by Age Group and Sex (rupiahs), August 2023

Age Group	Male	Female	Male+Female
(1)	(2)	(3)	(4)
15-19	1,966,526	1,680,317	1,832,683
20-24	2,567,617	2,214,005	2,416,063
25-29	3,038,453	2,555,596	2,862,566
30-34	3,417,997	2,737,094	3,197,620
35-39	3,740,901	2,837,829	3,449,484
40-44	3,918,268	2,860,297	3,566,012
45-49	4,108,065	2,874,197	3,704,483
50-54	4,231,106	3,233,495	3,908,209
55-59	4,072,093	3,429,795	3,850,635
60+	3,248,388	1,616,782	2,772,678
<b>Total</b>	<b>3,469,760</b>	<b>2,641,403</b>	<b>3,178,227</b>

Source : National Labour Force Survey August 2023

# THE AVERAGE MONTHLY WAGE<sup>1</sup> OF EMPLOYEES<sup>2</sup> AUGUST 2023



Official Statistics News No. 77/11/Th. XXVI, 6 November 2023

## MAIN INDUSTRIES WITH THE HIGHEST AVERAGE WAGE OF EMPLOYEES

(million rupiahs)

Information and Communication

5.13



Financial and Insurance Activities

5.11



Mining and Quarrying

4.80



## MAIN INDUSTRIES WITH THE LOWEST AVERAGE WAGE OF EMPLOYEES

(million rupiahs)



1.87

Other Services Activities



2.37

Agriculture, Forestry, and Fisheries



2.42

Accommodation and Food Services Activities



### BY SEX



IDR 3,469,760



IDR 2,641,403

### EDUCATION ATTAINMENT

(million rupiahs)



2.03

Up to Primary School



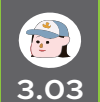
2.34

Junior High School



2.98

Senior High School



3.03

Vocational High School



4.15

Diploma I/II/III



4.78

University Graduate

Average 3.18



Source: National Labour Force Survey August 2023

Notes: <sup>1</sup> Wage is wage/salary

<sup>2</sup> Employee is Labour/Worker/Employee



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Figure 15 Average Wage of Employees Infographic August 2023



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