Advances in Economics, Business and Management Research, volume 222
Proceedings of the Eighth Padang International Conference On Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA-8 2021)

Does Marriage Affect Men's Labor Market Outcomes? Evidence from Indonesia

Dina Agnesia Sihombing[1]*

[1] *Institut Bisnis dan Multimedia asmi, Jakarta, Indonesia*
[*] *Corresponding author. Email: dinaagnesia@ibmasmi.ac.id*

ABSTRACT
This paper investigates how marriage affects wages and hours worked. Using data from Labor Force Survey Indonesia 2015, we can investigate the impact of marriage on Indonesian men. It finds that there are wage advantages associated with marriage. Married men earn 1,175,143 Rupiah per month, while not married men only earn 461,168 Rupiah per month. Married men work 38 hours per week, while not married men work only 19 hours per week. This research uses two model's regression analysis. The first model is Ordinary Least Square (OLS) model. By this OLS model, after controlling for other factors, the marriage wage premium is 35%. There is also impact of marriage on hours worked. The men worked more when they are getting married (hours worked increase by 19%). The second model is the Quantile Regression model. By this model, after controlling for other factors, the marriage wage premium is 56% (greater result obtained by using Quantile 0.1). The men worked more when they married (hours worked increase by 39% using Quantile 0.1). Overall, the marriage premium obtained in this study was pretty high compared to previous studies in other countries. When Indonesian men get married, they will have more responsibilities. Usually, when getting married, his wife will leave her job and focus on home matters so that married men will work harder and be fully responsible for their new family. It thus confirmed the potentiality that Indonesian men will tend to get a higher wage and work harder when getting married.

Keywords: *marriage premium, ordinary least square model, quantile regression model, wage and hours worked*

1. INTRODUCTION

Seeing how men become more prosperous when married, the question arises, "Does marriage affect the work of men?" Most studies of labour market earnings report that married men workers earn significantly more than single men workers. This earnings differential has been termed the "marriage premium." Research on the determinants of wages has shown the differences between married men and single men. It is found that married men appear to earn more than comparable single men [1]. Married men will work more, harder, earn more, and work more stable, than single men.

Marriage brings impact on both men and women. When married, men are considered more fortunate to get a marriage premium from their services than women. When married, a woman will deal with the house to take care of the family and not burden the home matter to her husband. Marriage also has benefits for the health of both men and women for a variety of reasons. It should also be noted that in the U.S. sample, there are marriage findings related to more significant health for men and women [2], [3].

Married men earn more than single men, but are these effects of marriage, or is it instead of that a certain kind of men marry? How can marriage change a person's personality? At the core of Becker's theory lies the specialization reason suggesting that spouses can specialize in different tasks, increasing productivity. The first reason is called "productivity." This is means that marriage makes men more productive in the labour market.

The purpose of this study is to explore how marriage affects men's labour market outcomes, what factors might influence Wage and hours worked in marriage, and how the differences between married men and single men are striking. A principal aim of the present study is to see the effect of marriage on Wage and hours worked for Indonesian men based on data in 2015 by

using age, education, occupation, and several regions in Indonesia.

2. LITERATURE REVIEW

The question arises, why do men get more benefits at marriage? In the scope of healthier, resistant to disease and in avoiding mortality, when compared to women in the U.S. society?" [4]. Married men are more productive, but does marriage make them more productive? The most challenging question is that marital status and productivity may be related even though marital status does not affect productivity. There are at least two reasons why marital status and productivity tend to be connected: Some characteristics will increase productivity and marriage, and high income increases the likelihood of becoming and remaining married.

Some categories will make long-term relationships better, whether the relationship is work or marriage. Many categories that increase men's productivity in a company also tend to reduce their ability in home production. It is easy to think about increasing markets and non-markets in marital productivity, such as dependence, loyalty, intelligence, perseverance, creativity, and physical attractiveness. Some of these categories will also increase the attractiveness of a husband. As far as categories that increase productivity and marriage, married people will be more productive even if the marriage does not affect productivity [5].

In a sample of 282 self-employed men drawn in the 1981 National Longitudinal Survey of Young Men, it was found that marriage is not a significant determinant of annual income even though it generates income from wage workers [6]. Moreover, the National Longitudinal Survey of Young Men also found that the employment status of white men and educational attainment did not significantly influence the likelihood of legitimacy of married men in the sample [7]. Furthermore, in the National Longitudinal Survey of Young, it was reported that there was the attainment of male parent education, which might correlate with male income capacity, not affecting the possibility of legitimacy among adolescent fathers [8].

Why in marriage do women suffer more (in this case because of conflict or other reasons) than men? Men benefit more from women than marriage because men suffer less than women from conflict, and, in turn, men suffer less from conflict because they are dominant in marital relations. Women invest more in marriages, meaning that they care more about relationships and the possibility of greater social support from husbands than husbands and wives. In contrast, women encourage more health and preventive behaviours from partners than men and find that women support men from everyday hassles, which are not done by men [4]. It is known that women are better in terms of relationships outside of marriage than men.

Finally, using the U.S. sample, male faculty members found a significant positive marriage effect on the annual salary received, even after controlling for direct differences in productivity using inputs (hours spent teaching, hours spent on research, hours spent on administration) and until when research was published [9].

Furthermore, it was found that the effect of wages on marital status remained "very stable" because more delicate controls for workforce engagement, work history, and workplace training were introduced. This is consistent with the hypothesis that marriage premiums are caused by factors other than unobserved productivity. This is done to isolate the extent to which marriage functions as a proxy for productivity [10].

There are at least three reasons why the interpretation of marriage premiums should be interesting.

- First, marital premiums have been linked to gender wage gaps.
- Second, from several studies conducted, economists have long seen marriage as a way to benefit from specialization, both inside and outside the household. Especially men feel they get a lot of benefits when married.
- Third, some economists have made great efforts to identify wage compensation in the labor market, with fair results [11].

3. METHOD

3.1. Research Design

This research is an empirical study conducted to determine how marriage affects men's labour market outcomes; we see the labour outcome from Wage and hours worked in Indonesia.

The data used are the secondary data from the Indonesian Central Bureau of Statistics, specifically the National Labour Force Survey, which is named National Labour Force Survey (Sakernas) from February to July 2015. The data collection method used is the survey method. This microdata is obtained from https://mikrodata.bps.go.id.

The data obtained will be processed and analysed quantitatively with multiple regression analysis using the Ordinary Least Square (OLS) model and Quantile Regression model. Data analysis is done by statistically testing the variables that have been collected with the help of the STATA 14.

3.2. Operational Definition of Research

Work is the job's activity to earn the least income or profit for one hour of the past week. Making a career in

the concept of work is doing economic activities that produce goods or services. Things related to work, and which include the variables in this study, will be explained below,

1. Wage is one of the parameters used to measure marriage premium is Wage. Wage as the dependent variable will be connected with other independent variables to measure the desired level of marriage premium.
2. Hours Worked is the second parameter used to measure marriage premium is hours worked. Hours worked as the dependent variable will be connected with other independent variables to measure the desired level of marriage premium.
3. Sex shows gender participation, which is divided into two categories, namely man and woman. Here we investigate men with their work on the market. We use dummy variables, 1 for married men and 0 for not married men.
4. Marriage Status is classified into two categories, namely married and not married.
    a. Married is the status of those who are bound in marriage at the time of enumeration, both living together and separately. In this case, those who are legally married (custom, religion, state) and those who are considered by the surrounding community as husband and wife.
    b. Not married is unmarried (single), where dummies are also variable for each marriage status category.
5. Education based on data obtained from the Indonesian Force Survey Labour outlines the number of school participation and education levels based on the diploma or the highest certificate owned. The last few education levels held are divided into three main parts: high education, Middle education, and Low education.
    a. High education includes Diploma's, Bachelor's, Master's, and Doctoral Degrees.
    b. Middle education includes Junior and Senior High Schools.
    c. Low education includes participants who are not in school and Elementary School.
6. Occupation means the sector (field) of work where people work. For instant, we can say the agricultural occupation, industry occupation, trade occupation, service occupation. For more details, each occupation is divided based on below:
    a. Agriculture, Plantation, Forestry, Hunting, and Fisheries
    b. Industry
    c. Trade, Restaurants, and Accommodation Services
    d. Community, Social and Individual Services
7. Islands provide regional/provincial minimum wages. The island's code represents each island's name.
    a. Java Island include Bali, Banten, DI Yogyakarta, DKI Jakarta, Jawa Barat, Jawa Tengah, Jawa Timur, NTB, and NTT.
    b. Kalimantan Island include Kalimantan Barat, Kalimantan Selatan, Kalimantan Tengah, Kalimantan Timur, and Kalimantan Utara.
    c. Papua Island include Gorontalo, Maluku, Maluku Utara, Papua, and Papua Barat.
    d. Sulawesi Island include Sulawesi Barat, Sulawesi Selatan, Sulawesi Tengah, Sulawesi Tenggara, Sulawesi Utara.
    e. Sumatera Island include Aceh, Bengkulu, Jambi, Kep. Riau, Lampung, Riau, Sumatera Barat, Sumatera Selatan, Sumatera Utara.

We use Java Island, Kalimantan Island, Sulawesi Island, and Sumatera Island as the control variables. Because Papua Island for the reference group.

8. The Age of men and women involved in this study was 15-98 years old. However, the working-age limit that applies in Indonesia is 15-64 years old. There are also two classifications of age, the first classification is age 0-14 years, and the second classification is age above 15 years.

3.3. Research Data Analysis Method

The data analysis method used in this research is the quantitative analysis method, which is an analytical technique that can be used to estimate parameters. The analysis results are expected to be used to determine the effect of several independent variables on the dependent variable. When analysing the relationship between marriage and labor market outcomes, here the following general specifications will be used as a point of departure:

$$\text{Wage, Hours worked} = a + \beta 1\ \text{Married} + \beta\ X + Ɛ$$

Here we use two dependent variables to measure the marriage premium. Each dependent variable will be associated with other independent variables. Briefly, we want to see Education, Occupation, Island, and Age affect Wage and Hours Worked.

1) Regression I :

$$\text{Wage} = a + \beta 1\ \text{Married} + \beta 2\ \text{Low Education} + \beta 3\ \text{High Education} + \beta 4\ \text{Agriculture} + \beta 5\ \text{Industry} + \beta 6\ \text{Trade} + \beta 7\ \text{Java Island} + \beta 8\ \text{Kalimantan Island} + \beta 9\ \text{Sulawesi Island} + \beta 10\ \text{Sumatera Island} + \beta 11\ \text{Age} + Ɛ$$

2) Regression II:

Hours worked = a + β1 Married + β2 Low Education + β3 High Education + β4 Agriculture + β5 Industry + β6 Trade + β7 Java Island + β8 Kalimantan Island + β9 Sulawesi Island + β10 Sumatera Island + β11 Age + Ɛ

3.4. Estimated Regression Model

Regression is a statistical technique to determine the equation of a line or curve by minimizing deviations between the observation data and its estimated values. In this research, we use two regression models, the first is Ordinary Least Square (OLS) regression model, and the second is the Quantile regression model. From those two models, we can determine the effect of low education, high education, agriculture, industry, trade, Java Island, Kalimantan Island, Sulawesi Island, Sumatera Island, and age on marriage premium.

Based on multiple regression analysis, there are two model analyses used in the experiment,

1. Ordinary Least Square Models assume that the analyst fits a model of a relationship between one or more explanatory variables and a continuous or at least interval outcome variable that minimizes the sum of square errors, where an error is a difference between the actual and the predicted value of the outcome variable. OLS regression is used to assess which of multiple predictors are more or less important in predicting outcome variables or how one or more predictors relate to the outcome when controlling for some variables known to correlate with the outcome variable.
2. Quantile Regression Model estimate process starts with the central median case. The median regressor estimator minimizes a sum of absolute errors instead of OLS that minimizes the sum of squared errors. The estimation of other regression quantiles is done by reducing an asymmetrically weighted sum of fundamental errors. Taken together, the ensemble of estimated conditional quantile functions offers a much more comprehensive view of the effect of covariates on the location, scale, and shape of the distribution of the response variable.

4. RESULT

4.1. Descriptive Statistics Analysis

The following are the analysis description results that contain the mean value and standard deviations of each variable used.

From Table 1, we can see the total of the observation of men is 249,555, where 173,240 are the married men, and 76,315 are not married men. The total of men who have low education is more than men with high education. And in the occupation field, the number of men who work in agriculture is more than in other occupations. As the capital city, Java Island occupies the largest population compared to the population in other regions.

Table 1. Descriptive statistics analysis

Variable	Mean	SD
WAGE (log)	14.0784	0.8614
HOURS_WORKED (log)	3.6531	0.4566
AGE	38.5106	15.7639
EDUCATION_LOW	0.4105	0.4919
EDUCATION_HIGH	0.0837	0.2770
OC_AGRICULTURE	0.3294	0.4700
OC_INDUSTRY	0.0659	0.2481
OC_TRADE	0.1177	0.3223
IS_SUMATERA	0.2919	0.4546
IS_JAVA	0.3901	0.4877
IS_KALIMANTAN	0.1010	0.3014
IS_SULAWESI	0.1246	0.3303
OBSERVATION	249.555	

And from Table 2, we can see married men earn more than not married men. Married men earn 1,175,143 Rupiah per month, while not married men only earn 461,168 Rupiah per month. It's mean that married men have higher incomes from not married men. And if we see from the hours worked, we can see married men work harder than not married men. Married men work 38 hours per week, while not married men work only 19 hours per week.

Table 2. Sample means for married and not married men

Variable	Married Men		Not Married Men	
	Mean	SD	Mean	SD
WAGE	1,175,143	2287376	461,168	1082417
HOURS_WORKED	38.118	19.617	19.598	22.796
AGE	45.6363	12.9072	22.3349	7.5838
EDUCATION_LOW	0.4773	0.4994	0.2588	0.4379
EDUCATION_HI	0.0941	0.2920	0.060	0.2379

Variable	Married Men		Not Married Men	
	Mean	SD	Mean	SD
GH			2	
OC_AGRICULTURE	0.3908	0.4879	0.1900	0.3923
OC_INDUSTRY	0.0720	0.2586	0.0519	0.2219
OC_TRADE	0.1326	0.3391	0.0840	0.2774
IS_SUMATERA	0.2836	0.4507	0.3106	0.4627
IS_JAVA	0.4008	0.4900	0.3658	0.4816
IS_KALIMANTAN	0.1009	0.3012	0.1013	0.3018
IS_SULAWESI	0.1228	0.3282	0.1289	0.3350
OBSERVATION	173.240		76.315	

4.2. Ordinary Least Square Estimates

Using the OLS model, the result from Table 3 shows the marriage premium that is measured by Wage. From that table, after controlling for all factors, the result of marriage wage premium is 35%. But if we see the regression results by using the variable education and age, men who have high education will earn more by 0.61%. This means that high education dramatically affects the amount of salary received.

Table 3. OLS log of wage with other control variables

	(1)	(2)	(3)
MARRIED	0.3535***	0.35933***	0.3544***
	(0.0065)	(0.0065)	(0.0064)
AGE	0.0030***	0.0032***	0.0041***
	(0.0002)	(0.0002)	(0.0002)
EDUC_LOW	-0.3805***	-0.3176***	-0.2989***
	(0.0049)	(0.0050)	(0.0050)
EDUC_HIG	0.61538***	0.5697***	0.5695***
	(0.0070)	(0.0071)	(0.0070)
OC_AGRIC		-0.2716***	-0.3303***
		(0.0057)	(0.0057)
OC_INDUS		-0.0257***	0.0384***
		(0.0076)	(0.0076)
OC_TRADE		-0.0025***	0.0203***
		(0.0066)	(0.0065)
IS_SUMATERA			-0.0134***
			(0.0088)
IS_JAVA			-0.2543***
			(0.0087)
IS_KALIMANTAN			0.2098***
			(0.0102)
IS_SULAWESI			-0.1201***
			(0.0101)
R^2	0.1581	0.1742	0.2037

Notes:
Standard deviations are shown in parentheses.
*Significant at 10%
**significant at 5%
***significant at 1%

When controlling for all the variables, men with low education earn less by 0.29% and have a significant effect. In contrast, men who have high education attainment will earn more by 0.56% when married. Kalimantan Island is the region known as the oil, gas, and manufacturing industry area, which significantly influences income. Kalimantan Island earns more than 0.20% significantly since this area is known as a big and productive industrial location in Indonesia. And if we see from occupation group, industry earns more by 0.03% when compared to other occupation.

Furthermore, Table 4 shows how marriage affects the hours worked. From that table, after controlling other factors then we find that hours worked increase by 19%. Moving to occupations group, hours worked in trade occupation earn more by 7%. The trade sector largely supports economic growth. This type of work is overgrowing because of the digital era that supports this type of work. Trade, restaurants, and accommodation services are strongly influenced by the information technology revolution that can create new opportunities related to the types of creative work.

Table 4. OLS log of hours worked with other control variable

	(1)	(2)	(3)
MARRIED	0.1912***	0.1806***	0.1805***
	(0.0031)	(0.0029)	(0.0029)
AGE	-0.0030***	-0.0025***	-0.0025***
	(0.0001)	(0.0001)	(0.0001)
EDUC_LOW	-0.0989***	-0.0085***	-0.0103***
	(0.0022)	(0.0022)	(0.0022)
EDUC_HIG	-0.0132***	-0.0731***	-0.0726***
	(0.0036)	(0.0035)	(0.0035)
OC_AGRIC		-0.2750***	-0.2709***
		(0.0024)	(0.0024)
OC_INDUS		0.0311***	0.0279***
		(0.0037)	(0.0038)
OC_TRADE		0.0762***	0.0750***
		(0.0030)	(0.0030)
IS_SUMATERA			-0.0065***
			(0.0036)
IS_JAVA			0.0140***
			(0.0036)
IS_KALIMANTAN			0.0270***
			(0.0044)
IS_SULAWESI			-0.0286***
			(0.0042)
R^2	0.0301	0.1232	0.1244

Notes:
Standard deviations are shown in parentheses.
*Significant at 10%
**significant at 5%
***significant at 1%

Hours worked in Kalimantan Island is the highest; Kalimantan Island earns more by 0.02% significantly. Due to a lot of industrial mining and quarrying workers there. Whereas, hours worked in Sumatera are earn less by 0.01% because, in this area, workers have more professions in the agriculture occupation that have few hours worked and employ minors (child labor) which is not included in the workforce. Thus, the force in the agricultural field is not easily standardized, rationalized, and specified.

4.3. Quantile Regression Estimates

In this case, this article used a quantile regression model to estimate married men who get marriage premium at five different assessment points, each of 0.1, 0.25, 0.5, 0.75, and 0.9. Table 5 shows quantile results

at different quantile points. From that table, we measure the marriage premium from Wage, and there we get marriage premium between 23% - 56%, it depends on the magnitude quantile. The highest marriage wage premium is 56 % (Quantile 0.1). Then, the level of education is observed separately. When the sample is low education, the impact on the possibility of entering the market is earning less significantly by 0.28%. This group has a low willingness to work harder and get a small Wage. But when the sample is high education, this high education group has a higher chance of entering the market than the low-will group and earns more significantly by 0.27%.

Table 5. Quantile log of Wage with other control variables

Tau	0.1	0.25	0.5	0.75	0.9
(intercept)	12.8495	13.4131	13.9513	14.3561	14.6893
MARRIED	0.5698***	0.4504***	0.3104***	0.2507***	0.2338***
	(0.0153)	(0.0091)	(0.0065)	(0.0063)	(0.0090)
AGE	0.0004***	0.0016***	0.0040***	0.0054***	0.0074***
	(0.0005)	(0.0003)	(0.0002)	(0.0002)	(0.0003)
EDUC_LOW	-0.2834***	-0.2676***	-0.2705***	-0.3046***	-0.3551***
	(0.0119)	(0.0071)	(0.0051)	(0.0049)	(0.0070)
EDUC_HIG	0.2785***	0.5853***	0.6222***	0.6166***	0.6824***
	(0.0167)	(0.0100)	(0.0072)	(0.0069)	(0.0098)
OC_AGRIC	-0.3228***	-0.3924***	-0.3692***	-0.2856***	-0.2725***
	(0.0136)	(0.0082)	(0.0058)	(0.0056)	(0.0080)
OC_INDUS	0.0704***	0.0433***	0.0044***	0.0144***	0.0161***
	(0.0182)	(0.0109)	(0.0078)	(0.0075)	(0.0107)
OC_TRADE	0.0776***	0.0035***	-0.0330***	-0.0162***	0.0248***
	(0.0157)	(0.0094)	(0.0067)	(0.0065)	(0.0093)
IS_SUMATER	0.0809***	0.0707***	-0.0069***	-0.0543***	-0.1066***
	(0.0212)	(0.0127)	(0.0091)	(0.0088)	(0.0125)
IS_ JAVA	-0.3228***	-0.2139***	-0.2211***	-0.2173***	-0.2551***
	(0.0209)	(0.0125)	(0.0090)	(0.0086)	(0.0123)
IS_KALIMANT	0.2751***	0.2776***	0.2141***	0.1800***	0.1405***
	(0.0246)	(0.0147)	(0.0106)	(0.0101)	(0.0145)
IS_SULAWESI	-0.2126***	-0.1088***	-0.0872***	-0.0869***	-0.1233***
	(0.0243)	(0.0146)	(0.0104)	(0.0100)	(0.0143)

Notes:
Standard deviations are shown in parentheses.
*Significant at 10%
**significant at 5%
***significant at 1%

In this group (Quantile 0.1), the highly paid men are obtained from industry and trade jobs. Men from these two occupations tend to get high salaries when married. Kalimantan Island earns more by 0.27% and affects significantly because of many industries such as the oil industry. Since so many palm oils are there, the parents will usually give palm plantations to their son. So that man will have their palm plantations and manage them in their way, which makes men get better income when married.

The lowest marriage premium is 23% (Quantile 0.9). This group is filled by the wealthiest people, has better education in high education, and earns more by 0.68%. The rich don't get many marriage premiums when they get married because marriage premiums will move slowly when they meet the highest limits. Moving to the

occupation field, agriculture earns less by 0.27% and affects significantly. Agriculture is the most common occupation in Sumatera. Sumatera Island will also earn less significantly by 0.27%. Because the spread of the labor force is not evenly distributed well in Sumatera.

Table 6. Quantile log of hours worked with other control variables

Tau	0.1	0.25	0.5	0.75	0.9
(intercept)	3.2772	3.6212	3.8302	3.9023	4.0791
MARRIED	0.3977***	0.1886***	0.0587***	0.1163***	0.0765***
	(0.0080)	(0.0041)	(0.0016)	(0.0027)	(0.0036)
AGE	-0.0052***	-0.0032***	-0.0009***	-0.0011***	-0.0008***
	(0.0002)	(0.0001)	(0.0001)	(0.0001)	(0.0001)
EDUC_LOW	-0.0416***	-0.0188***	0.0016***	0.0016***	-0.0024***
	(0.0060)	(0.0031)	(0.0012)	(0.0020)	(0.0027)
EDUC_HIG	0.0128***	-0.0655***	-0.1497***	-0.1213***	-0.1089***
	(0.0096)	(0.0050)	(0.0019)	(0.0032)	(0.0044)
OC_AGRIC	-0.4295***	-0.3690***	-0.2775***	-0.1607***	-0.1351***
	(0.0066)	(0.0034)	(0.0013)	(0.0022)	(0.0030)
OC_INDUS	0.1086***	0.0482***	0.0052***	-0.0140***	-0.0380***
	(0.0102)	(0.0053)	(0.0020)	(0.0034)	(0.0046)
OC_TRADE	-0.0170***	0.0418***	0.0469***	0.1182***	0.1382***
	(0.0082)	(0.0042)	(0.0016)	(0.0027)	(0.0037)
IS_SUMATER	-0.0681***	-0.0183***	0.0085***	0.0288***	0.0157***
	(0.0099)	(0.0051)	(0.0020)	(0.0033)	(0.0045)
IS_ JAVA	-0.0253***	0.0218***	0.0167***	0.0331***	0.0246***
	(0.0097)	(0.0050)	(0.0019)	(0.0033)	(0.0044)
IS_KALIMANT	-0.0460***	0.0069***	0.0227***	0.0519***	0.0552***
	(0.0118)	(0.0061)	(0.0024)	(0.0040)	(0.0054)
IS_SULAWESI	-0.1488***	-0.0513***	0.0049***	0.0327***	0.0229***
	(0.0113)	(0.0059)	(0.0023)	(0.0038)	(0.0052)

Notes:
Standard deviations are shown in parentheses.
*Significant at 10%
**significant at 5%
***significant at 1%

Furthermore, Table 6 shows the association between marriage and hours worked. The men worked more when they married (hours worked increase by 39% using Quantile 0.1). In this group, people are the poorest and were not worked hard in their workplace. So, in this quantile group, when they get married, they will work more by adding their hours worked. And hours worked by men who have high education increase by 0.01% because it is easy for them to work more and harder since they have well education attainment. On the contrary, men with low education hours decrease by 0.41% because it is hard for them to add the hours worked since they only have a low education background.

And men in the occupation industry will increase hours worked by 0.10% (Quantile 0.1). Men will work more in the industry because there is still an opportunity to add the hours worked in the mining company. Then quantile 0.9 represents the lowest effect to hours worked (hours worked increase by 7%) because they have

worked at the maximum hours worked limit, and it will be difficult to add more hours worked.

From the explanation of Table 5 and Table 6 above, we conclude that estimated values for parameters get smaller with the increasing size selected Quantile. On the contrary, the estimated value for the greater with more the magnitude of the selected Quantile. Because when they are in the poorest group (Quantile 0.1), they will try to work more by adding hours work and get more Wage. But if they are in the richest group (Quantile 0.9), they already get the high Wage and have worked at the limited maximum of working hours.

5. CONCLUSION

This experiment has shown that, in Indonesia, married men earn more than their non-married counterparts. Married men get more wages and work harder than single men in the labor market, holding constant differences in education, occupation, age, and region.

Using the Ordinary Least Square model, the marriage wage premium is 35% after controlling for other factors. There is also impact of marriage on hours worked. The men worked more when they are getting married (hours worked earn more by 19%). And if using the Quantile Regression model, after controlling for other factors, the marriage wage premium is 56% (greater result obtained by using Quantile 0.1). The men worked more when they married (hours worked earn more by 39% using Quantile 0.1).

The paper found that the high level of education positively impacts the earnings of married men. High education will earn more than low education. Moving to the occupation group, Wage in Kalimantan Island earns more and has higher hours worked because there is a lot of industrial area in Kalimantan Island. Industry gets higher income and earns more wages and hours worked compared to other occupations since industry managing important mining and other substantial industry sectors. Indonesia is an agricultural country, and most Indonesian men work in agriculture or farming. But because the superintendence in agriculture is not optimal and the workers still come from their family labor (lack of empowerment), agriculture occupation generates low Wage and a few hours worked.

The previous studies in several areas have been conducted using different methodologies in different countries and different periods. It is not surprising that if it reached different conclusions regarding the extent of the effect of marriage on wages. And for the conclusion, if we compared the result with previous research studies on marriage premium in various countries, the marriage premium in Indonesia is pretty high. When Indonesian men get married, they will have more responsibilities. Usually, when they enter marriage, his wife will leave her job, and focus on taking care of children at home, so that married men will work harder. Indonesian men will be fully responsible for their new families. It thus confirmed the potentiality that Indonesian men will tend to get higher Wage and work harder when getting married. Because this study does not use panel data (use cross-sectional data 2015), which does not provide a time, it is hard to estimate each characteristic in time characteristic separately. We can't assure the results of marriage premiums will stay remain the same or will change. And it would be better if we can see the change in marriage premium from time to time, considering that Indonesia is a large country, making it possible to experience many changes. It is known that the more time used for research will get more diverse results for the results of marriage premium.

REFERENCES

[1] S. Korenman and D. Neumark, Does marriage really make men more productive?, 26(2). Journal of Human Resources, 1991.

[2] C. A. Schoenborn, Marital Status and Health: United States. 1999-2002. Atlanta,GA: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, 2004.

[3] R. M. Kaplan and R. G. Kronik, Marital status and longevity in the United States population, 60(9). Journal of Epidemiology and Community Health, 2006.

[4] R. Wanic and J. Kulik, Toward an understanding of gender differences in the impact of marital conflict on health, 65(5–6). Sex Roles, 2011.

[5] M. Tommasi and K. Ierulli, The new economics of human behavior. Cambridge University Press, 1995.

[6] E. S.D. and L. L.S., Some empirical aspects of entrepreneurship, 79(3). 1990.

[7] M. Zavodny, Do men's characteristics affect whether a nonmarital pregnancy results in marriage?, 61(3). Journal of Marriage and Family, 1999.

[8] W. Marsiglio, Adolescent fathers in the United States: Their initial living arrangements, marital experience, and educational outcomes, 19(6). Journal of Family Planning Perspectives, 1987.

[9] M. L. Bellas, The effects of marital status and wives employment on the salaries of faculty men: The (House) Wife Bonus," Gender and Society, 6(4). 1992.

[10] M. S. Hill, The wage effects of marital status and children, 14(4). Journal of Human Resources, 1979.

[11] C. Brown, Equalizing differences in the labor market," The Quarterly Journal of Economics, 94(1). 1980.