

karakteristik (faktor endowment) sebesar 6% dan kesenjangan upah yang disebabkan oleh faktor diskriminasi sebesar 23%.

5.2 Saran

Berdasarkan kesimpulan hasil penelitian ini, berikut adalah saran untuk penelitian yang akan dilakukan selanjutnya dan kebijakan yang dapat diterapkan:

1. Saran bagi penulis selanjutnya adalah dapat menggunakan data terbaru seperti SAKERNAS.
2. Saran bagi pemerintah adalah agar mendorong atau memotivasi perempuan untuk lebih berpartisipasi dalam pasar tenaga kerja dan dalam menempuh pendidikan yang lebih tinggi bisa dengan memberi subsidi khusus bagi perempuan yang ingin melanjutkan studi ke jenjang yang lebih tinggi. Karena dari hasil penelitian ini, terbukti bahwa ketika perempuan menempuh pendidikan sampai perguruan tinggi, upah nya akan meningkat sampai 110% dan pendidikan yang lebih tinggi akan mengurangi kesenjangan upah gender. Kedua, perkuat hukum yang dapat melindungi perempuan dari tindakan diskriminasi dan hukum mengenai kesetaraan gender. Agar perempuan tidak merasa inferior di tengah masyarakat. Hal ini mengacu pada hasil dari metode dekomposisi Oaxaca-Blinder yang menunjukkan kesenjangan pendapatan gender paling besar disebabkan karena faktor diskriminasi.

5.3 Keterbatasan Penelitian

Penelitian ini memiliki keterbatasan yaitu tidak menjelaskan kesenjangan gender di setiap provinsi, karena data IFLS hanya mencakup 13 provinsi di Indonesia dan penggunaan data yang kurang terkini. Sehingga penelitian ini kurang baik dalam memotret keadaan yang terjadi di Indonesia secara rinci.

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