

## CHAPTER V

### SUMMARY AND CONCLUSION

#### 5.1. Conclusions

Based on the discussion and results of the research in Chapter IV, the research of Analysis Influence of Decent Work Study Case in West Sumatera are :

1. The individual characteristic labor in West Sumatera has different characteristics based on education graduate and each variable in terms of Decent Work, Job Opportunities, Marriage Status, Age, Gender, and Job Training. The result is that the characteristics of labor in West Sumatera most relatively graduate from primary secondary school rather than university because most characteristic labor has more priority and intention about skill of job.
2. The impact of Job Opportunities, Education, Marriage Status, Age, Gender, and Job Training have a positive relationship and significant effect on Decent Work in West Sumatera. The independent variables which have the biggest impact on Decent Work are Education, Job Training, Marriage Status, and Job Opportunities where the difference of the individual having a Decent Work depends on the knowledge, skill, performance, number of family and chance to work with higher social protection and decent life for the labor.

#### 5.2. Research Implications

Based on the research results described above, there are several implications that can be concluded. First is the results proving that Decent Work in terms of Job

Opportunities, Education, Marriage Status, Age, Gender, and Job Training have significant effects. So, to have decent work the individual must increase the individual capacity and ability through education and job training. With these, education and job training give a chance to individuals to increase their capability, ability, experience, and skill to achieve Decent Work.

Other hand, the government in terms of making policy must have a policy which can provide safe decent workers and provide welfare guarantees to these workers and families in order to create decent productive jobs. Government has an important role to manage and support the workers individually, such as open job vacancies by taking age and marital status to achieve decent work.

### **5.3. Recommendations**

This study has several limitations, and hope in the further research have some improvement in the future, as the limitation in this study are:

- a. In this research, using 2021 National Labor Force Survey (Susenas) data conducted by Statistics Indonesia (BPS). The future researchers hopefully have to use more data in the long term and compare results from data in different years.
- b. For further research, I can add other variables such as number of families, type of education based on the majors taken, and decent work based on number of working hours. Otherwise, the next researcher can choose another region and compare with this research.