

CHAPTER V

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Based on the results of the analysis and discussion in this research, it can be concluded that :

1. Variable GLE negatively impacts labor productivity. This difference reflects inequality in access to resources and opportunities between genders. Poor health conditions can diminish labor productivity as they may lead to higher absenteeism and lower performance. Inequality in economic participation and decision-making can also be a constraint, hindering the full contribution of one gender in the workplace. Additionally, differences in stress levels and work-life balance between genders can impact overall productivity.
2. Variable GMYS has a positive effect on Labor Productivity. Better education quality can enhance the skills and knowledge of workers, supporting an overall increase in productivity. Greater participation of women in the workforce opens opportunities for broader utilization of human resources. Efforts to reduce gender discrimination in the workplace can create a fairer and more inclusive environment, fostering motivation and contributions from employees. Longer education, when balanced with well-being initiatives and work-life balance, can create healthier and more productive working conditions overall.
3. Variable GLFPR significantly and positively influences Labor Productivity in Indonesia. This is because the reduction in gender inequality in the quantity of labor allows the female population to no longer be confined to job choices traditionally limited to male populations.
4. Variable GPE has no significant effect on Labor Productivity.

5.2 Recommendation

5.2.1 Theoretical Recommendation

1. For future researchers, it is recommended to use a broader sample and extend the research data collection period to provide a more comprehensive impact.
2. Expand the research literature sources regarding the variables that will be used as references in the research formulation.

5.2.2 Practical Recommendation

1. Continue efforts to empower women economically through equal access to education, training, and job opportunities to create an environment that supports women's participation in various fields.
2. Strengthen the implementation of gender equality policies to reduce inequalities in job choices and ensure that all individuals have equal access to career opportunities.
3. Focus on an inclusive approach in economic and employment policies to ensure that all segments of society, regardless of gender, can participate in the economic development process.
4. Continue advocacy efforts and raise awareness regarding the importance of gender equality in advancing both society and the economy.