

## Vocational schooling and occupational matching: gender differences in Indonesia = Kesesuaian Sekolah Menengah Kejuruan dan jenis pekerjaan: perbedaan gender di Indonesia

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### Abstrak

[<b>ABSTRAK</b><br>

Ketidaksesuaian ketrampilan telah menjadi masalah di pasar tenaga kerja di Indonesia. Berhubungan dengan hal tersebut, makalah ini menganalisis pengaruh kesesuaian antara jenis jurusan dan pekerjaan di pasar tenaga kerja. Indonesia akan menghadapi kelebihan pasokan populasi penduduk usia kerja, sehingga pemerintah membuat suatu kebijakan mengenai sekolah kejuruan. Penelitian sebelumnya menunjukkan bahwa relevansi antara ketrampilan dan pekerjaan meningkatkan pendapatan di pasar tenaga kerja. Penelitian ini menggunakan data SAKERNAS 2013 dengan fokus terhadap analisis gender. Model empiris Mincer diaplikasikan sebagai basis untuk mengestimasi pengaruh tersebut. Hasil penelitian menunjukkan bahwa lulusan Sekolah Menengah Kejuruan yang jenis jurusan dan pekerjaannya sesuai menikmati gaji 13.5% lebih tinggi dibandingkan yang tidak sesuai. Efek ini tidak berbeda nyata secara statistik antara pria dan wanita. Selanjutnya, efek ini mencapai titik tertinggi pada awal karir di pasar tenaga kerja untuk pekerja pria, namun menunjukkan pengaruh pada pertengahan karir bagi para pekerja wanita. Hal ini mungkin dikarenakan perbedaan tingkat mobilitas antara pekerja pria dan wanita.

Walaupun prosedur kesesuaian antara jurusan dan pekerjaan dimungkinkan menunjukkan hasil yang tidak signifikan, namun penelitian ini mendukung hasil beberapa penelitian sebelumnya mengenai kesesuaian jenis jurusan dan pekerjaan di pendidikan kejuruan. Walaupun demikian, penelitian ini juga memberikan bukti baru bagi pemerintah untuk memantau kebijakan pendidikan kejuruan karena masih menghasilkan ketidaksetaraan gender dalam memberikan pelatihan dan pekerjaan.

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<b>ABSTRACT</b><b>

As skill mismatch has become the problem in the labor market in Indonesia, this paper examines the effect of the matching between vocational major and occupation in the labor market. Facing the excess supply of working age population, Indonesian government has imposed the vocational policy. Previous empirical evidences showed that the relevance returns of skill and occupation increases earnings in the labor market. The paper uses SAKERNAS 2013 data. A special focus will be on the role of gender. A basic Mincer model is applied to estimate the impact. The results show that the vocational graduates who have major and occupational matching enjoy 13.5% higher wages than those with mismatched. Meanwhile, this effect is not statistically different for males and females.

Furthermore, the effect reaches the highest point at the early career in the labor market for male workers, but in the middle of their working age for female workers. This may be due to the differences of the job mobility rate between men and women. Although the matching procedure may produce insignificant result, this research supported the prior studies on the major and occupational matching in vocational education.

Nevertheless, this research provides novel evidence for the government to monitor the vocational education policies as it still generates gender inequality in providing training and job availability.

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