Analysis Of Labor Figures And Factors Affecting Unemployment In Malang City

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Abstract

The phenomenon of employment and unemployment dynamics in Malang City has been analyzed not only from the surface but in more depth. The aim of this research is to provide a comprehensive picture of the challenges faced by Malang City in managing the workforce and reducing the unemployment rate. The analysis strategy applied is also relevant and in accordance with the research objective of identifying factors that influence the unemployment rate in Malang City using descriptive qualitative methods. The method in this research uses a qualitative descriptive analysis approach which is used in this research to enable an in-depth understanding of complex phenomena such as employment dynamics. These results and discussions present and provide valuable insight into fluctuations in labor force participation rates, open unemployment rates, and unemployment patterns according to education level in Malang City. This finding regarding the mismatch between the skills possessed by graduates and the demands of the job market highlights the importance of synchronizing the educational curriculum with industry needs. In addition, the policy recommendations provided, such as facilitating the transition from education to the world of work and increasing the relevance of the education curriculum to industry needs, are important strategic steps to improve employment conditions and reduce the unemployment rate in Malang City.

Article Info

1.Introduction

Population growth that continues to increase is a serious challenge in the economic and employment context. The higher the population growth, the fewer jobs available, thereby increasing the number of unemployed. Wardhana et al., (2020) . However, it should be noted that the increase in population has two different sides. On the one hand, population is a labor resource, but on the other hand, high population growth rates can also cause complex and large problems in the field of employment, especially at the district level. Maimun Sholeh, (2007) . This problem is very complex because it is influenced by many interacting factors, such as working conditions, output quality, decent wages, and the quality of human resources. The impact extends to the economic and social fields, including unemployment and poverty, which are difficult to overcome due to various interrelated factors, such as economic growth, education level, workforce and wages (Zakaria, 2024) and (Pujoalwanto, 2014) .

Unemployment is not only a problem for people with low educational backgrounds, but also attacks those with higher education. Every year, the number of undergraduate graduates from tertiary institutions continues to increase, which can add pressure to the labor market (Todaro & Smith, 2004) . Unemployment among young people is of particular concern, because the numbers are greater than the population growth rate. This is caused by various factors, both structural and non-structural. Structural factors include lack of skills, geographic inequality, and

information constraints, while non-structural factors include rising labor wages, women's participation in the workforce, and youth perceptions of wages and careers. (Nur et al., 2016) . Individual skills and knowledge gained through education and experience are crucial for increasing productivity and economic growth (Anam et al., 2023)

Malang City's economic growth in 2022 will reach 6.32 percent, recording the highest growth in the last ten years. The economy of Malang City is measured based on Gross Regional Domestic Product (GRDP) at current prices, which reaches IDR 84,807 trillion, and GRDP at constant prices of IDR 56,679 trillion (Central Statistics Agency, 2023) . Apart from that, fluctuations in labor force participation rates also show a positive trend. In August 2021, the labor force participation rate in Malang City increased by 2.46 percent compared to the previous year. The total workforce reached 482,172 people (Anjaningrum, 2023) and (Febrianto, 2023) . However, it should be noted that local labor dynamics are not always stable and can be influenced by regional economic factors. Employment conditions are an important aspect that needs to be considered in managing this significant economic growth.

Stagnant conditions in agricultural productivity and increasing unemployment rates in urban areas are the main concerns in efforts for sustainable economic development in Malang City. The imbalance between population growth and the availability of adequate employment opportunities is the main cause of this condition. Understanding the factors underlying fluctuations in labor force participation rates and their impact on unemployment rates in Malang City will provide valuable insight in formulating effective policies (Herlina & Prasetyorini , 2020; NDTV, 2023; Sasongko et al., 2020). In this context, factors such as physical and human capital accumulation, increased productivity, demographic changes, and worker protection are of primary concern (Kreishan, 2011) , (Kaufman, 1978) , (Lee & Reher, 2011) , and (Biagi & Lucifora, 2008) . In addition, changes in the demographic composition of the workforce as well as differences in education and gender also influence unemployment rates (Reid & Smith, 1981) , (Wolbers, 2000) , (Grogan, 2019) , and (Dunham, 2017) . Therefore, a comprehensive analysis of labor figures and factors influencing unemployment in Malang City is important for better understanding and developing effective policies in overcoming the unemployment problem. In this context, it is important to carry out a comprehensive and in-depth analysis to understand employment dynamics and identify appropriate solutions to overcome the unemployment problem. With a better understanding of the factors that influence the unemployment rate, effective policies can be formulated to create more jobs and improve the overall welfare of society.

2. Methods

This research adopts a qualitative approach in analyzing labor figures and factors that influence unemployment in Malang City. Qualitative research begins with formulating research questions, which will guide the selection of appropriate data collection methods and analysis strategies. Qualitative methods are flexible, which means they can undergo changes, additions, or replacements during the analysis process (Srivastava, A. & Thomson, SB, 2009). A qualitative approach was chosen because it has the advantage of providing an in-depth and contextual understanding of complex phenomena, such as employment dynamics in the region. The scope of the research focuses on analyzing the number of labor force and unemployment in Malang City, with the aim of identifying and analyzing the relationship between employment and factors that influence the unemployment rate in the area. Through a qualitative descriptive approach, this research aims to provide a deeper understanding of employment dynamics and the factors that influence the unemployment rate in Malang City.

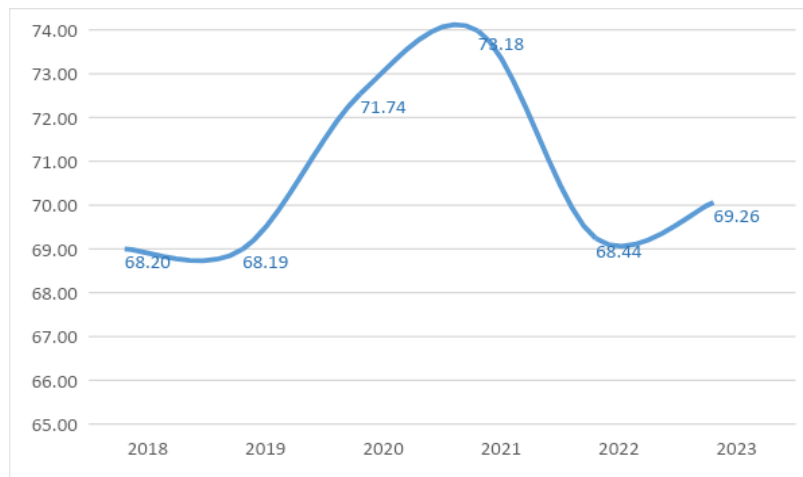## 3. Results and Discussion
Results

Figure 1. Labor Force Participation Rate 2018-2023 (%)
Source: Malang City Central Statistics Agency, 2023

Malang City's Labor Force Participation Rate (APAK) shows fluctuations from 2018 to 2023 (figure 1), influenced by the dynamics of the workforce. The decline in APAK in 2022 will be 68.44% in line with the decline in the number of the workforce. Previous increases in 2020 and 2021 were related to increases in the workforce, driven by responses to the impact of the COVID-19 pandemic. This phenomenon is in line with the theory that changes in the workforce can be influenced by external events, such as an economic crisis. However, a significant increase in 2023 to 69.26% shows economic recovery after the impact of the pandemic. This reflects individual adaptation to changing economic conditions, in accordance with the theory of individual response to economic uncertainty.

An increase or decrease in the labor force participation rate (APAK) often reflects significant changes in the economic dynamics of a region. In the context of Malang City, APAK fluctuations from 2018 to 2023 are an interesting thing to investigate. According to data obtained from the Malang City Central Statistics Agency in 2023, there was a significant decline in APAK in 2022, which was then followed by an increase in 2023. This change is influenced by a number of factors that need to be understood in more depth. One of the factors that influences changes in APAK is a change in the number of labor forces in a region. According to economic theory, the size of the labor force can be influenced by various factors including population growth, education level, and economic conditions. In 2022, there will be a significant decline in APAK in Malang City, which is caused by a decrease in the number of the workforce. This occurs due to factors such as changes in demographic structure, education, and the impact of the COVID-19 pandemic.

Table 1. Number of Malang City Labor Force

Year	Number of Malang City Labor Force
2018	462738
2019	465084
2020	470610
2021	482172
2022	452836
2023	459985

source *: Malang City Central Statistics Agency, 2023*

In 2020 and 2021, there will be an increase in APAK, which is directly related to the increase in the workforce in Malang City. Analysis of historical data shows that this increase occurred in response to worsening economic conditions resulting from the impact of the COVID-19 pandemic. Many individuals who were previously not included in the labor force were forced or became voluntarily part of the labor force to maintain the family economy. For example, some housewives, college students and school students have had to look for work to overcome the economic

difficulties arising from the pandemic. In the context of efforts to overcome employment and unemployment problems in Malang City, this research produces recommendations for strategic steps for the Malang City Government. As the final step in this research, it is hoped that these recommendations can become the basis for the Malang City Government in designing effective and sustainable policies to improve employment conditions and reduce the unemployment rate in the region (Arief Zubaidy, 2018).
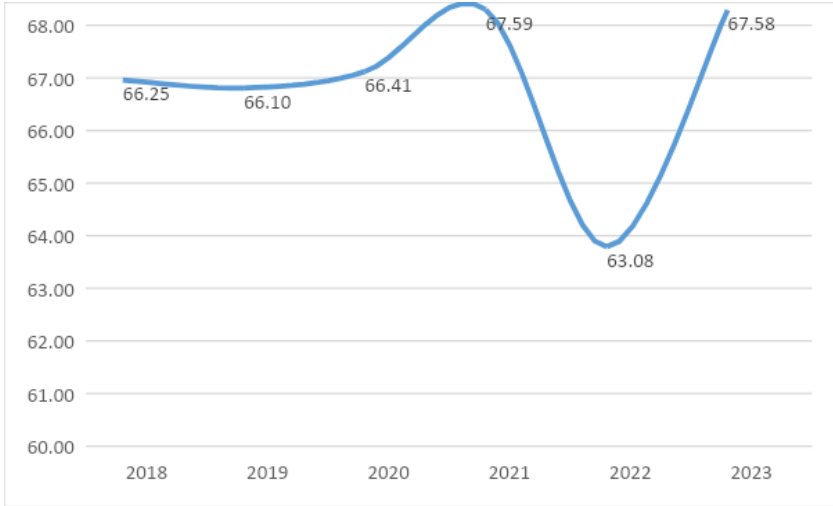

Figure 2 . Malang City Labor Force Participation Level (TAPK).
Source: Malang City Central Statistics Agency, 2023

The description of the data provided regarding the Malang City Labor Force Participation Rate (TAPK) provides an overview of the dynamics of labor supply in the city's economy over the last few years. In 2021, Malang City's TAPK will experience an increase, indicating that the number of economically active residents is increasing. This indicates that there is growth or increase in the potential workforce available to produce goods and services in the economy of Malang City. However, in 2022, there will be a significant decline in Malang City's TAPK by 4.51 percentage points, which will cause the TAPK value to fall to 63.08 percent. This decline is due to a decrease in the number of working people, which may be caused by factors such as a decrease in labor demand, an economic recession, or demographic changes. Furthermore, in August 2023, there was a significant increase in Malang City TAPK of 4.49 points compared to the previous year, reaching a value of 67.68 percent. This increase is due to an increase in the number of working people, which may be influenced by factors such as economic recovery, increased government investment, or policies that support workforce growth. Overall, the data reflects fluctuations in labor supply in Malang City during this period, with significant increases and decreases. Further analysis can be carried out to understand the factors that influence changes in TAPK and their implications for the economy of Malang City.

Other factors that need to be considered in the APAK analysis are structural and policy factors that influence labor participation in Malang City. Government policy, education level, economic infrastructure, and labor market conditions are important factors that need to be taken into account in understanding labor dynamics in this region. The increasing population growth in Malang City has become one of the main factors influencing labor dynamics and unemployment rates in the region. As stated by Adriyanto, Didi Prasetyo, (2020) in his research, an increase in population can cause an increase in individual economic needs. However, this can also create an imbalance between population and available jobs, causing an increase in unemployment rates.

In the context of Malang City, fluctuations in the labor force participation rate (APAK) can be a reflection of changes in local economic and workforce dynamics. As explained in the research, an increase in population is directly related to an increase in available human resources, but can also create challenges in meeting employment needs in accordance with the qualifications of the existing workforce. Not only this, other factors related to unemployment also occur due to the

imbalance between population and available jobs. Basically, the increase in population has two different sides (Yanti & Sudibia, 2019) . The factors that influence the labor force participation rate and unemployment rate in Malang City are very complex and interrelated. This research highlights that labor problems do not only occur in groups of people with low educational backgrounds, but also attack groups with high educational backgrounds. Moreover, the fluctuation in the open unemployment rate which is dominated by the young age group shows that factors such as lack of skills, mismatch between qualifications and job market demand, as well as perceptions of careers and work environments also play a role in increasing the unemployment rate in Malang City.
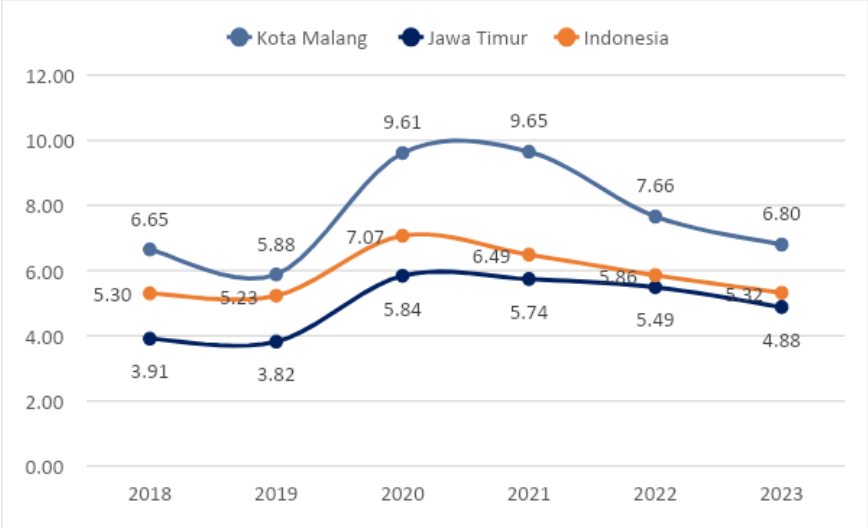

Figure 3 . Open Unemployment Rate
Source: Malang City Central Statistics Agency, 2023

Next, regarding the Open Unemployment Rate (TPT) in Malang City in 2023. TPT, which is the percentage of the unemployed in the workforce, decreased sharply from 7.66% in the previous year to 6.80%. Despite this, Malang City still has a higher TPT compared to the provincial and national levels. Analysis shows that the unemployed in Malang City tend to be educated, with the majority of job seekers coming from vocational schools, diploma and university graduates. This shows a misalignment between available education and labor market needs. However, this also reflects the high quality of human resources in Malang City. There needs to be coordination between various related parties to synchronize employment needs with the skills possessed by graduates. Even though the city government's authority only extends to junior high school level, this could be an opportunity to increase integration between education and the world of work. Thus, strategic steps need to be taken to reduce TPT while improving the quality of labor available in Malang City. Apart from data on the Open Unemployment Rate (TPT), the analysis also looks at unemployment according to education level. In Malang City, the majority of job seekers come from vocational schools, diploma and university graduates. Despite having a higher level of education, they still have difficulty being absorbed into the job market. This indicates that there is a misalignment between the educational curriculum and employment needs. However, this data can also be interpreted as an indicator of the quality of human resources in Malang City, because the majority of the unemployed are individuals who have skills and are educated. The importance of synchronization between education and employment is highlighted in this analysis. Coordination between relevant parties is required to ensure that the educational curriculum includes skills that are in line with industry needs. Even though the authority of the city government only extends to the junior high school level, this could be an opportunity to strengthen collaboration between educational institutions, industry and local government to increase integration between education and the world of work. In this way, efforts can be made to reduce the unemployment rate, while improving the quality of labor available in Malang City.
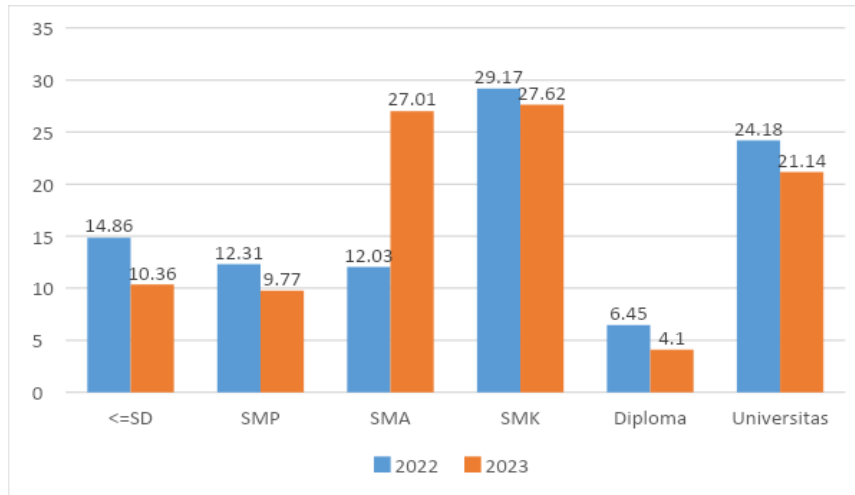
Figure 4 . Unemployment According to Highest Education Completed *Source: Malang City Central Statistics Agency, 2023*

This data describes the unemployment rate according to the highest level of education completed from August 2022 to August 2023 in Malang City. From this analysis, it can be seen that unemployment for vocational school graduates has the highest rate, reaching 27.62%, followed by high school graduates with 27.01%, and university graduates with 21.14%. It should be noted that there has been a decrease in unemployment for university, diploma and vocational school graduates, as well as at junior and elementary school levels and below, but unemployment for high school graduates has actually increased. These findings indicate challenges in facilitating the transition from education to the world of work, especially for vocational and high school graduates. Although there is a decline in unemployment in several educational groups, the spike in unemployment for high school graduates shows that there is a mismatch between the skills they possess and the demands of the job market. This shows the importance of integrating educational education with industry needs in designing curricula. This analysis highlights the need to align educational curriculum with job market needs as well as efforts to provide appropriate support and training for graduates so they can face competition in the job market. Thus, strategic steps need to be taken to improve the quality and relevance of education in order to reduce the unemployment rate, especially among vocational and high school graduates in Malang City.

Based on the factors that have been explained, it can be concluded that the importance of appropriate policies in dealing with labor and unemployment problems in Malang City. Efforts to increase economic growth, education levels, quality of human resources, as well as active involvement of the private sector in creating quality jobs are important in overcoming this problem. According to Sholeh, (2007) found that describing labor problems in the future is not easy and simple because apart from basing it on the number of labor figures in the past, future production prospects must also be known.

Thus, analysis of labor figures and factors influencing unemployment in Malang City shows that the increase in population is one of the main factors influencing employment dynamics. In facing this challenge, there needs to be a joint effort from the government, private sector and society to develop sustainable policies in creating adequate employment opportunities and improving the quality of human resources in Malang City. In the context of Malang City, this can be explained by looking at how population dynamics and other factors have an impact on labor figures and unemployment rates in the region. Therefore, there is a need for an in-depth analysis of the factors that influence unemployment in Malang City so that efforts to overcome unemployment can be carried out more effectively and efficiently.

Based on in-depth analysis of data on labor force participation rates (APAK), open unemployment rates (TPT), and unemployment patterns according to education level in Malang City, the findings show that there have been significant fluctuations in employment dynamics over the last few years. It was found that the simultaneous decrease and increase in APAK reflected

individuals' adaptive responses to external economic events, such as the impact of the COVID-19 pandemic and post-pandemic economic recovery. The decline in TPT from the previous year shows that there are efforts to recover the economy, but Malang City still has a higher unemployment rate compared to the provincial and national levels.

Analysis shows that the majority of unemployed people in Malang City have an educated educational background, especially vocational school, diploma and university graduates. However, there is a mismatch between the skills possessed and the demands of the job market, especially seen in the spike in unemployment for high school graduates. This emphasizes the importance of synchronizing the educational curriculum with industry needs in designing education that is relevant and able to support a smooth transition into the world of work. Therefore, strategic steps need to be taken to improve the quality and relevance of education, as well as strengthen collaboration between educational institutions, industry and local government in order to reduce the unemployment rate and improve the quality of human resources in Malang City in a sustainable manner. The potential of this analysis lies in its contribution in providing in-depth insight into the complexity of employment and unemployment problems in Malang City, as well as providing a basis for developing effective policies in overcoming these challenges.

Discussion

In labor population studies, the term manpower is known, where all residents who are considered to have the potential to work productively are aged 15 years and over, which is adjusted to international regulations (Widhaningrat et. al 2013). According to the Law Regulating Employment, what is referred to as employment is anything related to employment before, during and after the employment period.

Indonesia has great human resource potential, but is faced with obstacles in the employment sector. The rapid growth in the workforce is not in line with sufficient employment opportunities. in Indonesia, one of them is Malang City, which is located in the province of East Java, Indonesia, which is a city that is developing rapidly and has great economic potential. This city is famous for its natural beauty, cool climate and cultural diversity. Apart from that, Malang City is also known as an education center with various well-known universities in Indonesia, such as Brawijaya University and Malang Institute of Technology. The combination of natural, cultural and educational factors makes Malang City a magnet for residents from various regions, as well as an investment place for business people. In addition, the mismatch between labor supply and labor market needs causes high unemployment rates. The minimum wage also affects the unemployment rate; Wage increases can reduce labor demand, increasing unemployment rates. Therefore, appropriate policies are needed to overcome the gap between supply and demand for labor as well as wage settings that take into account the impact on the unemployment rate (Adriyanto, Didi Prasetyo, 2020) .

Behind its charm and economic potential, Malang City is also faced with a number of challenges that need to be overcome to achieve sustainable economic growth. One of the main challenges faced by Malang City is fluctuations in the labor force participation rate (APAK) and unemployment rate. Data shows significant fluctuations in APAK from year to year, which are influenced by various external and internal factors.

Labor Force Dynamics In recent years, Malang City has witnessed dramatic changes in labor force participation rates. The decline and sharp increase in APAK reflects the dynamics of the workforce, which is influenced by factors such as changes in demographic structure, education, as well as the impact of external events such as the COVID-19 pandemic. Notably, the sharp decline in 2022 is accompanied by a decline in the workforce, which may be caused by various economic and social factors. Several factors can determine the level of a person's socio-economic situation in society, namely education level, type of work, income level, household conditions, place of residence, ownership of wealth, position in the organization, economic activity, and so on. Increasing formal and non-formal education to produce competent human resources. This can be done by providing skills training for children who cannot afford to go to school, so that these skills can be used to open a business or work (Putri, 2016) . Open unemployment in Malang City continues to be a major concern for the local government. Even

though Malang City's economic growth continues to increase, it does not appear to have a significant impact on reducing the unemployment rate.

The unemployment rate, especially the open unemployment rate (TPT), is also a focus of attention in Malang City. Even though there will be a decrease in TPT in 2023, this city still has a relatively high unemployment rate, especially among vocational, high school and university graduates. The mismatch between the skills possessed by graduates and the demands of the job market is one of the main challenges faced by Malang City. Apart from that, integration between education and the world of work is also an important concern, because the educational curriculum needs to be adapted to industry needs.

Based on data recorded on the number of workers in Malang City from 2018 to 2023, an interesting growth trend can be seen that needs to be discussed. During this period, the number of labor forces tended to increase from year to year, although there were fluctuations in the growth rate in certain years. This growth is influenced by various factors, both external and internal. External factors such as national economic conditions, government policies, and industry trends can influence job availability and labor force participation. On the other hand, internal factors such as population growth and educational completion rates can also contribute to an increase in the workforce. The implications of this workforce growth for the local economic development of Malang City are very significant. With more labor available, the potential to increase production and productivity of the local economy can be increased. However, the challenge that arises is in creating sufficient jobs and providing opportunities for all workforce to be involved in the economy. Therefore, it is necessary to expand education and training policies to ensure that the workforce has the skills and competencies needed to face the changing labor market. Investments in education and training can help increase the competitiveness of the local workforce and reduce the gap between labor demand and supply. Thus, the results of this research provide valuable insight for policy makers, entrepreneurs and other stakeholders in planning inclusive and sustainable economic development strategies for Malang City.

Policy Recommendations and Strategic Steps need to be taken to face this economic challenge, the Malang City government needs to formulate appropriate policies and strategic steps to increase economic growth and reduce the unemployment rate. Policy recommendations include efforts to facilitate the transition from education to the world of work, increase the relevance of educational curriculum to industry needs, and provide appropriate support and training for graduates. It seems that the implementation of policies carried out by the Malang City government has not yet reached the maximum level in handling unemployment, especially in terms of intensity, quantity and variety of existing policies and programs to deal with various types of unemployment. As a result, the socio-economic resilience of Malang City has not yet reached the expected level of perfection (Ricky Firmansyah A., 2018) . Apart from that, collaboration is needed between the government, private sector and educational institutions to create quality jobs and improve the quality of human resources in Malang City. Overall, Malang City as the center of economic development in Indonesia is faced with a number of challenges in managing workforce dynamics and overcoming unemployment rates. However, with awareness of these challenges and the right strategic steps, Malang City has the potential to continue to develop and become a center for better economic growth in the future.

4. Conclusion

From the results of the discussion above, it can be concluded that Malang City has great economic potential, but is faced with a number of challenges, especially in managing labor dynamics and overcoming the unemployment rate. Sharp declines and increases in the labor force participation rate reflect fluctuations in the size of the labor force, which are influenced by various external and internal factors. Efforts to improve formal and non-formal education need to continue to be strengthened to produce competent human resources, so as to reduce the unemployment rate. There is also a need for collaboration between the government, the private sector and educational institutions to create quality jobs and improve the quality of human resources. For this reason, suggestions for planning and development of Malang City are to formulate appropriate policies and comprehensive strategic steps, as well as increase coordination and collaboration between stakeholders. Efforts are also needed to increase the

relevance of educational curricula to industry needs and provide appropriate support and training for graduates. Thus, Malang City has the potential to continue to develop and become a center for better economic growth in the future .

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