

Root Cause Analysis and Handling Strategy for Unemployment in Karanganyar, Pekalongan Regency

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ABSTRAK: Pengangguran merupakan tantangan serius dalam konteks sosial dan ekonomi di berbagai wilayah di Indonesia, termasuk di Kabupaten Pekalongan, Jawa Tengah. Salah satu kecamatan dengan tingkat pengangguran terbuka tertinggi di Kabupaten Pekalongan adalah Karanganyar. Tingginya tingkat pengangguran di Karanganyar berdampak negatif pada kesejahteraan dan kualitas hidup masyarakatnya, serta meningkatkan risiko masalah sosial seperti kriminalitas dan penyalahgunaan alkohol. Studi ini bertujuan untuk memahami akar penyebab tingginya angka pengangguran di Karanganyar, mengevaluasi dampaknya, dan merumuskan rekomendasi kebijakan dan program yang efektif dalam mengatasi masalah tersebut. Penelitian ini mengisi kesenjangan pengetahuan dengan fokus pada penyebab dan solusi pengangguran di wilayah pedesaan seperti Karanganyar, yang masih minim diteliti. Dari segi teoritis, faktor-faktor seperti pertumbuhan ekonomi yang lambat, dominasi sektor pertanian tanpa nilai tambah optimal, tingkat pendidikan rendah, dan program pelatihan kerja yang belum optimal menjadi fokus utama. Penelitian ini diharapkan memberikan kontribusi strategis bagi pemerintah setempat dalam menyusun kebijakan penanganan pengangguran yang kontekstual dengan kondisi Karanganyar. Dalam penelitian ini, digunakan pendekatan kualitatif dengan teknik pengumpulan data melalui survei, dokumentasi, dan wawancara. Hasil penelitian menunjukkan tingkat pengangguran di Kabupaten Pekalongan mengalami fluktuasi, dengan TPT Kota Pekalongan mencapai 7,02% pada tahun 2020. Hasil penelitian ini diharapkan dapat memberikan sumbangan penting bagi upaya meningkatkan kesejahteraan dan produktivitas ekonomi di Karanganyar, serta menjadi acuan bagi wilayah lain yang mengalami masalah serupa.

Kata kunci: Pengangguran, Penyebab, Solusi, Faktor.

ABSTRACT: Unemployment is a serious challenge in the social and economic context of various regions in Indonesia, including in Kabupaten Pekalongan, Central Java. One of the subdistricts with the highest open unemployment rate in Pekalongan Regency is Karanganyar. The high unemployment rate in Karanganyar has a negative impact on the welfare and quality of life of its residents, as well as increasing the risk of social problems such as crime and alcohol abuse. This study aims to understand the root causes of the high unemployment rate in Karanganyar, evaluate its impact, and formulate recommendations for effective policies and programs to address the problem. This study fills a knowledge gap by focusing on the causes and solutions of unemployment in rural areas such as Karanganyar, which have been under-researched. From a theoretical perspective, factors such as slow economic growth, the dominance of the agricultural sector without optimal added value, low education levels, and suboptimal job training programs are the main focus. This research is expected to make a strategic contribution to the local government in formulating unemployment management policies that are contextual to the conditions of Karanganyar. In this research, a qualitative approach was used with data collection techniques through surveys, documentation, and interviews. The results showed that the unemployment rate in Pekalongan Regency fluctuated, with Pekalongan City's TPT reaching 7.02% in 2020. The results of this research are expected to provide an important contribution to efforts to improve economic welfare and productivity in Karanganyar, as well as a reference for other regions experiencing similar problems.

Keywords: Unemployment, Causes, Solutions, Factors.

1. INTRODUCTION

Unemployment is a social and economic problem that is frequently encountered by various regions in Indonesia (Kolibu et al., 2019). Central Java is no exception. As the most populous province in Indonesia, Central Java is required to continue to increase the capacity of the economy to absorb the growing labor force every year. However, development achievements between districts/cities in Central Java are still relatively unequal (Hadi et al., 2009).

One of the districts that still records a high unemployment rate is Pekalongan Regency (Nurrohman & Arifin, 2010). Based on data from the local Manpower Office in 2021, the achievement of labor absorption in Pekalongan Regency is still below the set target. In other words, thousands of productive-age labor force in Pekalongan Regency have not yet found jobs. In particular, Karanganyar sub-district recorded the highest open unemployment rate in Pekalongan district. This condition is very concerning and has the potential to trigger various social problems if not addressed immediately.

The high unemployment rate in Karanganyar has a broad impact on the decline in the welfare and quality of life of its citizens. The lack of employment opportunities has caused hundreds of households to live in poverty and have difficulty meeting their basic needs (Ulya, 2018). In addition, long-term unemployment also risks increasing the crime and alcohol rates in Karanganyar due to the squeezed economic conditions.

The problem of unemployment is one of the main issues in the development process of a country, whether it is a developing country or a developed country. In developing countries like Indonesia, unemployment has become a major concern because it involves millions of individuals and has a high level of complexity. This problem is influenced by many interacting factors, creating patterns that are difficult to understand easily. Not only become an economic problem, but also become a significant social problem. Its impact has a profound impact on the implementation of national development, both in the short and long term (Usman, 2023).

The long-term impact if unemployment is not resolved is that the Karanganyar region will be further left behind in terms of human development achievements. Local economic productivity will also stagnate due to the lack of purchasing power. In the end (Resdati et al., 2022), persistent unemployment has the potential to widen the gap between regions and hinder the achievement of inclusive development in Pekalongan Regency.

Although the problem of unemployment has been studied for a long time, most literature discusses this issue in a macro or urban context (Azizy, 2000). Meanwhile, specific research and studies related to the causes and solutions to unemployment in rural areas such as Karanganyar are still very limited. Therefore, the research gap that needs to be filled is a comprehensive understanding of the root causes of unemployment in Karanganyar along with the formulation of region-specific policies and programs that are needed.

The purpose of this research is to deeply understand the root causes of the high unemployment rate in Karanganyar, evaluate its various impacts, and formulate recommendations for effective long-term programs and policies to overcome this problem. It is hoped that the results of the research can serve as valuable input for the Pekalongan Regency Government in formulating policies for handling unemployment that are contextualized to the location-specific conditions in Karanganyar.

In particular, this research is expected to provide tangible benefits for improving the welfare and quality of life of Karanganyar residents through expanding employment opportunities and vocational training programs that are in accordance with the potential of the local area. In the end, unemployment, which has been a scourge for Karanganyar,

can be gradually reduced to a reasonable point. The productivity of the Karanganyar economy is also expected to increase in line with the increasingly productive workforce.

From a theoretical perspective, several factors are thought to be the main causes of the high unemployment rate in Karanganyar, including slowing economic growth, the agricultural sector dominating the local economy without being able to provide optimal added value, the average education of the workforce which is relatively low, and the lack of optimal job training programs with the needs of the business world in Karanganyar. Therefore, these factors will be the focus of this research in order to formulate alternative policy recommendations and programs that are right on target and effective in overcoming unemployment problems in this region.

This in-depth research on unemployment issues in Karanganyar is believed to have strategic value (significance) for efforts to strengthen competitiveness and equitable distribution of development results in Pekalongan Regency. An empirical understanding of the root causes of the problem along with the formulation of contextualized innovative solutions is expected to encourage more effective policy-making in overcoming unemployment in Karanganyar and at the same time become a pilot project for other regions facing similar problems in Pekalongan Regency.

2. METHOD

The Research Method used in this study is a qualitative method. The qualitative approach here adopts descriptive explanations, which describe data in the form of sentences, schemes and images. This research was conducted in Karanganyar, Pekalongan Regency. The data collection techniques used include:

1. Survey, which is an initial activity to examine the problems faced by the company, such as the history and current condition of the research site. Karanganyar was chosen as the object of research, and the problems faced were then raised as research titles to focus the research.
2. Documentation, which involves gathering information through books, journals, and the internet, as well as research into existing records or documents, such as company histories.
3. Interviews, aim to exchange information and ideas through question and answer dialog, so as to produce a deeper understanding of a particular topic.

3. RESULT AND DISCUSSION

This figure is higher than that of the Central Java province, which is only 6.48% or 1.2 million people out of 18.7 million labour force. As for 2021, there has been a decrease of 6.89% or 12 thousand out of 181 thousand labor force.

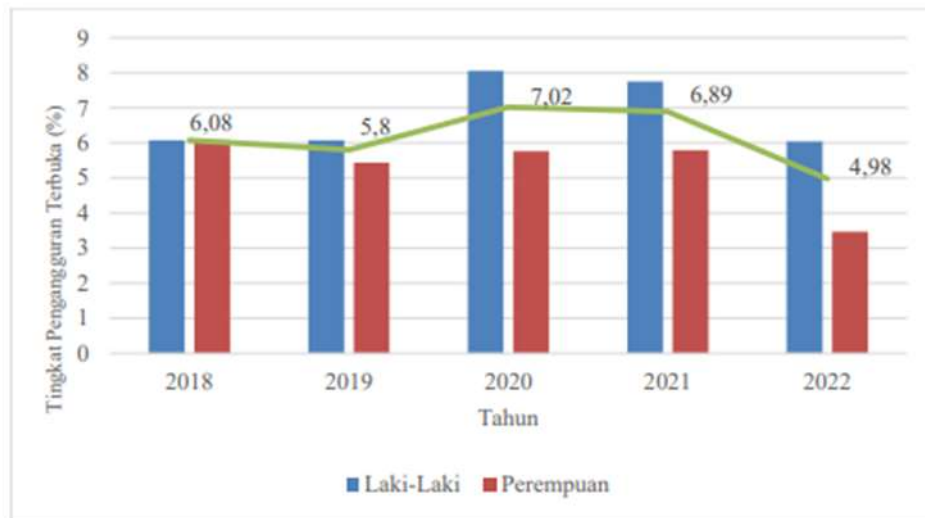


Figure 1
Open Unemployment Rate (TPT) of Pekalongan City
by Gender Type 2018-2022

Unemployment is a matter for the government to resolve. From the results of the research, a description was obtained that the type of unemployment that exists in the marketplace is frictional unemployed. Therefore, solutions can be solved in the most simple and concrete ways. Research results (Ayati, 2018) supporting frictional unemployment that is significantly influenced by the number of jobs, educational levels, search channels, and types of vacancies.

One of the hopes expressed by stakeholders, is to bring investment into the network as a strategy to reduce the unemployment rate. Research results (Satrio, 20210) To determine the impact of direct investment on labour demand, use labour coefficients and output indicators to identify labour demand multipliers.

No matter how low the unemployment rate in the marketplace, it must be resolved as soon as possible. Although 2019 has been a decline compared to previous years, which reached 6%. Because, according to the United Nations, the demographic transition that has occurred in the last few decades in Indonesia will open up an opportunity for Indonesia to enjoy demographic bonuses in the period 2020-2030 (Maryati, 2015).

Unemployment Reduction Strategy in Pekalongan City

Based on the description above, there are some notes, as well as theoretical solutions, and also strategies that can be taken to reduce unemployment. Among those records is.

- 1) From those who originally worked as workers, private employees, and also others they aspire to be traders, entrepreneurs or have their own business. Not many want to be TNI-Polri/PNS.
- 2) Reasons: not bound by time, results are more promising, creation of jobs, according to the science studied, nationalism, easier.
- 3) The above description indicates that the type of unemployment on the site is frictional, which means being unemployed because of the desire to find a better job.

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Based on the above notes, the following theoretical solutions are formulated:

- 1) Expansion of employment opportunities through the establishment of new industries, especially those of a labor-intensive nature.
- 2) Deregulation and de-bureaucratization in various sectors of industry to stimulate the emergence of new investment.
- 3) Promote the development of informal sectors, such as the home industry.
- 4) Promote transmigration programmes to absorb labour in the agricultural and other formal sectors.

Opening up common or heavy-duty projects such as construction of infrastructure, bridges, highways, government buildings, etc. so that they can absorb labour directly.

Strategies to reduce unemployment in Pekalongan City include:

- 1) Facilitating cheap financing for traders/entrepreneurs for unbankable enterprises.
- 2) Provide IT-based entrepreneurship training for traders/entrepreneurs.
- 3) Facilitate business licensing for traders/entrepreneurs easily and cheaply, through Online Single Submission (OSS).

Based on field identification, data descriptions, and research strategy carried out, then the unemployment reduction strategy in Pekalongan City can be done among:

- 1) Training for the community in the Labour Training Hall (BLK) of Pekalongan City continues with strengthening against the participants through an integrity pact of readiness to follow the internship until the end.
- 2) The need of industrial houses over ex-training participants of BLK, formed creative houses in each district.
- 3) Facilitation of Intellectual Property Rights (IPR) on Micro Small and Medium Enterprises (MSMEs) products in Pekalongan City.

3.1 Theory Unemployment

According to Suparmono (2018), unemployment is the inability of the labour force to get jobs according to their needs and desires. The concept of unemployment does not only refer to individuals who are not working or seeking employment. For Suparmono, someone who already has a job and is running it can also be considered unemployed because unemployment is understood in three dimensions, namely time, work intensity, and productivity. Elmizan and Asy'ari (2021) also stated that unemployment refers to individuals who are actively seeking employment in working age. If a person of working age is looking for a job and fails to get it, he is considered unemployed. Suparmono takes a stricter view by saying that even a person who already works can still be called half unemployed if his job does not match his field of expertise. This is because their productivity in jobs outside their field of expertise tends to not be maximum (Sinaga, 2023).

The research (Susilowati et al., 2022) entitled Causal Factors and Strategies for Managing Unemployment Problems in Islamic Perspective in Dawung Ringinrejo Kediri Village is due to several key factors. First, the skill factor plays an important role in determining success in the job. Without adequate skills, a person tends to be unable to develop and do the job well. Although many inhabitants of Dawung Village have a formal educational background such as SME graduates or colleges, sometimes they are

reluctant to work hard. Secondly, local conditions also play a role in causing unemployment.

3.2 Keynes theory

Keynes' theory expressed a different view from the classical theory, according to which unemployment was caused by low aggregate demand. Therefore, the hindering of economic growth is not caused by low production, but by low consumption. Keynes encouraged government intervention in increasing aggregate demand levels so that the tourism sector could create jobs (Lasiyama, 2022). The cause of low economic growth is not only a result of low production rates, but more due to low consumption rates. This cannot be overcome through free market mechanisms as recommended by classical theory. In the free market mechanism, when labour demand rises, wage rates tend to fall, but this will bring losses. Lower wages mean lower incomes, which in turn will reduce people's purchasing power for goods and services (Setyawan et al., 2021).

In a study (Adriyanto et al., 2020) entitled *Labour and Factors Affecting Unemployment*, there are factors that cause unemployment to be an imbalance between the number of available Labour Forces and Employment Opportunities. Unemployment has a negative impact on economic growth as it causes a decline in the purchasing power of the population, which in turn leads to a decrease in demand for goods produced.

3.3 Unemployment Cause Theory

According to Sukirno (1994) in (Tamba et al., 2023), the causes of unemployment can be grouped into four categories. First, there is Normal or Frictional Unemployment, which occurs when the unemployment rate in an economy reaches about two to three percent of the total labour force. It is considered a full employment opportunity. Unemployed in this category is also referred to as frictional employment, where the unemployed do not work not because they cannot get a job, but because they are looking for a better job.

Second, there is cyclical unemployment, which occurs when the economy does not always grow steadily. Sometimes aggregate demand increases, prompting entrepreneurs to increase production, thus reducing unemployment. However, at other times aggregated demand decreases, for example due to the fall in the price of agricultural commodities. Thirdly, there is structural unemployment, which occurs when not all industries and companies in the economy continue to flourish. Some industries may be experiencing a recession due to the emergence of better new products, technological advances that reduce demand for certain goods, high production costs, or a decline in exports due to competition from other countries. Fourthly, there is technological unemployment, which occurs when machines and chemicals replace the role of human power. Examples are the use of toxins to control wild grass, which reduces the need for human resources to clean crops, meadows, and other agricultural land (Tamba et al., 2023).

Based on a study by (Siregar et al., 2023) entitled *Unemployment Cause Factors and Strategy for Dealing with Unemployed Problems in Indonesia 2000-2023* that the causes and strategies for dealing with unemployment problems in Indonesia from 2000 to 2023, it can be concluded that unemployeedhood is caused by several factors. One of them is unstable economic conditions, government policies that are seen as not supporting the

people, and a focus on developing unrealistic economic sectors. In addition, low educational levels and lack of skills are also other causes, along with job constraints that are disproportionate to the number of job seekers.

3.4 National Income Theory Decreases

One of the elements of the national income is income from wages. When a person works, they receive compensation in the form of salaries. Therefore, the greater number of unemployed in a country will result in an increase in the number of individuals who do not receive wages, which will ultimately reduce national income. It's becoming a problem because the national income is used to finance national development (Usman, 2023).

Besides, citizens' skills are also an important factor. Despite the efforts of the village government to organize skills training, the lack of consistency and citizens' enthusiasm to attend training is a major obstacle. The size of wages received as farmers or peasant workers is only about 300-500 thousand a month, but not all citizens receive wages routinely, which makes citizens more likely to find work outside the village despite their limited knowledge of job opportunities outside the countryside. Finally, minimizing access to information about employment opportunities in accordance with your skills and skills is also a barrier to finding a job (Permadhy & Sugianto, 2020).

3.5 Unemployment indicator theory

Open unemployment refers to the part of the labour force that is unemployed or actively seeking employment. According to the Central Statistical Authority (2011), this term is also known as open unemployment, which includes individuals who are in the process of looking for a job, are preparing for an enterprise, do not seek a job because they find it difficult to get it, or who already have a job but do not start working and at the same time do not have work. (menganggur). Thus, the indicator that reflects the amount of unemployment is the open unemployability rate (Ardian et al., 2022). In addition to using Labour Participation Rate (TPT) as a primary indicator, the study will also use the City Minimum Wage (UMK) as one of the indicators in grouping other indicators. Another indicator that will be used is the Human Development Index (HDI), which is an index that describes the educational, health, and economic levels of the population (Akramunnisa & Fajriani, 2020).

When a region does not have the potential to create adequate jobs, people are forced to find jobs outside the area even outside the city, which is sometimes not possible for some people. Finally, the phenomenon of post-TKI is also an important factor that contributes to the occurrence of unemployment. After TKI are Indonesian citizens who work abroad for a certain period of time, but after returning to Indonesia they face difficulties to re-adjust to the work environment in the country of origin. It puts the economy back to zero for them and finding a new job becomes their own challenge. Thus, these three factors are the main cause of unemployment in Dawung district (Susilowati et al., 2022).

4. CONCLUSION

The study aims to gain a deep understanding of the root causes of the high unemployment rate in Karanganyar district, Pekalongan District, as well as formulate long-term programme and policy recommendations to tackle the issue of employment in the region. Some of the alleged main causes of the high unemployment rate in Karanganyar include slowing economic growth, the domination of the value-added agricultural sector, the low average education of the labour force, as well as unoptimal employment training programmes. If not overcome immediately, it could widen the gap between the territories and hinder development in the Pekalongan district. Previous research has shown that the causes of unemployment include lack of education and skills, limited employment, and minimal information on employment opportunities. The research is expected to provide an insight into contextual unemployment management policies and training programmes in accordance with the potential of the region to improve the well-being of the Karanganyar community.

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