

Analysis of the Effect of Foreign Workers on Unemployment in Banten Province

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ABSTRACT

The purpose of this research is to analyze issues related to unemployment influenced by foreign workers in Banten Province. The specific objective is to deepen the study related to strategic efforts to increase government capacity to improve the quality of human resources in overcoming unemployment in Banten Province. This research uses a qualitative method based on a combination of primary and secondary data processing conducted using a discourse analysis approach. Data collection methods used in this research are interviews and documentation, in addition to discussions related to strengthening field data. Based on the discussion that has been explained above, the researcher draws the conclusion that foreign workers do not have a significant impact on unemployment in Banten Province; knowledge transfer is needed and becomes a priority scale rather than profit sharing; work ethic is an important asset that must be owned by job seekers and those who are already working.

Keywords: *foreign workers, unemployment, human resource quality.*

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis isu-isu terkait pengangguran yang dipengaruhi oleh tenaga kerja asing di Provinsi Banten. Tujuan khususnya adalah memperdalam kajian terkait upaya strategis peningkatan kapasitas pemerintah untuk meningkatkan kualitas sumber daya manusia dalam mengatasi pengangguran di Provinsi Banten. Penelitian ini menggunakan metode kualitatif yang didasarkan pada kombinasi pengolahan data primer dan sekunder yang dilakukan dengan menggunakan pendekatan analisis wacana. Metode pengumpulan data yang digunakan dalam penelitian ini adalah wawancara dan dokumentasi, selain itu juga dilakukan diskusi terkait penguatan data lapangan. Berdasarkan pembahasan yang telah dipaparkan di atas, peneliti menarik kesimpulan bahwa tenaga kerja asing tidak memberikan dampak yang signifikan terhadap pengangguran di Provinsi Banten; transfer pengetahuan sangat dibutuhkan dan menjadi skala prioritas dibandingkan dengan bagi hasil; etos kerja menjadi modal penting yang harus dimiliki oleh para pencari kerja maupun yang sudah bekerja.

Kata Kunci: *tenaga kerja asing, pengangguran, kualitas sumber daya manusia.*



INTRODUCTION

Global trends of today promote more global population movement, which has a range of effects on the interests and way of life of the Republic of Indonesia, both positive and negative. As the development's actor and objective, labor plays a crucial role in the execution of national development. "The protection of labor is intended to guarantee the basic rights of workers/laborers and ensure equal opportunities and treatment without discrimination on any basis in order to realize the welfare of workers/laborers and their families while taking into account the development of business progress," reads the preamble of Law No. 13 of 2003 concerning Manpower.

Increased population movements are driven by current global trends, which can have various impacts on interests and ways of life in Indonesia, both positive and negative. As the actor and goal of development, labor plays an important role in realizing national development. Law No. 13 of 2003 concerning Manpower explains that labor protection is intended to ensure equal opportunities and treatment without discrimination on any basis, as well as to realize the welfare of workers and laborers and their families while taking into account the development of the business world (Abduh, 2020).

Since the ASEAN Economic Community (AEC) was established in 2015, foreign workers have been allowed to enter Indonesia in the age of globalization Indonesia allowed foreign workers to enter freely, a policy that was put into effect in 2015. Foreign workers are a reality and even have a significant impact on Indonesia's economy, particularly in Banten Province. Every element of society, including education and culture, can be impacted by the presence of foreign workers. Foreign workers help the local workforce develop a positive work culture, transmit knowledge and technology, and appreciate time and effort. Foreign labor will in turn promote opportunities for local workers to become international class workers, allowing our local workforce to eventually compete with foreign workers who have been holding strategic positions within the company. The number of unemployed persons in Banten Province and the prevalence of social jealousy between the local population and foreign workers are the negative effects that result.

The existence of foreign workers and unemployment is not a new phenomenon in Indonesia. The Ministry of Manpower (MOM) informed that the number of foreign workers until Dec 2023 is 168,048 people. The number has increased compared to the previous year. In 2022, the number was 111,537. While in 2021, the number of foreign workers working in Indonesia was 92,058 people and most foreign workers come from China (Djazuli, 2021). International migration can also occur due to push and pull factors (Komariyah, 2020). Economic cooperation between ASEAN countries has started since the ratification of the 1967 Bangkok Declaration (de Melo & Papageorgiou, 2021). The purpose of this cooperation is to accelerate economic growth, social progress and cultural development. In the dynamics of its development, ASEAN economic cooperation is directed towards the formation of the ASEAN Economic Community (AEC). With this cooperation, of course, it will affect the number of foreign workers entering Indonesia.

Goldin et al, (2018) compared the economic growth of a country with and without immigrants from 1990 to 2014 with the results of the study that economic growth was greater with the contribution of immigrants. (Rios-Avila & Canavire-Bacarreza (2016) in his research entitled *Unemployed, Now What? The Effect of Immigration on Unemployment Transitions of Native-born Workers in the United States* argues that there is no evidence that living in an area with many immigrants affects the employment opportunities of local residents who do not yet have a job.

The purpose of this research is to analyze issues related to unemployment influenced by foreign workers in Banten Province. The specific objective is to deepen the study related to strategic efforts to increase government capacity to improve the quality of human resources in overcoming unemployment in Banten Province. Banten Province has experienced significant economic growth, fuelled by increased foreign investment. Many foreign companies are opening branches or operating in Banten, requiring labour with specific skill sets. While there are many employment opportunities resulting from these investments, there are concerns regarding the readiness and quality of the local workforce in meeting the needs of more specific or high-quality industries. In addition, strategic efforts from the local government are crucial in facing this challenge. This study aims to examine the extent of government capacity in responding to changing labour dynamics and how strategies to improve the quality of human resources can be effectively implemented.

LITERATURE REVIEW

Foreign workers are foreign nationals holding visas with the intention of working in the territory of Indonesia (KEMENPERIN, 2003). The Labor Force Concept of the International Labor Organization (ILO) divides the population into two groups, namely the working age population (15-64 years) and non-working (less than 15 years and above 64 years). The purpose of using foreign workers in Indonesia is to fulfill skilled and professional workers in certain fields that cannot be filled by Indonesian workers, accelerate the process of national development by accelerating the process of transferring technology or transferring knowledge, especially in the industrial sector, providing expansion of employment opportunities for Indonesian workers. Meanwhile, unemployment is a situation where someone who is classified as part of the labor force wants to get a job but has not gotten it (Drake et al., 2021). The unemployment rate shows the number of unemployed as a percentage of the labor force (Chakraborty et al., 2021)

Banten Province is administratively divided into 4 regencies and 4 cities, namely Serang Regency, Pandeglang Regency, Lebak Regency, Tangerang Regency, Serang City, South Tangerang City, Tangerang City and Cilegon City, with an area of 9,160.70 km² Indonesia, 2000). The land of jawara, the city of santri, and the city of steel are terms commonly expressed in the general public towards Banten Province. Banten Province is factually one of the areas that has many tourist destinations and industries on a national and international scale so that it becomes a strong enough magnet to attract the arrival of foreigners from various countries.

Banten Provincial Regulation Number 4 of 2016 (Governor of Banten, 2016) concerning the implementation of Manpower and Government Regulation of the Republic of Indonesia Number 34 of 2021 concerning the use of foreign workers (Indonesia, 2021) Supervision of the use of foreign workers is carried out by : a). Manpower Supervision at the ministry that organizes government affairs in the field of manpower and / or the agency that organizes government affairs in the field of provincial manpower; b). Immigration officials in charge of immigration supervision and enforcement.

Table 1. The Country Of Origin And Total Foreign Workers In Banten Province

Foreign Worker Database Issued Placement	2.759	People
By Regency/City		
a. Serang Regency	632	People
b. Serang City	1	People
c. Cilegon City	487	People
d. Pandeglang Regency	1	People
e. Lebak Regency	11	People
f. Tangerang Regency	877	People
g. Tangerang City	280	People
h. South Tangerang City	313	People
Based on Placement by Country		
a. People's Republic of China	1.183	People
b. South Korea	540	People
c. Taiwan	223	People
d. Jepang	116	People
e. Inggris	97	People
f. India	88	People

Source: Banten Province Manpower and Transmigration Office, 2021

The table above informs the country of origin and total foreign workers in Banten Province, which is dominated by foreign workers from China. Problems that arise in connection with the use of foreign workers in Indonesia, are violations of residence permits and work permits. Based on Article 48 Paragraph 1 of Law Number 6 Year 2011 on Immigration, residence permit consists of Diplomatic Stay Permit, Service Stay Permit, Visit Stay Permit, Limited Stay Permit and Permanent Stay Permit (Rios-Avila & Canavire-Bacarreza, 2016). Unemployment is a complex socio-economic issue that is a core problem experienced by Banten Province. Lack of information sources, skill levels, job opportunities are factors in unemployment (Hossain et

al., 2018). Banten Province had the highest unemployment rate in Java during the 2011-2015 period (Mahroji et al., 2019). Problems related to unemployment are increasing with the impact of Covid 19 and ranks second nationally (DPMPTSP Provinsi Banten, 2020).

The employment situation in Banten Province in February 2021 shows that the number of labor force increased from 6.1 million people in February 2020 to 6.25 million people in February 2021. The occurrence of unemployment is an unbalanced condition between the demand and supply of labor. One of the indicators used to measure unemployment is the open unemployment rate (Mahroji et al., 2019). The open unemployment rate is the presentation of the number of unemployed people to the total labor force. The labor force is the working-age population (15 years and over) who are employed or have a job but are temporarily unemployed, and are unemployed and dominated by vocational school graduates. Most of the working population (50.60%) has only primary education. The working population who have secondary education (high school equivalent) amounted to 35.56 percent, and those with higher education (Diploma and above) amounted to 13.84 percent (BPSP, 2021).

Level of Education	August 2019	February 2020	August 2020	February 2021
≤ Elementary School	4.63	4,28	6.21	5,05
Junior High School	7.39	7,33	11.63	9,15
Senior High School	12.12	13,59	13.65	11,75
Vocational High School	13.19	13,22	18.28	14,84
Diploma III	8.02	1,69	8.81	6,91
University	5.23	3,95	6.46	6,69
Total	8.11	7,99	10.64	9,01

Figure 1. The employment situation in Banten Province

Source: BPS Banten Province, 2021

Successful activities related to unemployment issues require a deep understanding of the phenomenon and identifying the barriers that affect it (Grzenda, 2019). In a study entitled *The fall in german unemployment: A flow analysis* (Carrillo-Tudela et al., 2021) shows that unemployment fell due to using the Hartz reform. The large number of new entrants to the labor market will create new problems if the jobs provided are not able to absorb all of them. They are the cause of the increase in labor force participation, but if they do not work then they will be included in the group of job seekers or unemployed.

RESEARCH METHODS

This research uses a qualitative method based on a combination of primary and secondary data processing conducted using a discourse analysis approach. Data collection methods used in this research are interviews and documentation, in addition to discussions related to strengthening field data. The determination of informants was carried out through purposive sampling and the research informants were the Chairman of the Banten Provincial DPRD, the Banten Provincial Manpower and Transmigration Office and the Head of the Immigration Section of the foreign migrant sub-section of Serang City.

RESULTS AND DISCUSSION

Supervision of the use of foreign workers is carried out by labor inspectors and immigration officials in charge of immigration supervision and enforcement. This has been outlined in the government regulation of the Republic of Indonesia Number 34 of 2021 concerning the use of labor. The Governor of Banten emphasized three strategic issues that will be resolved until 2021 by Banten Province, namely related to the competitiveness of human resources, infrastructure and governance. The results of interviews with sources, namely the Head of the Banten Province Manpower Supervision Division related to the impact of foreign workers on unemployment, in general, foreign workers do not affect unemployment in Banten Province. The thing that needs special attention is about the work ethic of workers in Banten society to be able to compete in terms of

employment. The imbalance between workers and the number of workers and technological advances. It is known that many large companies are dominated by foreign workers, for example PT Semen Merah Putih and Krakatau Posco which are dominated by Chinese and Koreans. The issue of providing decent and fulfilling employment is one of the focuses of the sustainable development program (SGD'S). This focus can be seen from one of the Sustainable Development Goals.

In Banten Province, the employment of foreign workers can have a significant effect on industry and the economy. The local labor force is most affected by it. Competition between local and foreign workers is become more and more common. One can observe this in many facets of life. In Indonesia, foreign workers are employed in a variety of occupations, such as laborers, managers, educators, and builders. Foreign workers are now present in almost every sphere of employment. There are no issues for local workers when foreign workers arrive. The high unemployment rate in Banten Province is evidence of this, and it may cause social unrest between domestic and international workers

The use of foreign workers in Banten Province has a huge impact, both on the economic sector, industry and the most affected by the presence of foreign workers is Indonesian labor or also called local labor. The competition between foreign workers and local workers is becoming increasingly widespread. This can be seen in various areas of life. Foreign workers who come to Banten Province work in various fields, including education, construction, managers, and laborers. Almost all fields of work are now visited by foreign workers. The arrival of foreign workers in Indonesia does not bring problems to Indonesian labor. This can be seen from the still large number of unemployment in Indonesia which can lead to social conflict between workers in Banten Province and foreign workers. If this is allowed, social jealousy will arise. Where TKA also gets different facilities from Indonesian workers such as the difference in wages between TKA and Indonesian workers in the same job and position. Not to mention the increasing number of unemployment, according to BPS data, the Open Unemployment Rate based on official data from the Central Statistics Agency (BPS) reached 7.05 million people as of August 2019. The influx of foreign workers will lead to a shortage of jobs in the country. This is because the number of workers will increase. If it is not matched by an increase in domestic businesses, employment will be even narrower.

Supervision and enforcement of regulations by labour inspectors and immigration officers are important elements in ensuring compliance with foreign labour regulations. However, challenges such as resource shortages and suboptimal coordination often reduce the effectiveness of supervision. Therefore, there is a need for capacity building and training for officers to improve the implementation of regulations. In addition, improvements in infrastructure and governance that support economic growth are also important to create a conducive environment for local labour development. An integrative strategy that includes training, improving the quality of education, and improving infrastructure will help in addressing the negative impacts of foreign labour. Indicators such as the Human Development Index (HDI) are used to gauge unemployment. Human development accomplishments are measured by the Human Development Index (HDI), which is based on factors like health, education, and living conditions. Another factor contributing to unemployment may be the caliber of human resources. In order to establish whether a country is in the advanced, developing, or poor category, the Human Development Index (HDI) evaluates its level of human development. It is a groundbreaking index. Putra (2023) claims that life expectancy, education, and living standards are the main factors used to construct the societal advancement is the aim of economic progress. Economic growth aims to improve society. Employment opportunities must be provided to people in order to accomplish this progress, which will eventually lead to an equitable distribution of money. On the other hand, it is obvious that the labor force-to-employment opportunity imbalance will lead to a rise in job openings relative to the steadily rising number of job searchers, which will raise the unemployment rate.

Foreign workers typically possess a higher degree of education and are specialised in their field, especially those from industrialised nations. One of the primary indications of unemployment is the poor level of education, worker morale, and employment, particularly in Banten Province. In terms of education, the plan is to raise the standard, relevance, and accessibility of instruction while also strengthening and boosting creativity and innovation capacity through the development of vocational education. In addition to abusing visitation visas obtained for employment, foreign workers typically take advantage of the Immigration Office's lax oversight as a result of a shortage of human resources. Political issues are usually involved when it comes to foreign labour; in fact, there is more fiction than reality when it comes to their existence (Ihsanudin, 2018). There would be fewer job options available nationwide as a result of the surge of foreign workers, particularly in Banten Province. This is due to the fact that there will be more employees. Employment prospects will become more limited if it is not accompanied by a rise in domestic companies.

Every application or plan for the use of foreign workers in Banten Province must have a limit on the number of positions and fields of work that can be performed by these foreign workers. This is so that the presence of foreign workers in Indonesia is not seen as a big threat to Indonesian workers, but instead encourages them to become more professional and continue to improve their abilities in order to compete with foreign workers and other Indonesian workers. Therefore, the number of positions that can be held by foreign workers is limited by Labor Law No. 13 of 2013. It is unlawful for foreign employees to hold positions involving personnel management or certain roles.

A Specific Time Work Agreement, determines when an employment relationship ends. Article 2 paragraph 1 of the Presidential Regulation on Foreign Workers confirms that employers of foreign workers use foreign workers in employment relationships for specific positions and times. This clarifies that not all positions can be held by foreign workers. The following is explained in Article 5 of Minister of Manpower Regulation No. 10/2018 on Procedures for the Use of Foreign Workers: possess an education that aligns with the requirements of the position the foreign worker will be filling; possess a certificate of competence or at least five years of work experience that aligns with the requirements of the position the foreign worker will be filling; impart his knowledge to the accompanying worker; possess a Taxpayer Identification Number for foreign workers who have worked for more than six months; and possess a Limited Stay Permit to work issued by the appropriate authority.

The increasing rate of economic growth can see the success that exists in the region to improve the standard of living of the people in the area. As for the effect of economic growth on foreign labor, the high wages received by foreign workers make many companies see and use ready-made experts contained by ready-made foreign workers to occupy a company. The progress of a region must provide employment opportunities which are the effectiveness of the available labor force opportunities that can be accommodated by employment opportunities that must be provided by the government and companies that can accommodate ready-made labor to get the results expected by the community. The economic development of a region is basically the interaction of several groups of human resources, natural resources and capital and technology. Economic development is an effort to achieve growth and social welfare, namely activities carried out by a country to develop economic activities and people's living standards.

The higher the economic development achieved by a country, the more job opportunities available for foreign workers. Changes in economic structure that lead to a better working environment cause local workers to be more interested in working in the primary labour market, while unfilled jobs in the secondary labour market are opportunities for foreign workers to enjoy. Therefore, this change in economic structure from the agricultural sector to the industrial sector is often considered as one of the important factors influencing the entry of foreign workers into a country's labour market.

CONCLUSIONS AND RECOMMENDATIONS

Based on the discussion that has been explained above, the researcher draws the conclusion that foreign workers do not have a significant impact on unemployment in Banten Province; knowledge transfer is needed and becomes a priority scale rather than profit sharing; work ethic is an important asset that must be owned by job seekers and those who are already working; vocational graduates are expected to be able to compete in the labor market and be able to improve their quality by conducting training training carried out (program) by the government, or other institutions that can support it; the Banten Province Manpower and Transmigration Office needs to plan programs that can develop Banten's human resources in accordance with the needs of the world of work; and the learning curriculum must be evaluated, because it has an impact on the capabilities and needs of the current market. As a result, the Banten Provincial Government should focus more on human development in order to address the issue of unemployment in Banten. It is believed that when human development increases, human quality will rise and eventually lower the high unemployment rate. In order to integrate poverty management, the Banten Provincial Government, district government, and city government should use statistical data in all program planning.

A nation's economic progress is greatly impacted when foreign workers join its labor market. Regarding the effect of immigrant labor on employment prospects, economic growth, and the wage level relevant to local workers, economic researchers continue to dispute. There are four primary factors that contribute to the discrepancies. The first is whether the foreign labor inflow complements or replaces local workers in the industrial process. The second question is whether the increase in foreign labor boosts local workers'

productivity or the other way around. Third, if local workers have lower levels of education and skills than immigrant workers, or the other way around. Fourth, the laws and labor mobility in the relevant nation.

Although the education, skills, and geographic mobility of local workers are not taken into consideration in these research, numerous studies have concluded that the entry of foreign workers into a nation's labor market has a detrimental influence on economic growth, employment possibilities, and wage levels. Local workers in a given industry will actually switch jobs if the income and benefits offered at the new position are much higher than at the old one. In contrast, research that considers labor mobility finds that the introduction of foreign workers has a favorable effect on employment possibilities, economic growth, and the pay that local workers earn.

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