

Migration Pattern of Industrial Workers in Bekasi Regency

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Informasi Artikel	ABSTRAK
<i>Sejarah artikel</i> Diterima : 12 Agustus 2019 Revisi : 10 September 2019 Dipublikasikan : 3 Oktober 2019	Kabupaten Bekasi yang terletak di <i>periphery</i> kota Jakarta dan Bekasi, telah mengalami perkembangan wilayah yang signifikan. Sebagai kawasan industri, Kabupaten Bekasi sangat menarik bagi calon pekerja. Masalah kependudukan yang perlu diperhatikan adalah masalah ketenagakerjaan. Seiring dengan meningkatnya populasi, jumlah pekerja juga meningkat. Tujuan dari penelitian ini adalah untuk mengidentifikasi secara geografis daerah asal tenaga kerja industri di Kabupaten Bekasi yang paling dominan, untuk mengetahui karakteristik tenaga kerja sektor industri berdasarkan tingkat pendidikan dan kompetensi. Penelitian ini menggunakan metode deskriptif kuantitatif dengan pendekatan survei, dan juga melakukan wawancara kepada pemangku kepentingan yaitu pemerintah daerah Kabupaten Bekasi.
Kata kunci: Tenaga Kerja Migrasi Musiman Industri Kabupaten Bekasi	ABSTRACT Bekasi Regency, which is located in the periphery cities of Jakarta and Bekasi, has experienced significant regional development. As an industrial area, Bekasi Regency is very attractive to prospective workers. The population problem that needs attention is the employment issue. As the population increases, the number of workers also increases. The purpose of this study is to geographically identify the area of origin of industrial labor in the Bekasi District which is the most dominant, to find out the characteristics of the industrial sector workforce based on their level of education and competence. This research used a quantitative descriptive method with a survey approach, and also conducted interviews with stakeholders, namely the local government of Bekasi Regency.
Keywords: Labor Seasonal Migration Industry Bekasi Regency	
Introduction The more developed an area will be of interest to migrants who make a positive contribution to increasing socio-economic accessibility, on the contrary, the more an area lags behind in the economic aspect, it can be used as an incentive for residents to move to other regions, especially at specific age groups to look for opportunities work. Understanding rural-urban migration is the background of this paper to find out how much influence migration has. At first, economists saw migration as a positive thing in development. Internal migration (migration between regions of a country) is considered a natural process that will channel surplus labor in rural areas to the industrial sector in cities with higher absorption. This process is seen as more socially positive because it allows a shift in human resources from places where marginal social products are zero to other locations where marginal products are not only	favorable but continue to increase due to capital accumulation and technological progress. (Harris & Todaro, 1970) One issue of concern to policymakers is the impact of economic growth on employment. A higher growing economy is expected to absorb more labor. (Tjiptoherijanto, 2016) states that employment elasticity, namely the relationship of economic growth (as seen from GDP growth) and employment. This indicator of labor elasticity measures the change in labor as a result of changes in GDP. So it can be assumed, if the economy grows 1%, how much additional labor will be created. In the development of manpower, which is contained in Law Number 13 of 2003 and Government Regulation Number 15 of 2007 and Government Regulation Number 78 of 2015 therein is written a Procedure for Obtaining Manpower Information, Arrangement, and Implementation of Workforce Planning. The law

provides mandates for the government and regional governments to compile and determine macro labor planning.

Workforce planning is intended to be used as a basis and reference in the formulation of policies, strategies, and implementation of sustainable employment development programs. Workforce planning is compiled based on employment information compiled covering: population and labor, employment opportunities, job training, labor productivity, industrial relations, working environment conditions, as well as wages and labor welfare. Bekasi Regency as one of the buffer zones of Jakarta, needs to have planning related to human resources.

The unemployment rate in Bekasi Regency based on the 2018 Statistics Agency data reached 172 thousand, this condition is in contrast because 7 industrial areas in the Bekasi Regency should be able to absorb the unemployed population of Bekasi Regency. However, the reality is that the population in Bekasi Regency is not yet fully absorbed by the industry. The presence of the industry in the Bekasi Regency is an attractive factor for residents living outside Bekasi Regency.

The driving and pulling factors for population movements to other regions are usually very conditional and casualties. Different regional / country characteristics show a positive relationship with population movement or migration. Imbalance of environmental factors, disruption of security and according to Todaro (1990), more than 90 percent with economic reasons is a driving force and a very significant attraction for migrant migration.

Research conducted by (Aprianoor & Mukhtali, 2015) shows that in West Java Province, there is still an imbalance between regions. This is due to the unequal population. Also, the characteristics that exist in West Java Province are also different both in economics, demographics and natural resources. This regional imbalance will have an impact on the development in the region itself. Bekasi Regency has a strategic

position because it is close to Jakarta. To obtain a reasonably positive impact, the construction of an industrial area to support activities in Jakarta. But in other areas, this condition does not occur.

This can indicate symptoms that small and medium cities have less role in economic activities when compared to large cities. Indeed urban economic activity in Indonesia is still very much dominated by big cities. Industrial and service activities in these cities, which are increasingly oriented towards the global economy, have stimulated the physical and socio-economic development of the city, but further weakened their linkages with the local economy, especially the rural economy. The most obvious impact is the increase in labor demand, which in turn dramatically drives the rate of movement of the population from rural to urban areas. This study aims to identify the origin of the most dominant industrial workers in the Bekasi District; besides that, it is also to obtain information relating to the characteristics of workers in the industrial sector with educational backgrounds and competencies.

Method

To analyze and discuss the problems raised on the subject matter, the authors use quantitative methods. The analysis of this method is descriptive, but based on quantitative analysis, it means that the discussion is more directed at the decomposition and description of the conditions of the research object based on secondary data obtained from related agencies.

The research sample was obtained by a simple random sampling of the local population of productive age, as well as workers who migrated out of the Bekasi Regency. Information from respondents was then cross-tabulated with secondary data (Bekasi District Census data for 2017 - 2018 obtained from the Bekasi Regency Regional Development Planning Agency (BAPPEDA) and other fundamental data such as the Central Statistics Agency (BPS), and the Education Office.

Results and Discussion

Industrial Workers Sector by Region of Origin

The existence of industry in the Bekasi Regency is an attraction for residents both from Bekasi Regency and outside the Bekasi Regency area. The fierce competition for prospective workers from Bekasi Regency and outside the region becomes a challenge for the local government of the Bekasi Regency. Synergy and collaboration between sectors are needed, such as the Education Officer and the Manpower Office. The Education Office and the Manpower Office must jointly develop a curriculum that is needed by industry.

Based on data on workforce placement obtained from the Bekasi Regency Empowerment and Transmigration Office in the 2014 - 2018 period, there were 39,680 registered workers placed in various industries in the Bekasi District, from the amount of data considered complete and not multiplying. Data in the period 2016 - 2018 totaled 18,000 registered workers and had been placed in the company. From this data, information can be obtained from the workforce based on identity cards (KTP) as well as information on an industrial placement. The use of labor data based on addresses has weaknesses because the address listed on the KTP is not the original address of the residence, but migrants who come to Bekasi Regency then make Bekasi Regency KTP. So to determine the population is a native population must be ascertained from the place of birth of the individual.

The presence of workers from outside the Bekasi Regency area indicates that the level of competition for finding work in the Bekasi Regency is relatively high. The results of research conducted by (Erlando, 2014) show that there are several characteristics of circular migrant workers, the first being those who work non-permanent (roundtrip) and migrant workers who return home on a weekly / monthly basis (settled). The workers in Bekasi Regency are seen from the reasons for choosing to work outside their homes

because the opportunities are more open than in the area of origin, wages are relatively more significant compared to working in the area of origin, as well as the level of education. From the data obtained (Figure 1) shows that labor originating from the area of West Java Province still dominates, then followed by workers coming from Central Java Province. In addition to the factors mentioned earlier, a distance factor is also an option especially for workers who come from West Java Province. What's more with the increasingly connected toll road. Make it easy for workers to return to their hometown at any time according to holidays.



Figure 1. Distribution of Labor by Province

As seen in Figure 1, the workforce comes from the dominant West Java province, then Central Java and DKI Jakarta. While the provinces of Lampung, East Java, and Yogyakarta are smaller in number. Workers from Bekasi Regency are still dominant when compared to other districts in the province of West Java.



Figure 2. Distribution of Workers from West Java Province

There are 23 regencies/cities of origin of labor outside the Bekasi District, where there are six regencies/cities of origin of the most significant labor force such as Bekasi, Karawang, Indramayu, Cirebon, Cirebon, and Subang in the period 2017 to 2018 as shown in Figure 2. The dominance of labor originating from the area of West Java Province can be caused by distance, the availability of access to reach industrial sites is a determining factor. As stated by (Gutiérrez-i-Puigarnau & van Ommeren, 2010) that workers economically benefit from the close distance of the company, because it will reduce their expenses in terms of transportation. Connecting road access makes it easier for workers to travel. In addition, companies do not need to approach the source of labor to reduce expenses. Karawang, Indramayu, Subang, and Cirebon are the largest sources of labor coming from outside the Bekasi Regency area.

In addition to the distance, the results of research conducted by (Islam & Raschky, 2015) shows that ethnic similarity can be a factor in determining the choice of workers who come from outside their place of residence. Bekasi Regency, the majority of which has Sundanese culture, especially those located in the border region of Karawang Regency and Bogor Regency. Ethnic similarity or cultural background influences people's behavior. Workers from West Java Province will find it easier to adapt to their new home environment.

In addition to the origin of the province of West Java, the most significant contributor of workers also came from the province of Central Java with 2,435 workers in 2015. There are about 30 districts/cities that come from the workers of the province of Central Java. Central Java Province is one of the provinces with the most significant number of regencies/cities in Indonesia, and its population. The majority of the population works in agriculture, the reduced availability of land makes the population of this province, especially the productive age trying to find work outside their area.

Ease of accessibility allows residents to travel, a means of transportation that connects Central Java, West Java and even DKI Jakarta makes it easy to travel to find work, especially in the Bekasi area. The support of families who had previously lived in the Bekasi Regency increased motivation to leave their hometown.

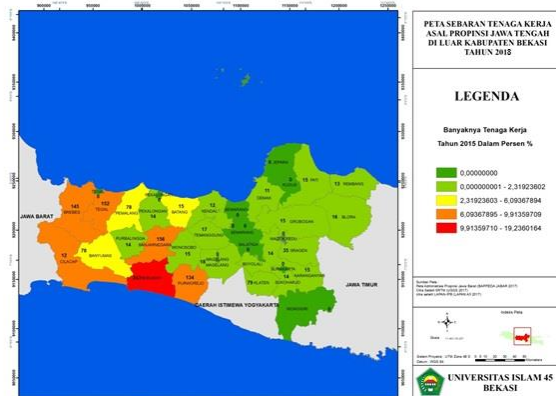


Figure 3. Workers from Central Java Province

There are six regencies/cities that have the highest number of labor contributors such as Tegal, Purworejo, Kebumen, Cilacap, Brebes, and Banjarnegara. The six districts represent an average contribution of more than 100 workers from 2017 to 2018. Among the six districts, Kebumen District dominates the number of workers coming from outside Bekasi District. If you look at the distance between districts in Central Java Province, Kebumen Regency has a greater distance compared to Tegal and Brebes. However, Kebumen Regency has a larger workforce compared to other districts. A large number of workers originating from outside the Bekasi Regency area is inseparable due to the push and pull factors of the population to migrate. Limited employment opportunities could be one of the reasons the population or labor migrated. Other factors can also come from companies that prefer workers from outside the Bekasi Regency area rather than from within the Regency itself.

Workforce Based on Education Level

Access to education in the Bekasi Regency has been successfully improved. This can be seen

from the even distribution of schools in all districts in the Bekasi Regency. However, challenges in the quality of education still need to be improved especially schools that are far from the district center. Education becomes an investment capital for the population as well as training, health, and nutrition. Education represents expenditure on developing resources to increase productivity in the future. Oftentimes, industries use the highest level of education completed to screen workers who have high and low abilities. It is very rational for the industry that education has higher productivity compared to other graduate-level education.

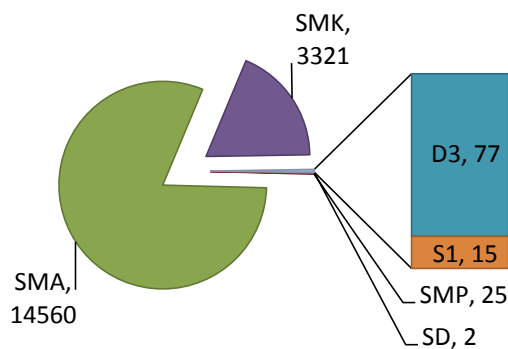


Figure 4. Workforce Education Level

Like the research conducted by (Borjas, 2015), there is a relationship between education level and income. A high level of expertise will maximize the present value of income for the rest of its lifetime. This expertise is formed through education and some form of training which is assumed to increase the income to be received.

Bekasi Regency, as a buffer zone of DKI Jakarta, has an enormous contribution in absorbing the population of productive age in improving the economy (Figure 4). The absorption of the population in the industry is inseparable from the role of education, the industry's need for competent and appropriate workers becomes an absolute requirement that must be met by the population of productive age. If you look at the data of students at the SMA / MA level in the Bekasi Regency, there are 34,647 students. It is consisting of 26,442

students attending public schools and 8,205 students attending private schools.

The pattern of Population Movement

Population movements in urban areas in Bekasi Regency tend to represent the self-contained form shown by:

1. Activity centers in rural areas encourage the formation of polycentric structures in the Greater Jakarta Metropolitan Area.
 - a. The highest intensity of movement to work is in the local scope of the Bekasi Regency.
 - b. The intensity of movement from centers of activity in the periphery to the metropolitan center and areas outside the metropolitan area is relatively small.
2. The pattern of population movement at the center of activity in the periphery of the metropolitan area can describe a number of developmental elements as the theory explained by (Borgegård, Håkansson, & Müller, 1998) regarding the linkages of the labor market, population structure, and the built environment as follows:
 - a. The labor market in the urban area of Bekasi Regency is driven by the pattern of industry localization that is developing in the region, which is dominated by the manufacturing, automotive, electronics, and food industries. The demand for labor is very high for the type of work of staff, supervisors, and operators. There are nine industrial estates in Bekasi Regency, including JABABEKA industrial estate, EJIP, MM 2100, Hyundai, KITIC, GIIC-Greenland International, Bekasi Fajar Estate, DELTA SILICON, MARUNDA CENTER, and LIPPO CIKARANG industrial area.
 - b. Structure of Population which moves is dominated by productive age population in the age range of 30-49 years, followed by productive population aged 40-49 years and 20-

29 years with the most dominant level of education is high school / vocational high school, followed by graduating higher education equivalent S1. The movement of population living in urban areas of Bekasi Regency is dominated by residents who work in the area, with the average distance between the residence and place of work being 5 to 10 km. The broad labor market, the dominance of the population of productive age and upper secondary education, and the availability of the built environment, especially housing, are the 3 main factors driving population movements at the local level with high intensity.

- c. The creation of an urbanized area built-in Bekasi and surrounding areas is influenced by the development of large-scale housing areas for upper and middle-income people, high demand for labor in the industrial sector at the lower-middle-income level, and social transformation of local residents characterized by rural communities as characteristic urban.

Jababeka area as part of the activity center in the suburbs represents the development of a bundled city as stated by (Dick & Rimmer, 1998) where the location of work, place of residence, and social-commercial facilities are located in close proximity so that it affects the use of private modes of transportation that are high, but are independent in the local scope at the center of the activity (self-contained). This form of movement occurs because of the tendency to centralize the residence and place of work in the same location and in a relatively small area. The periphery is a very strategic location for large-scale industrial sector growth because this location is able to provide access to various resources, including accessibility to human resources, land resources, and regional transportation networks.

The high intensity of movement and use of private modes of transportation within the urban sphere strengthen the role of this region as one of the growth centers in the constellation of the Greater Jakarta Metropolitan Area. Thus, the development of activity centers in suburban metropolitan areas needs to consider integration between the developing economic sector and the provision of housing for working residents which both have direct implications for spatial patterns. The creation of activity centers in the periphery of the metropolitan area is at least able to intensify the development of a particular economic sector and reduce the dependence of the periphery and areas outside the metropolitan area on the centers and sub-centers of the metropolitan area. However, the activity center in the outskirts of the metropolitan area also cannot be separated from the linkages with other parts of the metropolitan area and also areas outside the metropolitan area so that accessibility to this center of activity needs close attention from the parties concerned with its development.

Bekasi Regency as an urban area of Jakarta, has developed as a center of industrial activity. The development of industrial activities in the Bekasi Regency has pushed many migrant workers into the district. This was driven by the employment opportunities offered in the industrial sub-sectors contained in the region. Developing industrial activity is characterized by the decentralization of production with the implementation of subcontract production relations between companies. Changes in the production system that are applied to industrial companies today make workers who work in industrial companies run contract labor relations. Employment contracts carried out by migrant workers will cause doubt in migrant workers due to work uncertainty which can be stopped at any time by the company. With the uncertainty of the employment relationship, the decision of migrant workers to settle in peri-urban areas will also be a consideration that must be considered.

Conclusion

Graduates from the West Java province still dominate the origin of industrial sector workers in Bekasi Regency by province, then the Central Java province. Kebumen Regency dominates workers from Central Java province. The education of industrial workers in Bekasi regency is on average a high school / vocational level with qualifications according to needs so that in the education side there is competition. Differentiating the quality of local workers from migrants is competence, work ethic, and discipline. In other words, local or native Bekasi laborers, in general, have not succeeded in changing society from rural agrarian societies to urban industrial societies. Adjustments are needed in the preparation of graduates in secondary schools / vocational education.

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