

## Government Policy in Reducing Unemployment in Bone Bolango Regency, Gorontalo Province



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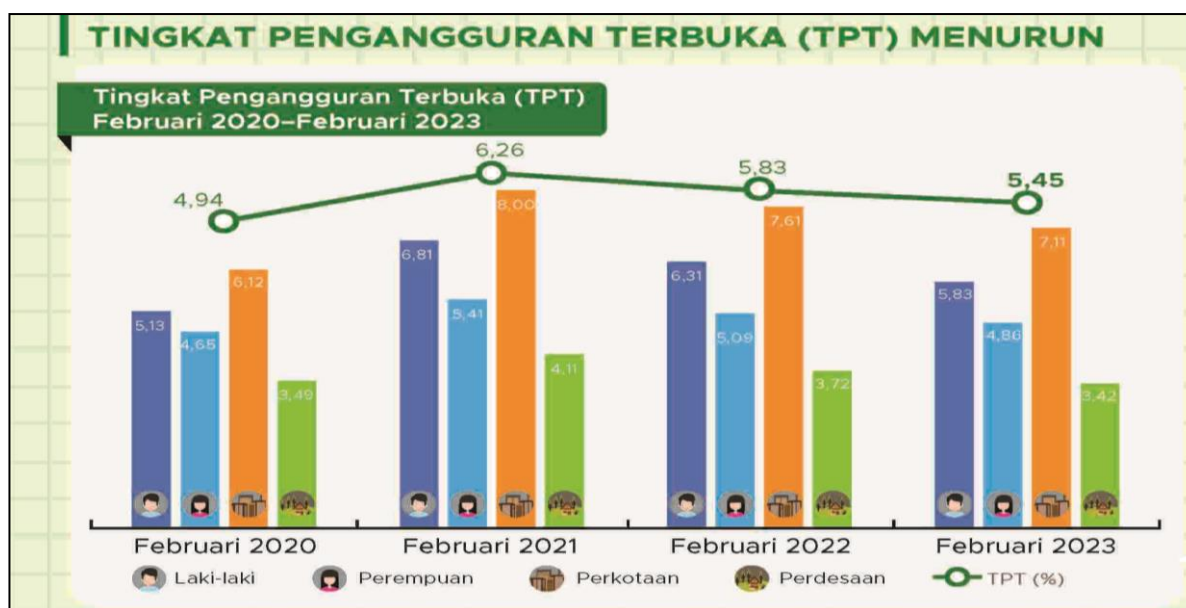
**ABSTRACT:** This study aims to analyze government policies in reducing unemployment in Bone Bolango Regency, Gorontalo Province. Unemployment is a serious problem that threatens both the nation's economy and the welfare of the society. As a result, to solve this problem, there must be effective and safe methods. The research method used is a case study with a qualitative approach. Primary data was collected through in-depth interviews with various related parties, such as government officials, namely the Manpower Office, Cooperatives and MSMEs of Bone Bolango Regency, labor, and business owners. Secondary data are obtained from documents related to government policies and related literature. The results of this study show that the Bone Bolango Regency government has implemented several policies in an effort to reduce unemployment. This policy is implemented through the Independent Manpower Program (TKM), Appropriate Technology (TTG), Productive Business Group (KUP) and Labor Intensive. The policy includes job training programs, coaching and development of micro, small and medium enterprises (MSMEs), and investment promotion. Although these policies have been implemented, there are still some obstacles in alleviating unemployment in Bone Bolango District. These barriers include lack of workforce skills, lack of access to capital and financing for MSMEs, and limited employment in the formal sector. So it is concluded that the success of government policies in reducing unemployment in Bone Bolango Regency still needs to be evaluated continuously. Synergy between the government, the private sector, and the public is needed in overcoming unemployment. In addition, it is also necessary to increase access to education and training to improve the skills of the workforce and the opening of new jobs.

**KEYWORDS:** government policy, unemployment reduction, welfare

### I. INTRODUCTION

Indonesia is already classified as a country that has problems with employment due to high population growth. According to the Worldometers 2023 report, there are 668.61 million people in Southeast Asia. The above percentage represents 8.34% of the more than 8.01 billion people in the world today. The number of citizens of the Republic of Indonesia is around 273.52 million people or about 40.9% of people in Asia come from Indonesia. While the Philippines occupies the second position in Asia with a population of about 109.58 million people. Next, there are about 97.33 and 69.79 million people from Vietnam and Thailand. Brunei Darussalam is the least populated country in Southeast Asia with only 437.47 thousand people.

Based on these data, it shows that the impact on the limited available employment is not balanced with the increase in the number of labor force, causing a high number of explosions. The number of Indonesian population also has implications for the number of open unemployed. The open unemployment rate (TPT) in Indonesia is still high at 5.83 percent in 2022, down by 0.63 percentage points compared to August 2021, and experiencing a decrease of 0.38 percent compared to February 2022. There are 4.15 million people (1.98 percent) of the working-age population affected by COVID-19. This means that government programs in reducing unemployment are relatively declining but need optimization and correct strategies that can be done in the long term. In Figure 1, it can be seen that the open unemployment rate in Indonesia has decreased although relatively small, as shown in Figure 1, as follows:



**Figure 1. Indonesia's Open Unemployment Rate 2020-2023**  
**Source :** Central Bureau of Statistics, 2022

When viewed from data from the 2022 Gorontalo Provincial BPS, the labor force of Gorontalo Province in 2019 was (572,841), in 2020 (568,563), in 2021 (579,009). While the number of unemployed in 2019 was (22,382), the number of unemployed in 2020 (25,410) and the number of unemployed in 2021 was (17,959). This data also has implications for the percentage of open unemployment in 3 (three) years, namely in 2019 by (3.76%), in 2020 (4.28%) and in 2021 decreased by (3.01%). This data in other words that the complexity of labor problems still needs government attention since the new order to the current government, because employment is seen only as a follow-up of economic growth, so that what is suppressed is only the rate of economic growth, but it turns out that Indonesia's economic growth is not able to automatically overcome relaxation, (Adam Deswita, Olilingo. Z.F., 2022). Based on 2019 data, it is the lowest unemployment rate of 5.23%. A year later, in 2020 there was a drastic increase to 7.07% as an economic impact of the Covid-19 pandemic. Entering the recovery period in 2021, the open unemployment rate showed a downward trend to 6.49% and in February 2022 improved towards 5.83%.

The Indonesian state has entered the recovery phase against the prolonged economic crisis, but the results have not been optimal enough to bring a positive response impact for employment, (Kelvin, Wiliyan et al., 2022). Meanwhile, high unemployment creates various kinds of social insecurity and brings destruction. Therefore, the government must find a solution that can minimize the number of reactions, because one of the benchmarks of success of a government is seen from how many jobs can be created for its people, (Junita et al., 2023). As a result of the government's increased efforts in providing employment, the number of available jobs increases so that the workforce remains stagnant for a long time, resulting in unemployment (Suhandi et al., 2020).

The mandate in the 1945 Constitution article 27 paragraph (2) "Every citizen has the right to work and a decent living for humanity" so that one of the important roles of the government is how to encourage the provision of goods and services needed and the desired community, as well as the opening of jobs as a source of income for the community, (Lestari, 2023). In realizing this role, the government must implement its strategic program starting from the central government to the district/city regional government through the relevant SKPD.

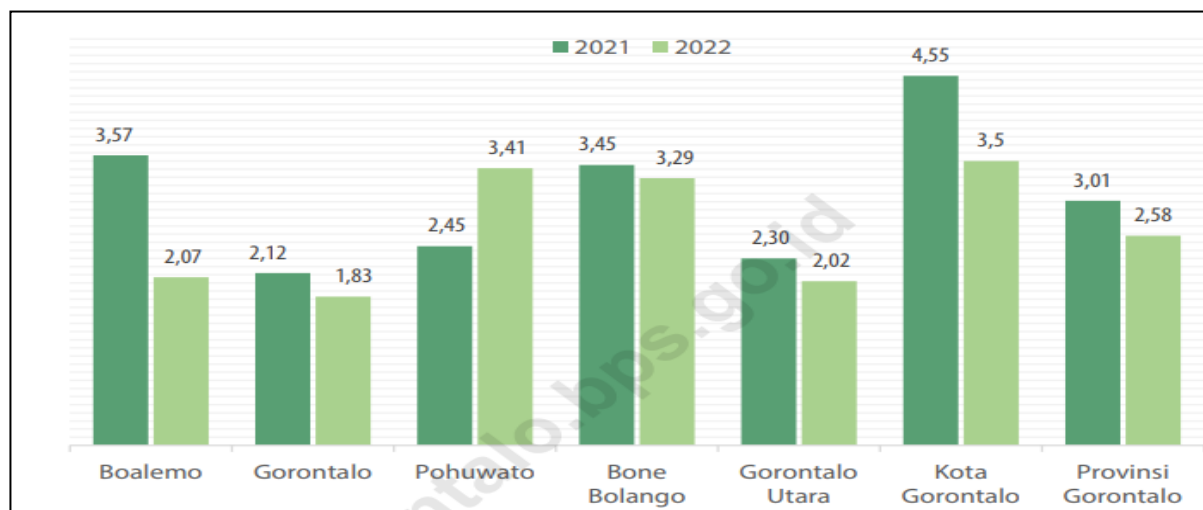
Special unemployment reduction in Bone Bolango Regency, SKPD in charge of managing labor issues of the One-Stop Integrated Services and Manpower Investment Office (DPMPTSP & TK) established through Regional Regulation Number 8 of 2016 concerning the establishment and arrangement of regional apparatus, which is a change from the supporting elements of local government implementation in the fields of capital development, one-stop integrated services and labor, led by the head of the office domiciled under the responsibility of the regent through the regional secretary, then changed with the new OPD, to the Investment Office, One-Stop Integrated Services and Manpower which handles 1 (one) matter, namely Non-Basic Service Compulsory Affairs consisting of: Investment Affairs and Manpower Affairs.

Based on the condition of open distribution in Bone Bolango Regency, it is still at a percentage of 3.45% in 2021 while in 2022 it has decreased by 3.29%. However, this is in line with the decline in percentages nationally. This condition provides a great and continuous responsibility in finding coping strategies in the coming year. The main problem of recruitment is also influenced by the slow accumulation of capital that can create new jobs or as additional capital. In the post-crisis era, capital accumulation has become slower as indicated by a lower investment ratio compared to the pre-crisis era. When the strength and institutional

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management of the labor market does not fully function to balance the demand and supply of labor, it gives rise to the persistence of unemployment. Because, persistence is still characterized by a trend component that is more dominant than the cyclical component. This type of persistence is characterized by increasing unemployment trends which are shifts in the natural unemployment rate over time, (Soekarni et al., 2010).

The following author displays the open unemployment rate in Gorontalo Province for 2021 and 2022 time brackets, as shown in Figure 2 of the TPT Graph of Gorontalo Province:



**Figure 2. Percentage of Open Unemployment Rate of Gorontalo Province 2021-2022**

**Data source:** BPS Gorontalo Province, 2023

In response to this, it is undeniable that many studies on unemployment rates in several countries have been disclosed in previous data, in Indonesia, provinces and districts / cities, but this has not become a priority for the government's attention in providing solutions and attention to this problem. Several previous studies on poverty reduction in various local governments show that the problem of unemployment does not necessarily show a drastic decline, because there are various factors that become its binding variability, so that unemployment has not been optimal in boosting growth in the economic sector in the long run, (Werning, 2002); (Rianda, 2020); (Bauermann, 2020); (Rochman, 2021). Therefore, various government efforts in intervening in unemployment are still relatively passive and even give rise to new conditions. Therefore, to increase our wealth of knowledge, the purpose of this study is to describe how the local government policy of Bone Bolango Regency in creating new jobs, in order to reduce the unemployment rate entering the labor force to find work. Thus, it can increase economic growth and implement policies in overcoming unemployment that have an impact on the poverty rate of the region itself.

## II. METHOD

This research uses qualitative research methods with a descriptive approach. The purpose of the study was to describe, record, and interpret Government Policies in Reducing Unemployment in Bone Bolango District. (Anita Kartika, Wulandari Harjanti, 2021) (Rumawas et al., 2021) Qualitative research is descriptive, meaning that the data analyzed and the results are in the form of descriptions of phenomena, not in the form of numbers or coefficients about the relationship between variables (Sahir, 2021). According to (Nurdin, 2019) Defines the descriptive method as a problem-solving procedure that is investigated by describing or describing the state of the subject or object under study such as individuals, institutions, society and others at the present time based on facts that appear or as they are. Data and Data Sources are conducted by means of in-depth interviews, The primary data sources are Head of Service, Head of Field and Head of Section. Documentation techniques by collecting and studying various written documents (laws and regulations, decrees and other provisions) as reference and comparison material (Feny Rita Fiantika, Mohammad Wasil, Sri Jumiayati, Leli Honesti, Sri Wahyuni, Erland Mounw, Jonata, Imam Mashudi, Nur hasanah, Anita Maharani, Kusmayra Ambarwati, Resty Noflidaputi, Nuryami, 2022) related to the focus studied. Observation techniques include all matters concerning the observation of activities or behavioral conditions carried out by the Bone Bolango Regional Government in overcoming unemployment. In addition, data analysis of theme analysis (*discovering cultural themes*) as an effort to find "common threads" that integrate across existing domains, (Nurdin, 2019).

## III. RESULTS AND DISCUSSION

Unemployment has become an important part that needs intervention by both central and regional governments. Handling the treatment is not easy, it needs mutual support because this problem has multiple sources of causes. Because of the unemployment

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of many, everyone does not get good job opportunities, even they remain in poverty, (Lestari, 2023). However, the government is currently centrally implementing a strategy to reduce unemployment to the regions.

Several policies from the local government of Bone Bolango Regency based on the results of research revealed by informants stated that government policies in reducing unemployment were implemented according to the programs specified in the strategic plan, namely improving the quality and productivity of the workforce as well as education and skills training for job seekers. Among these policies are implemented through the Independent Manpower Program (TKM), Appropriate Technology (TTG), Productive Business Group (KUP) and Labor Intensive with various achievement strategies.

### Independent Workforce Empowerment Program (TKM)

Empowerment of independent workers is one of the programs to expand employment opportunities for formal and informal workers. This program is an effort to realize strong, inclusive and sustainable employment development. In its implementation, this program provides training, assistance/facilities for business facilities and assistance aimed at independent workers in accordance with their areas of expertise. It is expected that with the provision of business facilities and assistance, the workforce will be independent in managing their business while employing other unemployed in business management. This can create jobs for others, hone the skills and skills of the workforce, until in the end, the employed unemployed are able to manage the same type of business. If this continues to be dupilkasi it will be able to expand employment opportunities for the unemployed.

### Appropriate Technology Application Program (TGT)

The application of appropriate technology is an effort to create products with a technology that meets technical, economic, and socio-cultural requirements. Technical requirements mean that in its application using quality local materials and easy to obtain. Economical means, effective in the use of capital and can get profits. Socio-cultural means, utilizing existing skills and ensuring the expansion of employment. The appropriate technology program is a combination of empowering human resources and natural resources at the same time to create products whose raw materials are obtained from the environment around the residence. The results of the empowerment of appropriate technology can be in the form of handicrafts or simple tools that can be used.

### Productive Business Group Program (KUP)

This program is implemented by the government in reducing unemployment whose main target is the Productive Business Group. The implementation of this program is adjusted to the potential of the environment and the skills possessed by the chairman and its members. This business group is usually more than 10 people who are jointly responsible for the business being managed.

Based on data obtained by researchers that local government programs in poverty reduction are carried out by providing assistance to productive business groups (KUP), as table 1, as follows:

**Table 1. Recap of Productive Business Group (KUP) Recipients Bone Bolango County, 2022**

Subdistrict	Village	Group	Business Type	Total Grant	TKM
Talulobutu Selatan	Tapa	Abiko Milenial	Barbershop		
Dunggala	Tapa	Dunggala Milenial	Barbershop		
Lamahu	Bulango Selatan	Andre Barbershop	Barsbershop	<b>74.985.000</b>	<b>WIL. I</b>
Talulobutu Selatan	Tapa	Kejora	Cake Production		
Tumbihe	Kabila	Serba Cake	Cake Production		
Tongo	Bone Pantai	Tuna Star Mandiri	Rumpon		
Kemiri	Bone Pantai	Barokah	Woodworking Tools		
Olele	Kabila Bone	Himoa Kreatif	Printing		
Mootawa	Bone Raya	Berkah	Workshop Business	<b>100.000.000</b>	<b>WIL. II</b>
Lembah Hijau	Bone Pantai	Laskar Merah Putih	Tents, Chairs		
Alo	Bone Raya	Onato	Goat Livestock		
Desa Lomaya	Bulango Utara	Lomaya 1	Trading Business Kiosk		
Kopi	Bulango Utara	Kopi 1	Freight Kiosk		

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			Daily		
Huntu Selatan	Bulango Selatan	Ayumolingo	Furniture/ Carpentry		
Huntu Selatan	Bulango Selatan	Bongoayu	Freight Kiosk Daily		
Huntu Utara	Bulango Selatan	Balakama	Cake Maker		
Huntu Utara	Bulango Selatan	Patodu	Farm		
Huntu Utara	Bulango Selatan	Osanangi	Seller Fritters	<b>149.700.000</b>	<b>WIL. III</b>
Tinelo Ayula	Bulango Selatan	Cabe Rawit	Kiosk		
Ayula Utara	Bulango Selatan	Cahaya Mandiri	Brick Business	<b>77.400.000</b>	
Ayula Selatan	Bulango Selatan	Unggas Jaya	Chicken Livestock		
Ayula Tilango	Bulango Selatan	Bisma Karya	Fried Food Seller		
Tolotio	Bone Pantai	Sinar Usaha	Geomembrane Pond	<b>194.962.000</b>	Kolam Geomembrane
Bilungala Utara	Bone Pantai	Sinar Usaha	Geomembrane Pond		
Desa Duano	Kec. Suwawa Tengah Kab. Bone Bolango		Archicad		
Desa Moodelomo	Kec. Kabila Bone Kab. Bone Bolango		Archicad		
Desa Ayula Selatan	Kec. Bulango Selatan Kab. Bone Bolango		Archicad		
Desa Ayula Utara	Kec. Bulango Selatan Kab. Bone Bolango		Archicad		
Desa Popodu	Kec. Bulango Timur Kab. Bone Bolango		Archicad		
Desa Bongopini	Kec. Tilong kabila Kab. Bone Bolango		Commercial Cookery		
Desa Bilungala	Kec. Bone pantai Kab. Bone Bolango		Commercial Cookery	<b>69.970.000</b>	BLK MEDAN
Desa Botutonuo	Kec. Kabila Bone Kab. Bone Bolango		Commercial Cookery		
Desa Alale	Kec. Suwawa Tengah Kab. Bone Bolango		Commercial Cookery		
Desa Tombulilato	Kec. Bone Raya Kab. Bone Bolango		Barista		
Desa Bongopini	Kec. Tilong kabila Kab. Bone Bolango		Barista		
Desa Tunas Jaya	Kec. Bone pantai Kab. Bone Bolango		Commercial Cookery		
Desa Toto Utara	Kec. Tilong kabila Ka. Bone Bolango		Barista		



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of finding a suitable place to live and / or school for their children. Second, **technological changes**, the development of labor-saving technologies in some industries, there will be a decrease in demand for some types of labor that have been replaced by machines. Third, **changes in economic structure, for example** coal miners due to lack of competitiveness make many coal miners unemployed, because they have difficulty finding jobs in new industries such as computers and others. Unemployment can be classified as a type of attrition, structural, cyclical, or demand deficit, where a person is unemployed and has been looking for work for the past month, (Rochman, 2021). Those who have stopped looking for work are not counted as part of the unemployed labor force. Because high unemployment can cause new problems such as poverty, crime and others, (Nuraini & Puspitasari, 2022). The solution to unemployment is of course by creating new jobs. The number of jobs that need to be created depends on the unemployment rate and the number of people entering the labor force to find work. Theoretically, there are three main ways to create job opportunities or strive in the long run. To reduce unemployment must be able to encourage productive efforts involving labor without having to pay attention to the skills possessed, (Alkatiri, Ramlah, Machmud, Joice, Lagarutu, 2022).

The first way is to slow down the rate of population growth which is expected to suppress the growth rate of labor supply. The second way is to increase the intensity of workers in producing output (labor intensity of output). The third way is through economic growth. This method is carried out under certain conditions because economic growth does not directly affect the increase in employment opportunities, (Karningsih, 2013). When unemployment creeps above 6% to 7% and persists stagnant, it means the economy can't create enough new jobs. That's when the government stepped in, (Soekarni et al., 2010).

This statement will be in line with the results of research put forward by informants that unemployment reduction has run in accordance with what is stated in the annual work program, for example by placing workers who have passed competency tests in the formal and informal sectors in accordance with their respective fields. Development of skills and expertise in job training programs by increasing work practices or internships and also increasing the competence of qualified instructors so as to improve the quality of human resources and be able to encourage quality improvement in education or expansion of job opportunities, (Devi et al., 2022).

Government policy in reducing unemployment requires the cooperation of other government stakeholders, especially absorption and / or employment opportunities for skilled output according to market needs. Research results (Izzati, N, Yusuf B., 2022) There are trainees who are absorbed in an agency or company, but they have not received a decent income as desired by the trainees, participants who are absorbed only as contract employees (service work) in the former place of internship / OJT participants. In addition, the absorption of participants to become a workforce is relatively small, this is due to a shift in actual functions. Not all unemployed people can be reached with every existing policy strategy even though the efforts made by the government have been good in tackling unemployment, (Bungkaran Anastasya, Gustaaf B. Tampi, 2022).

Based on the results of this research revealed by informants, unemployment reduction has been implemented well, but there needs to be an increase in performance in the coming years by involving the cooperation of all sectors, namely the government and the private sector, through the opening of new businesses, so that it is expected to absorb as many workers as possible. The current implemented policies are infrastructure labor-intensive, productive labor-intensive, providing *live skills* training to small and medium enterprise groups, developing appropriate technology, which is expected to absorb as many workers as possible so as to overcome unemployment. (Ramadani et al., 2022). The flexible job market is also accommodated by the government as well as employers. A flexible job market is considered as a concrete step to solve the problem of poverty and unemployment in Indonesia, (Dananjaya, 2020).

From the results of informant research, it is stated that by always establishing harmonious, dynamic industrial relations and equitable supervision of work in the government and private sectors, it is a guarantee of the continuity of productive small businesses that aim to improve worker welfare. This relationship is established, for example, in the form of setting working conditions (Work agreements, Company Regulations, Bipartite and Tripartite cooperation agreements). According to the informant, his party always coordinates with the formal and informal sectors in terms of training and increasing labor productivity and always compiles a labor database to improve the wage system as well as protecting labor social security. Unemployment cannot be separated from poverty, and vice versa poverty occurs due to the inability of the community and / or someone to access the needs provided by the provider in this case the government. Therefore, to overcome and overcome these conditions, a comprehensive and integrative policy is needed, (Sugiyanto, 2022). The current employment problem in Indonesia has reached quite an alarming condition characterized by a large number of unemployment and underemployment, relatively low and uneven income. On the other hand, high unemployment and underemployment are a waste of existing resources and potential, a burden on families and communities, a major source of poverty, can increase social and criminal unrest, and can hinder development in the long run, (Hanifah, 2021).

Based on the results of the study, (Aneta, Yanti & Podungge, 2022) There are 4 (four) things that need to be considered in the unemployment control rate policy, namely: 1) The occurrence of unemployment caused by informal factors is due to the weak thinking power of the community in creating jobs. They dare not take risks to become self-employed. Even though the potential to become an entrepreneur in the field of MSMEs has more potential than having to wait for job vacancies; 2) Non-Formal Factors that cause open unemployment in Bone Bolango District are caused by the government's non-optimal facilitation

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in adding their skills to the potential that can generate income; 3) Human Resources factors that lack mastery and operation of technology make unemployment in Bone Bolango increasing; 4) Communication factors and limited infrastructure facilities make the government limited in innovating in the community empowerment sector.

According to the author, to ensure that society needs good employment schemes to ensure productive work provided by the private sector. This allows strengthening government communication to the community, encouraging employment at the local level, and providing resources that have skills so that community empowerment can be done well.

According to the informant of this study, in an effort to overcome unemployment, his party always carries out administrative administration and prepares work program plans to increase labor competence and productivity. Prepare coaching materials for job training centers/job training courses and regional productivity development centers, government agencies, skill testing institutions, private training institutions and companies to improve the quality of community services. In addition, it also develops apprenticeship programs in training institutions, companies and develops linkage, commensurate and increases community participation in the implementation of training, (Pakiun Alma, Hineo Raflin, Sudirman, 2023). The number of long-term unemployed as a percentage of all unemployed is an important tool used to measure the health of the economy, but it will cause more problems for the economy if these people remain unemployed, (Alkatiri, Ramlah, Machmud, Joice, Lagarutu, 2022)

The problem of unemployment is a social phenomenon that cannot be avoided in people's lives. This prompted the Bone Bolango District Government to issue a policy in tackling unemployment. Unemployment reduction (Latifa & Pribadi, 2021) Says that policy is a tactic and strategy directed towards achieving a goal. In this case, the identification of the goal to be achieved by the Bone Bolango District Government is unemployment reduction, and to achieve it is implemented with several strategies for expanding employment opportunities, and supported by various facilities that allow its implementation.

## IV. CONCLUSION AND RECOMMENDATION

Based on the results of research and discussions previously described, it can be concluded that: 1) government policies in reducing unemployment in Bone Bolango Regency are implemented in expanding job opportunities, through TKM, TTG, KUP and Labor Intensive programs. 2) The employment expansion program can reduce unemployment in Bone Bolango District by 43% or 1,942 from the previous year.

## RECOMMENDATION

Based on the results of the study and these conclusions, the researcher suggested that: 1) To minimize the causes of unemployment, the Bone Bolango Regency government should implement an independent entrepreneurship program, provide education budget subsidies so that people want to go to school to the higher education level, organize a competency-based curriculum and entrepreneurship as an effort to provide a competent workforce; 2) The government should increase the budget allocation needed to maximize the achievement of the unemployment reduction policy program; The need to increase the capacity of the bureaucratic apparatus with technical training, expand cooperation with the private sector and other institutions in order to expand job opportunities, improve the facilities of the Job Training Center, and foster cooperative relationships with banks for access to business capital.

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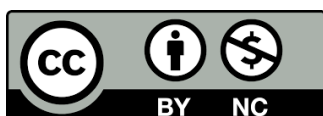


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MENDOMINASI-JUMLAH-PENDUDUK-DI-ASIA-TENGGARA-BERAPA-

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