

Women's Opportunities to Migrate at a Young Age: Taking Advantage of the Momentum of Demographic Bonus

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Abstract. Indonesia is currently in a demographic bonus until 2035. Where the productive age shows that the number of young people in the age range of 15-29 in 2022 reaches 24.3 percent and this is the basic capital in development. There are several countries that have successfully managed the demographic bonus and become developed countries such as Japan, South Korea, China and Singapore. Based on modernization theory that economic development will affect the value system of society that leads to gender equality. The Demographic Bonus is a golden opportunity for a nation if utilized properly. But the question is whether Indonesia is ready to seize the opportunity. The purpose of this paper is how to reveal facts, phenomena, variables. The research method uses a literature study with a descriptive-qualitative analysis method based on literature review. The results of the study are that there are several reasons that encourage someone to migrate with economic, family, education and work motives. Currently, Indonesia faces challenges in human development. The arrival of young migrants will lead to population growth and human resource development. The decision to migrate between men and women has different driving and pulling factors, women's participation to migrate where women's labor force participation is only 53.41 percent compared to men's 83.87 percent.

Keyword : Migration, Young Age, Demographic Bonus, Indonesia

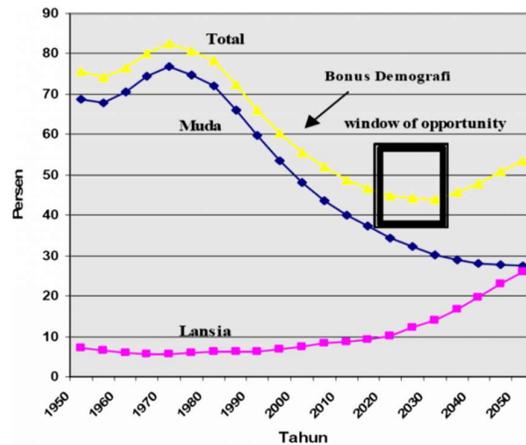
INTRODUCTION

The Indonesian state has entered the golden period or based on the era of Indonesia's demographic bonus, demographic bonuses can occur in different periods of time in each region (Bahrudin, 2022). Demographic bonus where the number of productive age population is greater than the number of non-productive age population, meaning that the potential burden of population dependence will be reduced if the excess of potential demographic bonus is managed and utilized properly, on the contrary it will be threatened if not properly prepared

Based on the results of projections using basic data from the 2015 inter-census occupation survey (SUPAS), Indonesia's population in 2018 amounted to around 264 million people, of which the population of productive age (aged 15 – 64 years) is greater than the non-productive age (aged under 15 years and over 64 years) thanks to the demographic transition, this condition is marked by a decrease in the dependency ratio that will bring Indonesia to enjoy economic benefits, The ratio is estimated to reach its lowest point in the 2020-2035 period, triggering the opening of economic acceleration (Sari, Sukamdi, & Rofi, 2022).

The demographic bonus that occurs in a country needs to be supported by an increase in human capital and an increase in employment in the local labor market, especially in the young population (Putranto & Natalia, 2022).

Each country will only feel a one-time demographic bonus that will only occur for one or two decades, this is because over time, the productive age population will transform into a non-productive age population and the number will continue to grow and this will have implications for the dependency burden ratio which will increase rapidly.



The level of dependence of the Indonesian population shows a downward trend, where in the 1970s the value of Indonesia's dependency ratio ranged from 85-90 per 100 and in 2000 decreased to the level of 54.55 per 100, the results of the 2010 population census as well shows a large proportion of the productive age population which reaches 66 percent of the total population of Indonesia.

Based on the results of the 2010 population census, the population of Indonesian provinces was recorded at 4,846,909 people with a population growth rate of 1.34 percent consisting of 2,404,377 men and 2,442,532 Women with a sex ratio of 94.44 percent. Based on the 2022 susenas that in 2022 the total population of Indonesia is around 274.20 million people, of which 135.75 million people are women and men around 138.45 million people, while in 2021 the total population of Indonesia is around 271.58 million people, including 135.24 million women and 136.34 million men.

Based on the table below, it shows the productive age population, namely:

No	Age	Man	Woman
	Productive		

	Population			
1	Not Productive Yet	0 – 14 years	24,76%	24,01%
2	Productive	15 – 64 years old	69,16%	69,08%
3	Not Productive Anymore	> 65 years and over	6,07%	6,91%

Changes in population structure that trigger the demographic bonus in Indonesia are essentially the result of a decline in long-term fertility. Women are one of the actors involved, benefited and disadvantaged by the presence of demographic bonuses (Listari, 2019). In this regard, it is a special attraction to see the position and role and what problems are faced by women in the demographic bonus conditions that occur in Indonesia.

METHOD

This study is a literature study that uses qualitative descriptive analysis methods based on literature review. Qualitative descriptive analysis is an analysis based on mapping the problems contained in the variables or cases under study and then looking for correlation points, The correlation can be confirming, rejecting and balanced based on data and information that has been successfully carried out (Sutikno, 2020).

While literature study is a research instrument by collecting various kinds of literature in the form of journals, books, proceedings, working papers, and other data sources that have links to problems in the study. The stages in analyzing data and documents in this study are: 1) conducting preliminary studies by examining previous research studies that discuss demographic bonuses in Indonesia, 2) collecting relevant literature in accordance with the focus of the problem raised as the main theme in this study, 3) critically analyzing various The literature source is to get a basic understanding of the correlation between studies and variables studied, 4) write study results based on analytical arguments from various data and literature reviews and 5) formulate recommendations based on analytical arguments from various data and literature studies.

RESULT

Youth is a national asset that has a strategic role in development. In Law Number 40 of 2009 concerning youth, it is regulated that youth are residents aged 16 to 30 years or in other words the age included in the group Based on the population projection from SUPAS 2015,

youth also make up about one-third of the productive age population.

So far, youth participation in the job market is illustrated by indicators of the number of jobs and the open unemployment rate (TPT), but specifically for youth TPT is still quite large, which is around 13.47 percent, and the problem of indicators with youth targets contained in the eighth goal of the SDGs, namely increasing economic growth and providing productive and decent employment opportunities for all.

The number of youth based on the 2018 sakernas was recorded at 65,046,558 people. The proportion of youth to the total population of working age (manpower). It can be seen that the majority of men in the group are unemployed and for young women more are inactive whose majority of activities are taking care of the household. From this, there are indications of a division of gender roles between men and women, where many men are in the public area as heads of families and seekers The main income, while women are in the domestic area of the household.

Currently, the issue of demographic bonus is a separate concern which is a consequence of demographic transition which is a rare phenomenon, simply put, this demographic bonus will form a population structure Where the number of productive numbers is greater than the non-productive population, besides that some of the effects of demographic bonuses on people's lives include the increase in force High employment is correlated with high per capita income, if per capita income increases then investment opportunities will open up and will indirectly help Increase welfare, opportunities to improve the quality of human resources are greater and women will enter the workforce to help family income.

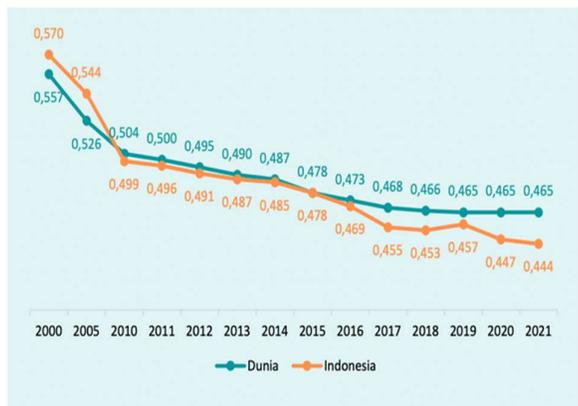
From this influence women began to enjoy education, work and political rights , the entry of women into the world of work was also supported by innovation and scientific progress and Technology that then makes the improvement of the quality of human resources. There is a different pattern, seen from increasing age, there is an increase in percentage since women are 19 years old and continues gradually, the condition indicates the magnitude of The involvement of young women in DomestiK's work as a housekeeper caused her opportunities in the world of work to be hampered. Socio-cultural conditions in Indonesia that women are in charge of taking care of the household while men are obliged to earn a living also add to the influence of the phenomenon in question.

Gender inequality in the world as measured by the Gender Inequality Index (GII) is improving, marked by the smaller development of GII, but when viewed by region, there is still a disparity (Statistics, 2022). In 2021, Europe and Central Asia have reached a fairly low

figure (0.227), while Arab countries, Sub-Saharan Africa and South Asia still have GII values above 0.5, which means that human development achieved in the region is corrected by gender inequality by 50 percent.

The GII of countries in the East Asia and Pacific region in 2021 averaged 0.337, this figure increased compared to the previous two years which was valued at 0.324 this is in line with conditions in Indonesia, Indonesia's GII from 2000 to 2018 always decreased, although it increased in 2019 but in 2020 to 2021 Indonesia's GII figure decreased again.

Gender Inequality Index UNDP, 2000-2021



Sumber: <https://hdr.undp.org/data-center/specific-country-data/#/countries/IDN>

Indonesia's Gender Inequality in 2022 is ranked 110th out of 170 countries. This achievement shows the success of the efforts made by the government through various policies in terms of empowerment and access to the labor market, so as to increase up to 11 places since 2019.

Gender Inequality Index di Negara ASEAN, 2021



Sumber: HDR 2021/2022

Based on ASEAN, Singapore is the country with the best GII achievement. Indonesia is below the Philippines has a condition of female porposi. Gender equity itself can be interpreted as equal conditions for men and women to obtain opportunities and their rights as humans in participating and participating in all fields. The Gender Inequality Index (IKG)

calculated by BPS shows the non-optimal achievement of human development due to the inequality of achievement of women's and men's development, the lower the IKG value then the better the equality between men and women.

One of the targets of the development plan contained in the 2005-2025 RPJM is to improve the quality of human resources including the role of women in development (People, 2022). Gender mainstreaming is a strategy built to integrate gender into one of the integral dimensions of planning, drafting, implementing, monitoring and evaluating national development policies and programs. In addition, SDGs also support to fulfill women's rights, realize equality and justice and strengthen gender mainstreaming in development.

The demographic bonus is usually only experienced by developing countries, which usually have pyramid-type population pyramids, this pyramid shows that the population in the country is dominated by infants, children and adolescents who are the next generation of a nation. The demographic bonus that occurs in Indonesia cannot be separated from the demographic bonus at the provincial level. In this condition, the phenomenon of population structure is very beneficial to the development side because the number of productive age population is very large, while the proportion of young people is getting smaller and the proportion of old age is not much.

Indonesia's economy grew 5.31 percent, the impact of economic growth on the labor market was felt quite clearly with the increase in the number of labor force by 4.3 million people during 2022, which can be shown in the table of the percentage of labor force by sex (Employment, 2023).

Information	2018	2019	2020	2021	2022
Man	61,4	61,6	60,8	60,6	61,1
Woman	38,6	38,4	39,2	39,4	38,9

The number of male labor force increased by 0.5 percent, inversely compared to the female population which actually decreased by the same magnitude. The data above confirms that the participation rate of women in the labor force is still very minimal, this is reinforced by the construction of masculinity and femininity in society that brings awareness of the existence of forms of sexual division of labor.

The entry of women into the field of work and began to help family income is caused by several things, including: 1) the existence of opportunities open for women to participate in

the field; employment, 2) educational factors, 3) the rapid development of industry then becomes the opening of jobs for the population with productive age, 4) economic and living costs that getting higher.

This sexual division of labor risks further affirming a view that does not regard women as non-labor force due to demands on roles and activities, as a result of which men tend to worry when they do not have a job so that they are more proaktif looking for work, on the contrary, women do not worry when they do not have a job and it has implications for low female participation as a productive workforce.

The working-age population in February 2023 was 211.59 million people, an increase of 3.05 million people or around 1.46 percent compared to February 2022, where the working-age population consisted of the labor force and not the labor force, the labor force in Indonesia in February 2023 reached 146.62 million people, an increase of around 0.44 million people (0.68 percent) compared to last year (Employment, State of the Labor Force in Indonesia February 2023, 2023). Inequality in education and competence is an obstacle for women in entering the workforce. Opportunities for women's participation in the world of work must continue to be opened, based on BPS data in 2022 the number of working women in 2022 reached 52.74 million workers in Indonesia, the number of female workers is equivalent to 38.98% of the total workers in Indonesia.

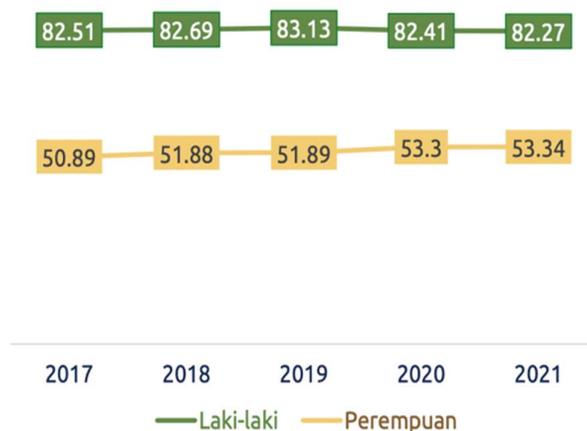
The largest field of formal work involving women is sales business workers (28.44%), in addition, women working in the agriculture, plantation, animal husbandry, fisheries and forestry sectors (24.6%), while still based on BPS records in 2022, Indonesian women who work occupy the leadership and governance levels are only 0.78%. Women have the same opportunities as men, but there are times when there are general norms, there is even discrimination against women through differences in wages, so there are many cases where women only enter the information sector to meet the existing needs of life (Angelina, Phen, Komsiatun, & Arum, 2023).

One of the causes of the low TPAK for women in Indonesia is cultural factors and norms that still apply in most societies, namely the role of tradition is more important than its transitional role so that women have a tendency to stay at home and feel responsible for taking care of the family at home, thus refusing to enter the job market, in some parts of Indonesia norms apply where the community's appreciation for women who take care of children and husbands at home is more important high compared to the awards given to women who have careers outside the home, and other important factors are the low level of education and skills of Indonesian women to be able to enter the job market and there are still many early marriages

(Nuraeni & Suryono, 2021).

This gender-biased perspective ultimately affects women's choice and access to the type of their work, a gender-biased perspective can become a gender stereotype, namely labeling or marking a certain group based on their sex, where the stereotype also legitimizes the act of prohibiting women from working outside the home or demanding that women stop working to take care of their household or family, This situation is known as the process of female domestication and is a form of gender discrimination (Anak, 2022).

In 2020 related to the situation in Indonesia which experienced the Covid-19 pandemic, which significantly affected the community's economy, especially in the decline in male population participation in work activities and apparently did not recover until 2021, but the important thing that must be seen is precisely the female Labor Force Participation Rate (TPAK), namely when the pandemic has increased, seen in the 2017-2021 national labor force survey (Sakerna)



This indicates an increase in women's contribution in the economic sector in the pandemic situation due to: 1) declining family income encourages women to participate more in the economic field to meet family economic needs, 2) the pandemic situation opens up greater job opportunities in services that are more accessible to women. It is a note that women's contribution is taken into account in maintaining economic stability, especially in crisis conditions.

The entry of women in the world of work cannot be separated from the class of each woman, according to Eugene, from the upper and middle classes, women work to relieve boredom, to fulfill creative desires, to continue hobbies and increase family income, women prefer certain jobs such as being a professional, working in prestigious organizations or

companies, while at the level of society with a low class, Women's motives for working are due to early work habits, the desire to maintain a certain standard of living or the economic urgency of the family.

Action is needed at various levels including policy changes, organizational initiatives and individual actions. It is also important to realize that gender equality in the workplace is not just a women's issue, but rather a social issue that affects everyone, so ultimately gender equality in the workplace requires a multifaceted approach that addresses the various factors that contribute to gender inequality.

Efforts that need to be made to achieve equality and open opportunities for women related to demographic bonuses from the labor side are prioritizing the enforcement of applicable laws, improving coordination to improve gender equality, strengthening the supervision system, seeking intense social protection for female workers and raising awareness of gender equality rights for prospective female workers early before entering the labor market and for women workers to strengthen knowledge of women's rights in the world of work.

CONCLUSION

The gap for women as part of the demographic bonus is social culture because it still adheres to the concept of patriarchy, the demand for women to take care of the family is far more important than Making a living, this is also influenced by parenting and social expectations not to enter the world of work. The entry of women into the field of work and began to help family income is caused by several things, including: 1) the existence of opportunities open for women to participate; In employment, 2) educational factors, 3) the rapid development of industry then becomes the opening of jobs for the population with productive age, 4) economic costs and life is getting higher and higher. When women began to enter and participate in the workforce as the demographic bonus came, there were several social orders that changed, including: Increasing marriage age in women, low interest in fertilization, shifting the role of women in family functions. It is also important to realize that gender equality in the workplace is not just a women's issue, but rather a social issue that affects everyone, so ultimately gender equality in the workplace requires a multifaceted approach that addresses the various factors that contribute to the gender gap.

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