

Legal Perspective on Effectiveness of Pre-Work Cards for Indonesian People

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Abstract

Many populations in Indonesia have made various problems that arise one of the problems of unemployment that occur in Indonesia. Many unemployment certainly makes the Indonesian economy decline, of course it becomes the duty of the government in overcoming the decline in the Indonesian economy and the issue of unemployment which is surged annually especially in the year 2020. Indonesian President Joko Widodo has created a pre-work card program which is expected to suppress the unemployment rate in Indonesia. With community pre-work cards can increase productivity and competitiveness of work and improve work competence. The community who participated in the pre-employment card program will be provided with training and incentives during the pre-work card training. But the government itself does not guarantee after joining the pre-employment program, people will get a job or not. Of course again this is a government task to be able to open extensive jobs for the people of Indonesia but this also needs to get support and participation from the people of Indonesia to make this pre-work card a successful program and can suppress the unemployment rate in Indonesia.

Keywords: Pre Work Cards; Unemployment; Effectiveness.

Abstrak

Banyaknya populasi penduduk di Indonesia membuat berbagai masalah yang muncul salah satunya masalah pengangguran yang terjadi di Indonesia. Banyaknya pengangguran tentu membuat perekonomian Indonesia menurun, tentu hal itu menjadi tugas pemerintah dalam mengatasi penurunan perekonomian Indonesia serta masalah pengangguran yang melonjak tiap tahunnya terutama di tahun 2020 ini. Presiden Indonesia Joko Widodo telah membuat program Kartu Pra Kerja yang diharapkan dapat menekan angka pengangguran di Indonesia. Dengan adanya kartu pra kerja masyarakat dapat meningkatkan produktivitas dan daya saing kerja serta meningkatkan kompetensi kerja. Masyarakat yang mengikuti program kartu pra kerja akan di berikan pelatihan dan insentif selama mengikuti pelatihan kartu pra kerja. Tetapi pemerintah sendiri tidak menjamin setelah mengikuti program kartu pra kerja, masyarakat akan mendapatkan pekerjaan atau tidak. Tentu lagi lagi ini menjadi tugas pemerintah agar dapat membuka lapangan pekerjaan yang luas bagi masyarakat Indonesia tetapi hal ini juga perlu mendapatkan dukungan serta partisipasi dari masyarakat Indonesia guna membuat program kartu pra kerja ini berhasil dan dapat menekan angka pengangguran di Indonesia.

Kata kunci : Kartu Pra Kerja; Pengangguran; Efektifitas.

Introduction

In 2020, Indonesia occupies the 4th position (fourth) as the country with the most population in the world, with 274 million inhabitants. The large population in Indonesia certainly has various problems, one of which is the problem of unemployment and the lack of jobs available in Indonesia. According to BPS (Indonesian Central Statistics Agency), noted that in the period of 6

months the number of unemployed people in Indonesia increased to 230 million people. The high number of unemployment in Indonesia can certainly be influenced by the lack of available employment in Indonesia, the lack of expertise from its workers, also the high criteria expected by a company and the low quality of its human resources.

Human resources is a very important factor in its role, human resources have the position to be objects and subjects in development. The existence of development can reduce unemployment and can also create employment and increase income in the community. Human resources are very influential for the company. Companies are required to improve quality and maintain the performance of their employees, so as not to be eliminated by the competitors of other companies. So that human resources are very influential, given that the human resources that regulate and manage other resources. So that competent human resources are needed and are ready to win business competition.

As promised by President Joko Widodo during the Presidential election campaign last year, he promised to issue a Pre-employment Card for people who are unemployed and on February 26, 2020 President Joko Widodo signed Prepres (Presidential Regulation) Number 36 of 2020 concerning Development Work Competency Through the Employment Card Program. Then the Government also issued Minister of Finance Regulation (PMK) Number 25 / PMK / .05 / 2020 concerning Procedures for Allocation, Budgeting, Disbursement, and Per Responsibility of the Workers' Card. In this worker card people who do not have a job will be given fees and job training for those who have not or who want to get job training. This is done so that people who will be involved in the world of work are more competent, have expertise in their field of work, and will certainly increase Human Resources in Indonesia. President Joko Widodo is currently prioritizing people who do not have a job at the age of 18 years and over, not currently in formal education and victims of layoffs (Termination of Employment) due to the Covid-19 Pandemic.

At this time the world was hit by Pandemic Covid-19 including Indonesia, therefore the government recommended to minimize our activities outside the home or room. Teaching and learning activities must also be carried out online, as well as for some sectors that apply WFH (work from home), but there are also many people who cannot work, many employees are laid off or laid off (Termination of Employment), many businesses closed, as well as many companies that went bankrupt or experienced bankruptcy due to the covid-19 pandemic (Iksan Burhanuddin & Nur Abdi, 2020)

Covid-19 pandemic is making unemployment in Indonesia soaring high and making the Indonesian economy decline, this is also caused by the existence of government appeals for social distancing, even this time, the government issued Government Regulation No. 21 of 2020 concerning PSBB (Large-Scale Social Restrictions) in order to minimize the number of covid-19 spreads. Indonesia's Center of Reform on Economics (CORE) predicts that the number of open unemployment could increase to 9.35 million people based on a severe scenario set up (Mardiyah, 2020).

At the time of the co-19 pandemic this unemployment rate has the potential to rise so keep in mind that the surge in unemployment in Indonesia caused high poverty rates in Indonesia. This is certainly the responsibility of the government. With that, the government has also issued a Pre-employment Card, hoping this can be a solution for people who do not have jobs. The government has also prepared a budget of 20 trillion for this Pre-Work Card Program. Several questions arise as a focus of research, namely: What is the number of unemployed people in Indonesia and what causes it? And also what is the effectiveness of pre-employment cards for Indonesian people?

Research Methods

The research method uses the normative juridical approach normative juridical approach according to Soerjono Soekanto is a legal research conducted by examining literature and secondary materials as a basis for research, by tracing the regulations and also the existing literature and related to research which is made (Soekanto & Mamudji, 2001). Because library material is the main material, the primary legal material consists of norms, rules and basic provisions, as well as statutory regulations. And also uses secondary legal material which includes primary legal material.

Discussion

1. The Number of Unemployment in Indonesia and Its Causes

Bursts are people who want to get a job but haven't got a job. Unemployment according to Sadono Sukirno in his book is a situation where someone who belongs to the labor force wants to get a job, but has not yet got it. Someone who does not have a job but is actively looking for jobs is classified (S Sukirno, 2000). Indicators of unemployment indicators can be seen from the level of income. Unemployment has no income, high community needs make unemployment workers work hard to meet their needs. Letika needs not being met resulted in them becoming poor, it makes a surge in the population under poverty in an area. Poverty itself can trigger social and economic chaos. If the economy is in a bad region, it will cause political and social turmoil (Setya Shinta Ningrum, 2017). According to worldometers, Indonesia in 2020 became the 4th (fourth) country as the most populous country in the world, namely 274 million people. With the large population in Indonesia, it certainly raises a problem, one of which is the problem of Unemployment which greatly impacts the Indonesian economy (*Worldometer, 2020*).

Unemployment itself is divided into 3 namely, underemployment, that is, one or more people who do not work optimally because of a reason, the second half of unemployment is someone who works less than 35 (thirty-five) hours during the week and also works not optimally due to the unavailability of the field job, and the third is open unemployment, someone who really does not have a job (HM Muhdar, 2015). Unemployment itself becomes a problem so complex because it can make and can also be influenced by many factors that are connected so it is not easy to understood. If unemployment can't be immediately overcome then it will create social risks, and also the potential so that it can lead

to poverty. Unemployment itself occurs because the number of jobs is insufficient in a country or region or the number of job demands for job offers makes it unbalanced and makes the number of work requests higher than the number of job opportunities (Muslim, 2014).

The large unemployment rate in a country can measure the success of the country's economic development itself. Because indicators can show much of what level of welfare which in consequence of how much development economic. An relationship a unemployment and the economy are increasing the economic growth makes many investors entered so that capital into the country increased, it makes a number of employment opportunities for the public because they many new business sectors. The economy in a country or region must continue to improve, it indicates that the economy in a region or country is developing well or well (Syurifto Prawira, 2018)

With the increase in unemployment in Indonesia each year, of course, it could slow Indonesia's economic growth. Poverty rates in Indonesia can increase due to soaring unemployment in Indonesia. Government efforts to tackle poverty in Indonesia have quality economic growth. Policies in reducing unemployment can be done by maximizing productive investment in various economic sectors (Arius Jonaidi, 2012). Unemployment itself must remain above i, by raising the minimum wage (regional minimum wage) as well as a fairly effective way of opening employment opportunities for people who are working to get expensive wages and also by putting down beggars, bums on the front of social ministers that can flatten the economy in an area (Nadya & S Syafri, 2019).

Unemployment is expected to not have a negative effect on inequality but rather can make a positive effect. When there is a decrease in the unemployment rate, it can cause inequality in income distribution to decrease. Economic growth in Indonesia can be measured according to increase in GDP (roduct GDP) cumulatively from all provinces climbed into 6.3% in 2012. The structure of gross domestic product in 2012 largely on the dominance of the Processing Industry sector, The Trade Sectors, and also the Agricultural Sectors with a contribution of 23.5%, 14.8% and also 13.8% (Ayu Basica Effendy Lubis, 2014).

Table 1. Some level of unemployment of countries in ASIA (Sri Maryati, 2015).

Country	Age of Worker	2008	The year 2009	The year 2010	Year 2011	In 2012	Average
China	15+	4.2	4.3	4.1	4.1	4.1	4.2
The Philippines	15+	7.4	7.5	7.3	7.0	7.0	7.2
Hongkong	15+	3.5	5.2	4.3	3.4	3.3	3.9
Indonesia	15+	8.4	7.9	7.1	6.6	6.2	7.2

Japan	15+	4.0	5.1	5.1	4,6	4,4	4,6
South Korea	15+	3,2	3,7	3,7	3,4	3,3	3,5
Malaysia	15+	3,3	3,7	3,3	3,1	3,0	3,3
Pakistan	10+	5.2	5.5	5.6	6.0	7.7	6.0
Singapore	15+	2.2	3.0	2.2	2.0	2.0	2,3
Sri Lanka	10+	6.0	5.9	4.9	4.9	4.9	5,3
Thailand	15+	1,4	0.9	0.7	0.4	0.5	0.8

If seen from the table above, Indonesia is the country with the highest unemployment rate in ASIA, reaching 7.2% in 2008-2012. And in sequence ASEAN Secretary In 2015, Indonesia occupies position 3 which has the highest unemployment ASEAN se, reaching 6.25%. Of course this is a problem for Indonesia and the government must be quick in dealing with unemployment in Indonesia. And in February 2014 the unemployment rate reached 7.15 and an increase of 0.09 million people in August reached 7.24. In February 2015 unemployment reached 7.45, increasing in August to 7.65 (Riska, 2016).

With so many unemployed people in Indonesia can hamper Indonesia's economic growth. Unemployment in Indonesia itself is predicted to continue to increase even in 2020. Likewise, the number of educated unemployed people who are afraid will continue to increase each year ... education itself is positioned as a means to improve the welfare of society through the use of work. But with education alone, it cannot reduce labour problems and issues, especially unemployment in Indonesia. Because many educated job seekers who are still not yet have the skills or enter the company criteria. And the lack of jobs provided by the government for job seekers (Mada & Ashar, 2015).

Table 2. According to the Indonesian Central Statistics Agency 2010 some of the unemployed in Indonesia are educated graduates as in the table below (Isnaini & Rlni, 2016).

Education Graduates in Unemployment Indonesia	
Elementary school	3.71%
Middle School (Middle School)	7.55%
High school (high school)	11.9%
Vocational School (Vocational High School)	13.81%
Diploma I / II / III	11.92%
University	14.24%

The large number of unemployment in Indonesia can certainly be influenced by several underlying factors, namely from the lack of jobs available in Indonesia while community growth continues to grow each year (Suhendra & Hadi Wicaksono, 2016). The lack of skills of job seekers including job seekers who are educated, the high quality criteria of workers that is expected by the company to improve the quality of the company itself so as not to lose competitiveness by companies on the other, and the lack of human resources qualified one of them lack skills owned by Indonesian society, the number of people laid off (Termination of Employment), and the lack of government efforts to overcome unemployment that occurred in Indonesia (Perwira, 2018). Policy in pressing the unemployment rate continues to increase, unemployment should be able to rely on an increase in sector investment-real sectors, particularly at-sector sectors of industry and agricultural sectors. The increasing demand for workers with such a large amount can be caused by investments in the industrial sectors and also the agricultural sectors.

Unemployment itself can be pressured by the government programs or policies of the government itself, if government policies succeed then unemployment and poverty will continue to decline, but conversely if the programs and government policies do not succeed, unemployment in a country will continue to exist even increasing each year (Johan et al., 2016). In 2020 alone unemployment will continue to grow rapidly due to the Covid-19 Pandemic. According to the Ministry of Manpower in the middle of April the number of layoff victims who reported as many as 1.5 million workers in Indonesia, of course there were still many more because people affected by layoffs have not reported. Initially, Indonesia's economic growth was predicted at 5.3%, but this changed because of the Covid-19 Pandemic (Hadiwardoyo, 2020).

The existence of the Covid-19 Pandemic weakened several sectors, especially the economic sector, which weakened the incomes of the Indonesian people. The existence of large-scale layoffs reaching 1,943,916 people from 114,340 companies in Indonesia, and the number will continue to increase. According to data from the Ministry of Industry in 2020, 60% of industries were affected. Starting from the Conventional type industry and also community small businesses (Kurniawansyah et al., 2020). Recently the government has begun working towards overcoming unemployment in Indonesia. Namely to create a program Pre Cards Work that has been promised by President Joko Widodo in kamap a nye them during last year's presidential election 2019. Pre Cards The work itself is a card to program and work competence development community with job training and support costs.

2. Effectiveness of Pre-Work Cards for Indonesian People

The pre-employment card itself has been signed by President Joko Widodo and issued on February 26, 2020. Namely Prepres (Presidential Regulation) Number 36 Year 2020 regarding Development of Work Competencies through the Employment Card Program (Kurniawansyah et al., 2020). Furthermore, this pre-employment card is also regulated in Regulation of the Minister of Finance

(PMK) Number 25 / PMK / .05 / 2020 concerning Procedures for Allocation, Budgeting, Disbursement, and Accountability of the Pre-Employment Card (Kurniawansyah et al., 2020). With the Pre Work Card, it is expected that Indonesian people who do not have a job and are looking for work, or labour workers who want to improve their work competence, as well as Indonesians affected by layoffs can break out, acquire, and improve their competence and skills or work skills in certain fields.

In addition, people who have a Pre-Employment Card will be given a nominal fee of IDR 3,550,000 with some details such as IDR 1,000,000 for the first incentive to help with skills and work competency costs. Then the second incentive is IDR 600,000, this second incentive will be given for 4 (four) consecutive months. Henceforth the pre-employment card holder will be given a final incentive of IDR 1,500.00 and this assistance is given after completing his training, and will be given a certificate as proof that he has followed the work training program through the Pre-Work Card (Consuello, 2020). Keep in mind to get a pre-work card must meet the requirements i.e. Indonesian citizen, at least 18 years old, and not currently in formal education. Implementation of training can also be through online and offline. With this pre-employment card, the government hopes that the Indonesian people will have work skills in their fields and also that the Indonesian people will be able to compete in the world of work both domestically and abroad.

The pre-employment card itself can reduce unemployment in Indonesia. Especially for educated unemployment which surges each year. The purpose of pre-employment cards qualitatively is to increase productivity and competitiveness. To make the pre-employment card program a success, the government made 7 indicators, namely the initiative of the Indonesian people to take part in the pre-employment card program and the Indonesian people saw many choices in the pre-employment card, the amount of funds absorbed by the pre-employment card program, the percentage completed by each participant of the pre-work card training program, the number of people who completed the pre-employment card program and got a job, how long the community waits to get a job, the government also stressed that the Indonesian government cannot guarantee that people who have participated in the pre-employment card program get a job but the government can encourage the people of Indonesia through improved quality of workers.

But the government does not guarantee after completing this pre-employment card program whether the community gets a job or not. Of course, in addition to making this pre-employment card program, the government must also create broad employment opportunities so that the Indonesian people have the opportunity to have jobs, especially during the 1919 pandemic. Many communities cannot work outside the home or room, and many employees are laid off by their companies. This will create a new problem for Indonesia, which is after the co-19 pandemic, the possibility of unemployment in Indonesia will soar (Consuello, 2020).

The Government of Indonesia itself has made efforts to overcome the impact of the Covid-19 Pandemic both in terms of health to overcome and prevent Covid-19, and the government also provides assistance from the economic sector. As discussed earlier in the Pre-Work Card program, the government initially issued a budget for the pre-work card program of IDR 10 trillion and since the co-19 pandemic the budget has been raised to IDR 20 trillion (Consuello, 2020). Despite reaping the pros and cons of the Indonesian people because of the high budget given by the government for the pre-employment card program in the co-19 pandemic situation. Many people also consider that the Pre-Work Card is not effective if it is applied during the Covid-19 Pandemic, the community regrets the size of the budget spent by the government for the pre-work card program, which is better if the budget is focused or shifted to the needs of the community impact on the Covid-19 Pandemic, the budget can be through BLT (Direct Cash Assistance) (Consuello, 2020).

Conclusion

Based on the results and previous discussions on the Effectiveness of Pre-Work Cards for the Indonesian Community, several conclusions can be concluded as follows with so many inhabitants in Indonesia that raises several problems one of them is the problem of unemployment which greatly impacts the Indonesian economic sector. therefore the government must be quick in dealing with unemployment in Indonesia. which every year continues to grow, especially in 2020 which is predicted to continue to increase. Similarly, educated unemployment will increase every year. The government has created a pre-work card program which was issued on February 28, 2020. This policy is expected to help the Indonesian people to improve and obtain work skills and competencies in certain fields. And to get success in reducing unemployment in Indonesia the government must also open broad employment so that job seekers find work so as to reduce unemployment in Indonesia. Of course this also needs the support of the community and the participation of the people of Indonesia. Therefore it is possible if the Pre-Work Card can be effective for the people of Indonesia.

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