Factors shifting employment in communities in Takalar Regency

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Abstract. Employment changes that occur in communities in the agricultural sector, namely fishermen and farmers, are caused by several factors that influence it. These factors are caused by erratic / low wages in the agricultural sector, a low view of employment in the agricultural sector, and boredom felt by people who work in the agricultural sector. This study aims to describe the factors of shift in employment in the community in Bontolebang Village, Galesong Utara District, Takalar Regency and the results show that during the period studied, from February to March 2019, there were 2 factors that influenced the shift in labor, namely the driving force for labor exit from the agricultural sector such as erratic wages, low views on agriculture and saturation / boredom and labor pull factors choosing to work in the non-agricultural sector such as open employment opportunities, fixed income and more promising.

1. Introduction

Poverty that occurs in farming and fishing communities is caused by complex interrelated factors and is the main source that weakens the community's ability to develop areas and improve their social welfare [1]. The economic changes experienced by the community, both fishermen and farmers, are motivated by the existence of capital, technology, as well as social factors that influence it, such as high population growth, education level, health level and available public facilities and infrastructure and others. This is in accordance with Sipahelut's statement on the causes of poverty. If the community experiences a downturn in the economy, it will also have an impact on shifting employment for fishermen and farmers.

The narrowing of agricultural land in parts of Indonesia is due to the conversion of agricultural land into a place of settlement based on the rapid population growth rate, and the development of the non-agricultural sector, resulting in agricultural land being turned into land for non-agricultural sector activities. This makes the agricultural sector no longer able to accommodate a large number of workers considering that agricultural land is getting smaller and is driven by the development of modernization technology so that human labor is replaced by machine labor. The reduction of agricultural land in an area supported by rapid population growth and the influx of non-agricultural sectors in an agricultural area will result in a shift in labor or the shift of agricultural sector workers will go out and find work outside the agricultural sector [2].

From the manpower side, there will be a process of shifting in labor from the agricultural sector in rural areas to the industrial sector in urban areas, although this shift is still lagging behind the structural shift process itself. With this existence, the agricultural sector will play an important role in
increasing the provision of labor, both at the beginning to the end of the structural transformation process. Labor productivity in the agricultural sector is low, will gradually begin to increase, and have the same productivity as workers in the industrial sector during the transition period thus, the productivity of labor in the economy will gradually increase [3].

Takalar Regency with the capital Pattalasang is located 29 km south of Makassar City, the capital of South Sulawesi Province. Takalar Regency area is about 566.51 km², of which 240.88 km² is a coastal area with a coastline length of about 74km. Part of Takalar Regency is a coastal area, which is along 74km covering Mangarabombang District, Mappakasunggu District, Sandrobone District, South Galesong District, Galesong City District and North Galesong District. North Galesong district is one of the lowland areas that are fertile enough for agriculture and plantations, and is a coastal area suitable for fishing and marine fisheries [4].

One of the areas in Takalar Regency whose people depend on the profession of fishermen and farmers is in Bontolebang Village, which is in Galesong Utara District, Takalar Regency. The main reason the Bontolebang sub-district was chosen as the object of research is because the area has natural resources in the form of marine and agricultural natural resources which support it as a source of livelihood for the community. In addition, its location is bordered by the city area of Makassar which is very supportive for the people of the area to switch professions from fishermen and farmers to other professions that vary according to the development of the city area. So the possibility of employment shifts in fishermen and farmers in the area is very large. Based on this, this study aims to describe the factors of the bergersernya community employment in Bontolebang Village, North Galesong District, Takalar Regency.

2. Research methods
This research was conducted in Bontolebang Village, North Galesong District, Takalar Regency. Location selection is done purposively (intentionally), namely deliberate selection with the consideration that the area is close to the residence of researchers and is one of the areas where rice fields are also located near the coast. This research will be conducted for 2 months, namely from February to March 2019.

Data analysis according to [5] is the process of arranging data sequences, organizing them into patterns, categories and basic description units [5]. The purpose of research on how the shift in labor and what factors cause the shift in employment in society will be processed descriptively. The factors causing the shift in labor will be presented in a table and then described descriptively.

3. Results and discussion

3.1. Characteristics of Respondents

3.1.1. Age. Theoretically the age factor will influence a person in making a decision. Age factors also influence the mindset and standards of physical ability in a job. Similarly in making choices, age will have an influence, the higher the age level the better because of the level of emotional maturity of a person in thinking. The following respondents by age level can be seen in table 1.

| No | Age Level (Years) | Frequency (People) | Percentage (%) |
|----|-------------------|--------------------|---------------|
| 1  | 21-30             | 30                 | 32.96         |
| 2  | 31-40             | 13                 | 14.28         |
| 3  | 41-50             | 20                 | 21.97         |
| 4  | 51-60             | 28                 | 30.76         |
|    | **Total**         | **91**             | **100**       |
Based on table 1 above, it can be seen that the people in Bontolebang Village, Galesong Utara District, Takalar Regency with workers aged 21 to 60 years. The table above shows that people with an age level of 21-30 years are the most workers, while people aged 31-40 years are the lowest workers.

3.1.2. Gender. Gender is the difference in the shape, nature, and biological function of male and female who determine the difference in their role in organizing efforts to pass on the lineage. Gender differences usually affect job differences. Jobs in the agricultural sector are not only diligent by the male workforce, but women's labor is very necessary in farming activities. Jobs in the male and female agricultural sectors are different, not all male jobs in the agricultural sector can be handled by the female workforce. Respondents by gender can be seen in table 2 below.

| No. | Gender | Frequency (People) | Percentage |
|-----|--------|-------------------|------------|
| 1   | Men    | 76                | 83.51%     |
| 2   | Women  | 15                | 16.48%     |
| Total |   | 91                | 100        |

Based on table 2 above, it can be seen that from 91 respondents, the community in Bontolebang Village, North Galesong District, Takalar Regency is dominated by male workers. This is due to the dominance of men in previous jobs in the agricultural sector, meaning that the majority of workers who work as farmers are men so that the workforce that has switched jobs from the agricultural sector to the non-agricultural sector is mostly men. Meanwhile, female respondents who have been interviewed on average are taking care of the household while maintaining their stalls/trades and pertamini business.

3.1.3. Education. Education also affects the level of a person's job. In table 3, the higher the education, the wider the opportunity to work. Respondents by education level can be seen in table 3 below.

| No | Education                     | Frequency (People) | Percentage |
|----|--------------------------------|--------------------|------------|
| 1  | No Education                  | 3                  | 3.29       |
| 2  | Graduated from elementary school | 42                 | 46.15      |
| 3  | Graduated from junior high school | 18                 | 19.78      |
| 4  | Graduated from high school    | 28                 | 30.76      |
| Total |                              | 91                 | 100        |

Based on table 3 above, it can be seen that of the 91 respondents who have been interviewed, respondents with elementary school graduates are the people with the most education levels and those who do not attend school are those with the least education level.

3.1.4. Family Dependents. Family members are members of the household that are included in the one-kitchen budget unit, including school children who live in the same house and are borne by the family but do not include other people who live in the same house who do not eat in the house. Generally, the burden of the family consists of 3-4 people, which includes husband, wife and children. The number of family dependents of 91 respondents can be seen in table 4 below.
Table 4. Respondents according to number of dependents in Bontolebang Village, North Galesong District, Takalar Regency, 2019.

| No. | Total Dependents | Frequency (People) | Percentage (%) |
|-----|------------------|--------------------|----------------|
| 1   | 1-4 People       | 52                 | 57.14          |
| 2   | 5-8 People       | 39                 | 42.85          |
| Total |                   | 91                 | 100            |

Based on table 4 above, it can be known that respondents in Bontolebang Village, North Galesong District, Takalar Regency have large enough family dependents to encourage people to find work that can provide a decent life.

3.1.5. Job/Profession. The main work or basic work that people do to meet their needs every day. These needs that must be fulfilled immediately and can not be delayed, such as eating, drinking, clothing, buying school supplies and so on. To obtain these needs, money is needed. In addition to the main work, sometimes people also have side jobs. The following respondents by occupation/profession will be presented in table 5 below.

Table 5. Respondents by occupation/profession in Bontolebang Village, North Galesong District, Takalar Regency, 2019.

| No. | Job/Profession       | Frequency (People) | Percentage (%) |
|-----|----------------------|--------------------|----------------|
| 1   | Fisherman            | 6                  | 6.59           |
| 2   | Farmer               | 22                 | 24.17          |
| 3   | Small traders        | 28                 | 30.76          |
| 4   | Employees            | 6                  | 6.59           |
| 5   | Carpenter            | 9                  | 9.89           |
| 6   | Motorcycle taxis     | 5                  | 5.49           |
| 7   | Parking attendants   | 5                  | 5.49           |
| 8   | Barber               | 1                  | 1.09           |
| 9   | Construction Worker/Mason | 9          | 9.89           |
| Total |                   | 91                 | 100            |

Table 5 shows that the occupation/profession of respondents in Bontolebang Village, Galesong Utara District, Takalar Regency has varied. Of the 91 respondents according to their occupation / profession, respondents who work as small traders are the most while respondents who work as barbers are the least.

3.1.6. Land Area. Agricultural land is widely defined as land that is prepared for farming, for example rice fields, gardens and yards. Meanwhile, agricultural land is land that is not necessarily cultivated by agricultural business. The respondents according to land area in Bontolebang Village, Galesong Utara District, Takalar Regency can be seen in table 6 as follows.

Table 6. Respondents by land size in Bontolebang Village, North Galesong District, Takalar Regency, 2019.

| No. | Land area (ha) | Frequency (Orang) | Percentage (%) |
|-----|----------------|-------------------|----------------|
| 1   | 0.1-0.5        | 11                | 12.08          |
| 2   | 0.6-1.0        | 15                | 16.48          |
| 3   | Landless       | 65                | 71.42          |
| Total |               | 91                | 100            |
Table 6 shows that the respondents' land area in Bontolebang Village has an area of 0.1 to 1.0 ha. Most of the respondents who own land is due to inheritance or division from parents and land purchased directly from landowners. While the people who do not have land are newcomers who have just lived in the neighborhood of Bontolebang Village and some of them are respondents who only work on land owned by others.

3.2 Factors causing employment shifts

Many people decide to move from the agricultural sector to the non-agricultural sector, but there are still respondents who still work in the agricultural sector and even switch jobs to the agricultural sector. In addition, there are also people who have shifted their jobs from the non-agricultural sector to the agricultural sector, and there are also people who have shifted jobs from the non-agricultural sector to the non-agricultural sector as well. This is in accordance with the opinion of [2] which states that the reduction of agricultural land in an area which is supported by rapid population growth and the entry of the non-agricultural sector in an agricultural area will result in a shift in labor or the shift of agricultural sector workers to go out and look for work outside the agricultural sector [2]. The following is table 7 regarding the factors causing the shift in labor.

**Table 7.** Factors that cause labor regulations in Bontolebang Village, North Galesong District, Takalar Regency, 2019.

| No. | Factor Causing Shifting                                      | Frequency (orang) | Percentage (%) |
|-----|--------------------------------------------------------------|-------------------|----------------|
| 1   | Wages in the agricultural sector are uncertain/low           | 66                | 72.52          |
| 2   | A low view of jobs in the agricultural sector               | 15                | 16.48          |
| 3   | Saturated / tired of working in the agricultural sector     | 10                | 10.98          |
|     | **Total**                                                   | **91**            | **100**        |

Table 7 shows that there are 3 factors causing a shift in employment in Bontolebang Village, Galesong Utara District, Takalar District. The first factor is the erratic / low wages in the agricultural sector as many as 66 people or around 72.52%, the second factor is the low view of employment in the agricultural sector as many as 15 people or around 16.48%, and the third factor is the factor bored/tired of working in the agricultural sector as many as 10 people or around 10.98%. Of the three factors, the factor of wages in the agricultural sector that is uncertain/low wages is the reason most cited by respondents. Meanwhile, the factor of boredom/boredom of working in the agricultural sector is the reason least expressed by the community.

4. Conclusions

There are labor changes occurring in Bontolebang Village, North Galesong District, Takalar Regency. The employment shift occurred very large, judging from 100% of the sample data that has been studied only 5.49% of respondents who switched jobs from the non-agricultural sector to the non-agricultural sector as well. Then as many as 9.89% of respondents who have switched jobs from the non-agricultural sector to the agricultural sector, while 20.87% of respondents who have switched jobs from the agricultural sector to the agricultural sector. Meanwhile, 63.73% of respondents have switched jobs from agriculture to non-agricultural sector.

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