A Study of Recent Migrants in Both the Formal and Informal Sectors: Evidence from Sakernas 2018

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This study aims to analyze the involvement of recent migrants in the labour market. Set data from Sakernas February 2018, totalling 2,858 persons, is used to examine recent migrants who work, whether they choose the formal or informal sectors. The models in this study are estimated by binary logistic regression. The results show that the majority of recent migrants work in the formal sector. Recent migrants who have a high chance of entering the formal sector are: younger, unmarried, middle and high educated, and have attended job training. The formal sector as a destination for recent migrants is more promising than the informal sector.

Key words: *Formal sectors, informal sectors, recent migrant, Sakernas, binary logistic regression.*

Introduction

Migration is related not only to the population's structure and composition but also to economic development in a given region. Migration is a feature of development, a development process that migration can accelerate (Gould, 2009). The phenomenon occurs due to certain reasons, one of which is development gaps between regions which can create push factors and pull factors. The gap in rural-urban development is characterized by the transformation of labour, and output by the traditional sector to the modern sector (Lewis, 1954). The traditional sector relies on the agricultural sector and has a labour surplus. The modern sector instead relies on the industrial sector. It has a high level of productivity and becomes a place of shelter for workers.

From an individual perspective, the causes of migration are generally economic. Ravenstein (1885) states that a person migrates because it is difficult to get income in the area of origin

and expects better income at the destination, or someone will move to the destination if the net income from moving is greater than not moving (Sjaastad, 1962; Todaro & Smith , 2012). According to Jong & Gardner's (1981) values theory, a migrant wants seeks several values and goals: prosperity, status, comfort, stimulation, autonomy, affiliation and morality. Using data from Supas (2005), Wajdi (2010) shows that more than 40 percent of inter-provincial migration is driven by economic reasons; people hoping to get a job.

Migration carried out within a country's borders is referred as internal migration. Its consists of lifetime migration, recent migration and total migration. The trend of internal migration in Indonesia shows increasing patterns over time. Alatas (1999) finds that the percentage of lifetime migration in Indonesia increased from 4.94 percent in 1971 to 8.25 percent in 1990. The percentage of total migration increased from 6.24 percent in 1971 to 9.95 percent in 1990. Supas discovers that the phenomenon of recent migration also experienced an upward trend; in 2005 the population of recent migration was 2.02 percent, which increased to 2.07 percent in 2015. Recent migrants are those whose place of residence is now different from where they lived five years ago. The difference in residence is seen at the district /city level.

Furthermore, the involvement of migrant workers in the labour market becomes an interesting issue, especially if its analysis is associated with the dichotomy of the labour market into the formal and informal sector (Hart, 1973; Steele, 1980; Meng, 2001; Manning & Pratomo, 2013). Initially the destination sectors of migrants were usually formal sectors that promised higher wages, export-oriented sectors and labour-intensive industries (Manning & Pratomo, 2013). This happened in countries with high economic growth. Conversely, in countries with slower economic growth the destination sectors of migrants are the informal sector (Hart, 1973; Barnajee, 1983; Mazumdar 1994). Because the informal sector is easy to enter, it does not require special skills and flexibility in work time, so that it becomes a personal attraction for migrant workers (Pardede and Listya, 2013).

In line with this, Meng (2001) also found two views on informality in migrant workers. The first view argues that the informal sector is used by migrants as a stepping stone before switching to the formal sector (Todaro, 1965; Fields, 1975; Lal, 1973). Migrants expect better work, but the reality is that suitable employment cannot be found easily, so they choose to work in informal sectors that are easy to enter, while waiting for jobs in the formal sector. The second view assumes that the informal sector is the main objective of migrants; it is considered promising and plays an important role in the economic development of a region (Banerjee, 1983; Bhattacharya, 1993).

If migrants have good education, skills and experience, they will tend to choose higher-paying jobs. These migrants have successfully entered the formal sector and are in stable employment (Steele, 1980). Some characteristics of the formal sector are the existence of

social security and guaranteed labour rights. This sector is capable of increasing the welfare of migrants so that it becomes a destination. Those who migrate hope a better life, so that migrants can be said to have a higher level of survival instinct, than non-migrants, to get decent jobs.

This study aims to analyze the involvement of recent migrants in the formal and informal sectors. How are their opportunities in the formal sector? This study will also describe recent migrants in both sectors, based on the characteristics of whether a migrant is highly qualified. This study using data from the Survey Angkatan Kerja Nasional (Sakernas), specifically the National Labor Force Survey (NLFS), which is specially designed to collect employment information. Sakernas has specific variables such as work experience and job training. This will enrich the analysis in this study. The written structure of this study is as follows: the second section outlines the literature study, the third section discusses data and methodology, the fourth section provides results and analysis, and the fifth section determines the conclusions.

Literature Review

Discussion of informal sector employment in urban areas cannot be separated from the role of residents who move from rural areas to urban areas. Koo and Smith (1983) found that the informal sector in the city of Manila, in the Philippines, was mostly filled by women who migrated. The economic activity in the informal sector is mostly carried out by families with low income. Therefore, women who come from low-income families and later migrate tend to enter economic activities in the informal sector, which marginalizes female workers in the tertiary sector of the economy (Boserup, 1970; Youssef, 1976; Tinker, 1976; Schmink, 1977; Jelin, 1977). The researchers An et al. (2018) added that married women in particular had more disadvantages than single women in China. Married women tended to be paid less than single women, worked long hours, and also received fewer social security benefits. This condition was due to married women having not only work responsibilities but family responsibilities too.

Population movement must also occur in Indonesia, which since the end of 1960 has seen a labour shift from agriculture to other sectors, leading to migration from rural to urban areas (Hugo, 1978; Manning, 1987; World Bank, 2009). Research has also been conducted on the differences in migrant populations, with non-migrants seen in terms of their income (Zhao, 1999; Meng, 2001). Theodore et al. (2017) states that migrants who worked in the informal sector earned low incomes persistently, incommensurately with their skill levels. The informal sector is important because it could fulfil migrant's needs in employment, earnings, and remittances. It has been assumed that migrants remain in the informal sector with low income compared to non-migrant populations (Katz and Stark, 1986). But this has been

denied by the research conducted by Manning and Pratomo (2013), which shows that migrant residents did not stop only in the informal sector. People who migrated before the monetary crisis in 1998 had jobs with higher income, worked in the formal sector, and became own-account workers, compared to recent migrant residents who had just moved.

Manning and Pratomo (2013) also explain that higher education significantly helps both migrant and non-migrant residents to obtain jobs in the formal sector. Banerjee (1983) supports the finding that higher education influences job choice, because the migrant population is lowly educated and does not have much work experience, and therefore tends to enter the informal sector. Further, marital status had an influence on the movement of workers who had been in the informal, to formal sectors. Meng (2001) and Shonchoy & Junankar (2014) added that the shift from the informal to formal sectors is also influenced by the length of stay of the migrant population itself. Migrants who have just moved are less likely to have formal work opportunities, or personal business, compared to migrants who have long settled in new places. Meng (2001) also explained that the informal sector is a temporary opportunity for migrant residents to determine their jobs; migrant residents who were formerly paid workers turned into own-account workers or personal business operators. Workers who have a personal business are stated to have higher level of satisfaction than paid workers, in both the informal and formal sectors.

Pardede & Listya (2013) reinforce reviews related to migrant populations in Indonesia, who do tend to work in the formal sector compared to non-migrant populations. This phenomenon is caused by the definition of migration itself, which differs according to each concept maker. Migration usually can be said to be a movement, with a minimum stay at the destination for at least six months. So, populations that stay at the destination less than six months would be considered non-migrant populations. Hugo (1982) stated that migrant populations who work less than six months in a place are called circular migrants; they work in an informal sector, such as the agricultural sector. Circular migrant populations, such as farmers waiting for the harvest season, will find other jobs in other areas. These findings are certainly supported by studies in the Indonesian region, such as in West Java and Jakarta, where non-migrant populations have larger potential populations entering the informal sector. Characteristics such as a young age, low education, female sex, and lack of work experience are also determinant for workers in the informal sector (Handayani, 1993; Sahlan, 1996; Syahran, 2000).

Data and Methodology

Data used in this study is from the NLFS in February 2018, a national survey by Badan Pusat Statistik, or Statistics Indonesia (BPS). Information included in the NLFS are social demographic, educational, and employment information. The observation unit in this study is

the worker aged 15 years and over who are recent migrants. The total sample for this study is 2,858 individuals, spread over 34 provinces and 514 cities in Indonesia. Recent migrants are those whose residence five years ago is different from their current residence. This migration is manifested up to the level of district/city administration.

Dependent variables in this study are divided into that of the formal worker and informal worker. The formal/informal worker concept refers to the BPS concept, where the categorization is based on the status of the main job. Employment status divides into 1) Own-account worker; 2) Employer assisted by temporary worker/unpaid worker; 3) Employer assisted by permanent worker/paid worker; 4) Employee; 5) Casual agricultural worker; 6) Casual non-agricultural worker; and 7) Unpaid/contributing family worker. "Formal worker" includes statuses 3 and 4, while others are entered into "informal worker". This study does not include the category of unpaid/contributing family worker, because they only help to earn income. Their different income characteristics will bias the estimation model.

The independent variables in this study include 1) Age; 2) Sex; 3) Marital status; 4) Education; 5) Job training; and 6) Work experience. The age variable is the last birthday of the respondent. The sex variable divides into male and female (reference categories). Marital status can be divided into married (including divorced) and unmarried as a reference category. The education variable is the highest level completed by the respondents, also categorized into three, namely: low, if the respondent graduated ≤ SMP (reference category); middle, if the respondent graduated from high school/equivalent; high, if the respondent graduated from college; diploma I/ II / III, master and doctoral degree. Job training variables are activities that can provide special skills as a provision for work. This job training is a requirement to get a certificate, training that supports directly or indirectly the main work currently being undertaken. This variable is measured by the question "Has (name) ever received certified job training?" The work experience variable conveys whether the respondent had another job/business before stopping for some reason. This variable measured by the question "Did (name) ever had a job/business before?"

The purpose of this study was obtained by descriptive and inferential analysis. Descriptive analysis is to get a description of the characteristics of the sample, while inferential analysis furthers study about the relationship between migrant workers and the formal/informal sector. The inferential analysis model used is binary logistic regression, because the dependent variable is a dummy in two categories. In accordance with the purpose study, the dependent variables are categorized as follows:

Y = 1, if formal worker,
Y = 0, if informal worker

Based on the purpose study, the category Y = 0 is determined as the basic category (base category/reference category). The logistic regression model in this study is as follows:

$$ln\left[\frac{Pr(Y = 1|x)}{Pr(Y = 0|x)}\right] = \alpha_0 + \alpha_1 Age + \alpha_2 Sex + \alpha_3 Married + \alpha_4 Education + \alpha_5 Training + \alpha_6 Experience \qquad (1)$$

Information:
α_0 = intercept
α_i = slope, where i = 1,2, ..., 6
Age = Age
Sex = Gender
Married = Marital status
Education = Level of education
Training = Job training
Experience = Work experience.

Result and Discussion

Characteristics of the sample can be seen in Table 1. The number of observations in this study is 2,858; the workers who have become migrants. It is known that 61.7 percent of the sample are formal workers, and 38.3 percent are informal workers. This result is similar to other studies which show the domination of recent migrants in the formal sector (Pardede and Listya, 2013; Sahlan, 1996; Handayani, 1993). This fact supports the theory that migrants prefer the formal sector. In other words they make the informal sector a stepping stone. Because recent migrants are measured over the past five years, it is possible that migrants have succeeded in moving from the informal sector to finally stability in the formal sector.

Table 1: Characteristics Sample of Recent Migrant Workers

Dependent Variable		Sample Distribution (%)		
Worker Status (Y)	Y= 1, Formal Worker	61.7		
	Y= 0, Informal Worker	38.3		
Independent Variable		**Sample Distribution (%)**	**Dependent Variable**	
			Formal (%)	**Informal (%)**
Age (X₁)	Mean = 34,5 Years Min = 15 Years Max = 88 Years			
Sex (X₂)	X₂ = 1, Male	63.8	60.7	39.3

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	$X_2 = 0$, Female	36.2	63.6	36.4
Marital Status (X₃)	$X_3 = 1$, Married	73.9	54.2	45.8
	$X_3 = 0$, Unmarried	26.1	83.1	16.9
Level of Education (X₄)	$X_4 = 0$, Low	42.2	42.8	57.2
	$X_4 = 1$, Middle	32.9	67,2	32.8
	$X_4 = 2$, High	24.9	86.6	13.4
Job Training (X₅)	$X_5 = 1$, Yes	24.4	83.9	16.1
	$X_5 = 0$, No	75.6	54.6	45.4
Work Experience (X₆)	$X_6 = 1$, Yes	57.7	57.5	42.5
	$X_6 = 0$, No	42.3	67.5	32.5

Source: NLFS February 2018, processed

Based on sex, the majority of the samples are male (63.8 percent) while female recent migrants who worked are only 36.2 percent. This is in accordance with the characteristics of men who generally act as the head of the household, so that they are more free to be mobile as recent migrants, compared to women who are more tied to domestic tasks, making many of them not migrate. Based on marital status, most of the samples are married (73.9 percent). The distribution of employment status of married workers tends to be more balanced compared to unmarried workers. In the married labor force 54.2 percent work in the formal sector and 45.8 percent are informal. Unmarried workers, on the other hand, mostly work in the formal sector (83.1 percent).

Generally, recent migrants have a middle and high level of education (57.81 percent). Thus, migrant workers have a good quality eduation. Furthermore, at the low education level, the majority of the sample were informal workers (57.2 percent), while at the middle and high education level there is a significant difference between formal and informal workers. Formal workers with a higher education level are 86.6 percent and those with middle education are 67.2 percent.

As to the variable of job training, only a small percentage of the sample had participated in it (24.4 percent). Most workers who take part in job training are in the formal sector (83.9 percent). Thus, the aspect of job training supports the entry of recent migrants to the formal sector. Of the sample 57.7 percent has work experience, while migrants who do not have work experience are 42.3 percent. In general, recent migrants who have experience or have no experience concentrate in the formal sector (more than 50 percent).

Figure 1. Percentage of Recent Migrants in the Formal Sector by Main Industry

Distribution of Formal Recent Migrant Worker
by Main Industry, Indonesia 2018
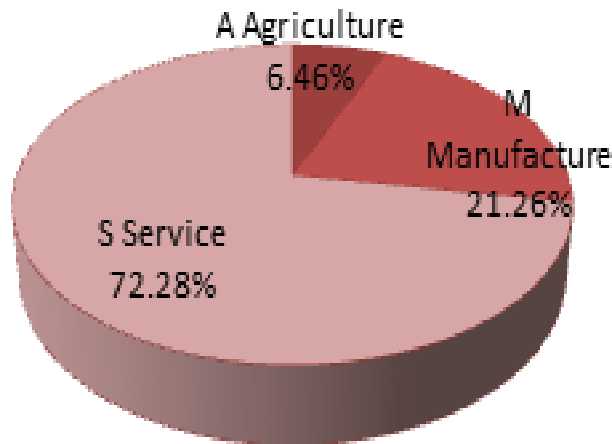
According to Figure 1, workers in the formal sector who are recent migrants are distributed predominantly in the service sector (72.28 percent), followed by the manufacturing sector (21.26 percent) and finally the agricultural sector (6.46 percent). This is related to the tertiary sector which is more developed than the primary sector. If seen further by main occupation (Figure 2), formal recent migrant workers are involved in the type of jobs that require certain skills. The majority are managers, professionals, technicians and professional assistants (27.49 percent), as well as service and sales business personnel (21.49 percent).

Figure 2. Percentage of Recent Migrants in the Formal Sector by Main Occupation
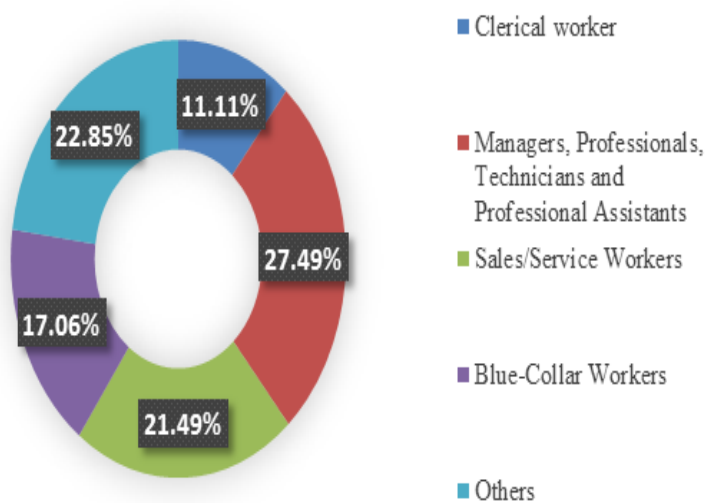
The results of logistic regression analysis are in Table 2. Previously, it was tested first whether the independent variables can be used together to form a model. Based on the test -2 log likelihood the value is significant (<0.01 percent), meaning that the addition of independent variables can have a significant effect on the model. However, according to the partial test carried out by the Wald test, all the independent variables were also of significant value (<0.01), except for gender variables and work experience variables. It can therefore be said that these two variables have an influence on the dependent variable. Marginal effect is used to analyze the opportunity for independent variables to appear on the dependent variable. Gender variables are not significant in the model, indicating that the formal sector does not have a certain tendency for men and women; likewise for the work experience variable. The formal sector of the Sakernas results in February 2018 apparently does not require this, but rather tends to require job education and training.

Table 2: Binary Logistic Regression Result

Independent Variables	Category	α	Odds Ratio	Marginal Effect
(1)	(2)	(3)	(4)	(5)
Intercept	α_0	1.649*	5.201	
Age	Numeric	-0.032*	0.969	-0.007
Sex	Male Female (Reff)	0.069	1.071	0.016
Marital Status	Married Unmarried (Reff)	-0.984*	0.374	-0.202
Job Training	Yes No (Reff)	0.084*	2.325	0.175
Job Experience	Yes No (Refff)	-0.052	0.949	-0.012
Level of Education	Low (Reff) High Middle	 1.566* 0.650*	 4.786 1.916	 0.300 0.141

* Significant at α = 1 percent
Pseudo R-Square = 28,4 percent
Observation Unit = 2858 Person

Each additional year of age reduces the chances of a recent migrant to work in the formal sector by 0.7 percent. That accords with Manning and Pratomo (2013) who found that young people are more likely to work in the formal sector. Young age has a tendency to be able to compete, compared to old age. There is also a retirement limit, so that those who are older prefer to choose jobs that are easy to enter in the informal sector (Pardede and Listya, 2013). As to marital status, those who have a greater chance to enter the formal sector are recent

migrants who are not married. Those who are not married may have the freedom to choose any job anywhere, especially jobs in the formal sector compared to married migrants.

The quality of recent migrants can be seen from the work training and education variable. This study indicates that recent migrants who have attended job training have a 17.5 percent chance of working in the formal sector, compared to those who have never attended job training. As we know, job training can add individual skills and this is what the formal sector needs. In terms of education, recent migrants with secondary and high education have a greater chance of entering the formal sector, compared to those with low education. This view is supported by a descriptive analysis, which shows that recent migrants are dominated by those with middle and high education (70.7 percent). In general, jobs in the formal sector have certain conditions which can be met only by those with higher education.

Conclusion

From the discussion above we can see if recent migrants have more opportunity to enter the formal sector than the informal sector. This is consistent with the fact that the majority of recent migrants have middle or high education. Generally, recent migration occurs because of natural selection. Only those who have high quality education and good capital resources will make the movement successfully, and be found to have mobility. This phenomenon creates a brain drain in migrant origin areas. The origin area will lose the potential of qualified human resources, which can affect the economic development of the region. This brain drain should be a concern for policy-makers. Starting from preparations for job employment in migrant origin areas, managing underdeveloped areas will prevent their not being increasingly left behind, due to the migration of human resources to better places.

Another thing that has a significant impact on the entry of recent migrants in the formal sector is job training. It provides certain skills needed by the formal sector. The study revealed that only a small proportion of workers attended training and had certificates. This needs to be a concern for the government, to prepare workers with certified expertise, by increasing the performance of vocational training centers (BLK) both in quantity and quality. Job training has a significant effect in determining whether someone enters the formal labour market.

The formal sector does require certain education and expertise from workers. However, it is considered more promising in terms of job stability (the existence of social security, better salaries and clear employment contracts). Therefore the formal sector is the destination sector for recent migrants compared to the informal sector. This study only used cross-section data. It would be better were panel data used, so whether there is a shift in sectoral work or not from an individual sample can be traced. Moreover, the migration used in this study is recent

migration, which focuses only on a period of five years, in relation to movement. Information on rural-urban migration (urbanization) will further enrich the analysis, considering that the theory of population migration has always been associated, by far, with the gap in economic development in rural and urban areas.

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