



Analysis of Youth Characteristics Not in Education, Employment, or Training (NEET)

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Abstract

This study aims to determine the characteristics of NEET and the macro conditions in which the individual lives against the probability of an individual entering the NEET group (NEET status) in Madiun. This research uses a qualitative approach, with a purposive sample with certain considerations with informants a few 20 alumni of economics education in 2020-2022 who are not yet working. The results show factors that influence a person to become a NEET such as age, education and job qualifications needed in the field, and not having a link to work. Some informants are still choosing and sorting out the jobs to apply for, want to enjoy the process of consulting someone in the neighborhood, have fun instead of working and come from rich families. Informants have all the characteristics of NEET, namely not wanting to work and looking for work, anti-social, depending on other people to fill their days with less useful activities. The visible characteristics of NEETs are that they must fulfill their own needs, in order to actualize themselves. Starting from meeting physical needs, the need for security, being recognized by society, feeling affection, and being valued so that they are able to achieve the best version of themselves. Starting from improving relations with family, then trying to get out and socialize with society.

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INTRODUCTION

Based on the projected results of using the 2015 Inter-Census Population Survey (SUPAS) data, Indonesia's population in 2018 will be around 264 million people (BPS RI, 2018a). Of these figures, the productive age population (aged 15-64 years) is larger than the non-productive age population (under 15 years and over 64 years old) due to the demographic transition. This condition is marked by a decrease in the dependency ratio which will bring Indonesia to enjoy an economic advantage called a demographic bonus. The self-dependence ratio is estimated to reach its lowest point in the 2020-2035 period, thereby triggering a window of opportunity for Indonesia to accelerate its economy (Adioetomo and Pardede, 2018). However, the large population of productive age will not have a significant impact on economic growth if it is not matched by adequate quality human resources. For this reason, the demographic bonus momentum must be utilized to the fullest considering that Indonesia will then enter a phase of population aging so that a young population must be prepared from an early age. 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 those who are in the productive age group. Based on the results of the 2018 National Socioeconomic Survey (Susenas), youth are estimated to number around 63.82 million people or a quarter of Indonesia's total population (24.15 percent) (BPS RI, 2018b). Furthermore, based on population projections from the 2015 SUPAS results, youth also make up around a third of the productive age population (BPS RI, 2018a).

The achievement of youth development itself can be seen from the Youth Development Index (IPP) which covers five domains. Even though in 2016 there was an increase in IPP from the previous year, the field and employment domains were the weakest domains

(Bappenas, 2018). The high rate of youth unemployment is allegedly making youth competitiveness in the labor market not optimal. So far, youth participation in the labor market has been described by indicators of the number of jobs and the Open Unemployment Rate (TPT). In the 2018 National Labor Force Survey (Sakernas), the national TPT is at a good figure, 5.34 percent, but specifically for youth TPT is still quite large, which is around 13.47 percent (BPS RI, 2018b). Based on this, the existing TPT cannot be used to capture the dynamics of the labor market and provide an overview of the quality and productivity of work, especially among youth, so it is necessary to use other indicators to describe the level of youth inactivity.

Indicators with youth targets are contained in the eighth SDGs goal, which is to increase economic growth and provide productive and decent work opportunities for all. In the SDGs goals, there are youth targets, one of which is to reduce the proportion of youth who are Not in Education, Employment, or Training (NEET). NEET is one measure to measure unproductive workforce, namely those who leave school, do not work, and do not continue their studies or attend training/courses. It is feared that the large number of inactive youths will become a serious problem because it will increase social exclusion and potential economic problems in the future (Eurofound, 2012). Based on ILO data (2019), Indonesia is in the first position of the country with the highest percentage of NEET in the ASEAN region in 2016. It can be said that this high NEET number indicates that the opportunity for a demographic bonus in Indonesia has not been properly utilized because youth groups the NEET cannot be absorbed into the job market, or in other words the potential of the young population has not been utilized optimally in development. This study aims to provide an overview of the characteristics of individuals, households, and the distribution of youth with NEET status in Indonesia. This research is expected to provide input for policy makers to formulate employment policies,

particularly in overcoming youth inactivity in the labor market in Indonesia.

In an individual context, youth decisions to be active in the labor market are influenced by preferences in using their time whether it is used for work or non-work activities (Becker, 1993). Furthermore, the theory of human capital suggests that knowledge gained from education is capital to increase income in the future (Becker, 1993). From the household context, Ehrenberg, and Smith (2012) argue that a person's decision to work is determined not only by the individual but also by other household members. So that utility in the family apart from leisure time and work to earn wages (paid work), also includes time spent working doing housework (unpaid work). Furthermore, environmental conditions/area of residence can also influence individual behavior in making decisions. This is emphasized by Green and White (2008) namely where people live need the availability of education, training, and job opportunities as well as geographical conditions affect access to these facilities.

One area that helps achievement of economic growth is Madison City. A small town with the population is 196,917 people/person. The location of the city of Madiun can be said to be strategic, because it is located in the middle of the position as a region with route connecting the provinces East Java–Central Java is stopover town for some important activities in the province especially in the trade and industry. The city of Madiun is also famous with the city of Commerce and Industry. From the opinion above it can be said that Madiun is also a territory potential to be developed into advanced economic centers in the former Madiun residency

One of the areas that have high NEET is Madiun, which is in East Java province. From a socio-economic perspective, there are still many youths who belong to the NEET group until early 2022. After graduation, students from economics education programs will be classified as NEET. This is because graduates who after graduation become unemplo-

yed due to the large number of graduates because these individuals do not want to do work that is equivalent to high school or vocational school. They think they have higher competence so they must get a job according to their competence. Based on the results of interviews with alumni of Economics Education, information was obtained that the need for self-accompaniment, motivation and skills training for alumni, who are less than 22 years old, is still high. This is due to their lack of experience at work, so they experience a crisis of confidence due to a lack of direct experience and negative perceptions from each individual. They need motivation and support that can increase their confidence.

METHODS

The research method used is a qualitative research method using descriptive analysis methods. The descriptive analysis method is to describe the facts followed by analysis (Ratna, 2010). Analysis can be done through books and documents as data sources. Analysis is carried out to find out the meaning, position and relationship between various concepts, activities, events that have occurred in order to further determine the benefits, impacts, and results. This study used a purposive sample, namely a sampling technique with certain considerations according to the research topic. As for the informants for this study, there were 20 economic education students who had graduated to graduate degrees and did not have jobs. It can be seen in the Table 1.

Data collection techniques are the first way to get data. By knowing data collection techniques, researchers will obtain important data and meet data standards. Based on data sources, data collection is divided into two, namely primary data and secondary data. Primary data obtained from 20 informants. Secondary data obtained through interviews, observation, and documentation. The interview begins with general questions to understand the informant's perspective. This is in accordance with the basis of qualitative rese-

Table 1. Data on Economics Education Students Who Have Graduated From S1 and Are Not Yet Working in 2020-2022

No	Name (Initials)	Year Graduated
1	Ays	2020
2	Bk	2020
3	Dsp	2020
4	Ekd	2020
5	Sa	2021
6	Sb	2021
7	Ls	2021
8	Pa	2021
9	Ns	2021
10	Kd	2021
11	Mh	2022
12	Df	2022
13	M	2022
14	Jas	2022
15	Afi	2022
16	Hh	2022
17	Ak	2022
18	An	2022
19	Rk	2022
20	Np	2022

Source: Processed data, 2022

arch, that answers must be able to explain the informant's perspective, not the researcher's perspective. This interview used an unstructured interview technique, namely a free interview where the researcher did not use interview guidelines that had been prepared for data collection. Observations are carried out in general by collecting as much data and information as possible. Then, observations begin to narrow the data or information needed so that patterns of behavior and relationships can be found. Researchers will make direct obser-

vations by meeting informants and observing the activities of informants. Research online by interacting with informants via Whatsapp. Documentation is a record of events that have occurred. Documents can be in the form of writing, pictures, or previous journals.

In qualitative research, the research instrument is the researcher himself. Therefore, researchers must be validated how ready to do research and get down to the field. Research validation includes understanding of research methods, mastery of the field under study, readiness of researchers to enter research objects, academically and logistically. Qualitative researchers determine the research focus, select informants as data sources, collect data, assess data quality, analyze data, interpret data and make conclusions on the data. A research focus will be developed that will complement the data and compare existing data through observation and interviews. In collecting data, researchers use several tools such as interview questions that serve to direct researchers in obtaining data. In addition, researchers will use smartphones and notepads that will assist researchers in collecting data.

Matthew B. Miles & A. Michael Huberman (1992:16) qualitative analysis is data in the form of words and not numbers. Data is collected in many ways such as observation and interviews which are then processed through recording, recording, and typing. Qualitative analysis uses words arranged in the form of expanded text. Data analysis is divided into three activity streams, namely data reduction, data presentation, drawing conclusions or verification. Data reduction takes place continuously during the data collection process. Data reduction is a sensitive thought process. This process requires intelligence and breadth of insight. Researchers can discuss with expert friends. Through this process, the researcher's insight will develop so that he can reduce data that has significant development value. Presentation of data is information that provides the possibility of drawing conclusions and actions. In qualitative research, data presentation can be done in the form of brief

descriptions, charts, relationships between categories, flowcharts, and the like. By presenting data, it will make it easier to understand what happened and plan further activities based on existing data. Conclusions must be relevant to the research focus, research objectives and research findings that have been interpreted and discussed. Conclusion is not a summary of the research. The conclusions of qualitative research are new findings. These findings can be in the form of a description or description of an object that was previously unknown so that after research it becomes clear. Then test the validity of the data through triangulation. Triangulation is defined as a data collection technique that combines data from various existing data collection techniques and data sources. With triangulation, researchers collect data which at the same time tests the credibility of the data. In this study using source triangulation which means getting the source.

RESULTS AND DISCUSSION

The results of observations that have been made using the method of observation, interviews, and documentation obtained are related to the object of research. In order for the research results to be used as findings, the results are described based on the relevant theories presented by previous researchers. In accordance with the focus taken in this study including anxiety, career planning and experience, NeoNEET.

Anxiety according to Waqiyati (2012) is a negative response in the form of fear and worry about the availability of job vacancies, resulting in non-fulfillment of needs aimed at changing a person's situation for the better. Based on the results of data analysis of students graduating in 2020, 2021 and 2022, the world of work is very serious, they are also still confused and worried about their jobs after graduation and there is still no clear picture of the world of work for now. They doubt their abilities so they are not confident to compete and compete with many people,

which is now difficult to find work. Therefore, facing the world of work can cause anxiety for some students who face it. This is in line with Yunita & Puji's research (2014) that anxiety about the world of work will have an impact on achieving goals related to the uncertain world of work, this can cause conflict within oneself which results in disturbed mindsets such as fear and worry in the world of work. , avoiding things related to the world of work, and also disrupting physiological responses such as frequent sweating, palpitations when in contact with the world of work. Other findings according to Chen (2005) state that there are four dimensions of anxiety in facing the world of work for students, namely: personal abilities, irrational beliefs about employment, professional education training, and employment environment. The findings from previous research according to Widayanto (2011) showed that male and female students' anxiety in facing the world of work was in the moderate category, and it was suggested that final year male students were expected not to hide or suppress this anxiety but were more expected to overcome it in ways that positive. Meanwhile, female students are expected to be able to explore their abilities to the fullest.

Career planning and experience. Rokhaya et al (2017) explain career planning is a process of effort that is carried out as a whole by individuals by setting career goals and developing them in order to achieve the goals of the individual's career planning. The results of the analysis with several students who have graduated in Class of 2020, 2021, 2022 state that a person does not yet have a career plan, so that person will experience unpreparedness to enter the world of work. This agrees with Ardini's research (2021) about the importance of career planning because career planning can have a long-term impact on a person's life. From the results of the categorization of career planning and experience, the results of 20 students were in the moderate category. Students with moderate career planning already have career plans but are unable to prepare

them properly, this can be indicated by programs and activities that support careers that are rarely followed (Annisa & Alamanda, 2021).

NeoNEET. Neo NEETs are people who are NEETs but earn income through the internet. They have income by becoming influencers, YouTubers, or endorsers. Neo NEET also earns passive income through website advertising or investing in real estate or cryptocurrency. What sets Neo NEET apart from NEET is that they refuse to be attached to a job. The characteristics of NEET are according to (1) not wanting to work and not looking for work; (2) Productive age (15-40 years); (3) Do not have special skills and do not learn new skills; (4) Lazy and not trying; (5) Being a parasite for others; (6) Antisocial and doesn't have many friends; (7) His daily life is filled with useless things (Kosugi, 2007). From the results of data analysis obtained by students who graduated in 2020, they are more likely to lack the skills they have for practice in the field. Furthermore, graduates in 2021 and 2022 are more likely to seek income via the internet in developing businesses that are started, but need the support of other people if one day they fail.

The description of the characteristics of youth with NEET status and the micro conditions in which the individual lives on the probability of an individual entering the NEET group (NEET status) in Madiun has causal factors. The first is because of anxiety. Individuals with high anxiety facing the world of work will give up more easily, especially when they experience failure in their life. The emergence of feelings of disappointment can make individuals have poor performance, and maybe even lose a job or not get a job at all. But on the other hand, this anxiety can make individuals have a harder effort. Individuals with high anxiety have poor competence and are less socially skilled than other people so they have poor relationships with their environment. Individuals with high anxiety tend to have increased morale, but they tend not to take risks, prefer to be stable, avoid innovation

(Alkhatami, 2014). Anxious individuals are often dissatisfied with what they have done. Individuals with high anxiety tend to be less sure that they have effective skills, more individuals feel pessimistic about whether what they are doing is right, good, or whether what they are doing will make a difference.

Individuals have good job seeker criteria and adequate personal qualities, undoubtedly this will make them feel confident to enter the world of work. However, if he does not have good job search criteria and adequate quality, it is not impossible that he will experience anxiety about entering the world of work because the quality he has is not sufficient. His anxiety is not impossible because the world of work he will enter cannot promise anything for himself. In this case what is meant is the certainty of being accepted at a company or agency, adequate salary, and certainty of length of service. Never mind job seekers with low levels of education, applicants with undergraduate status are sometimes pessimistic in facing the current challenging world of work. Anxiety in entering the world of work is usually experienced by a fresh graduate, because the world of work is a world that has never been entered by them. This anxiety can be caused by several factors, including imagining the certainty of getting a job, worrying about being called for a job interview, worrying about the unclear field of work you are interested in/want to take and worrying about having to get a permanent job immediately, while increasing age. And from the results of the analysis that according to my informant that majors have no effect on the world of work, he concluded that nowadays majors are not a benchmark in the world of work, there are so many companies that accommodate all majors if they meet the criteria and skills that exist in a company/institution.

Second, the need for career planning. Career planning is an effective intervention for students to increase their understanding of available career choices according to their field of study. Career planning can help consider various alternative careers that can be chosen

realistically. In addition, this activity is an efficient way of providing many careers guidance at the same time. The various career information obtained makes it easier for students to choose the desired job and plan development efforts in accordance with the career targets to be achieved. This shows that information plays an important role in formulating career plans. In line with this, research conducted by Theodora, Marti'ah & Haryanto (2019) also explains a similar matter that decisions about individual career choices do not occur instantly, but through a process of gathering various information. The information obtained can help individuals believe in the career decisions that will be taken. In addition, adequate information makes it easier for individuals to plan development efforts that can be carried out in order to achieve the set career targets. Assistance provided to students in planning their careers will make it easier for them to confirm their career goals, realistic environment, characteristics, interests, abilities, and values. At the same time, it also helps to develop self-development plans that need to be carried out to achieve career goals (Pei, 2019). Individuals view the work they will carry out in the future is important. Research shows that individuals who have done career planning have a more positive attitude towards work compared to individuals who have not. Individuals who plan early tend to feel confident in their ability to make plans happen.

Third NeoNEET. NEET is also caused by a lack of educational qualifications and experience, coupled with a lack of jobs, making NEET increasingly mushrooming. NEET is becoming a social problem because it is feared that it will become a threat because it will have a negative impact on the social and economic fields. NEET is also based on a phenomenon called social withdrawal. According to Tamaki (2013) social withdrawal is a condition experienced by someone in their late 20s who makes themselves locked at home and does not participate in society for six months or more, but they do not have psychological problems as the main source of the problem.

Social withdrawal is rooted in the adolescent mind, no matter what age. In general, social withdrawal arises from failures at the time of adult character development. In line with the NEET phenomenon, it is usually experienced by people of productive age, namely 15 to 40 years. Tamaki, (2013) NEET is divided into four types, namely: (1) Yankee the word (Yankee type) Yankee is a person who prefers to have fun rather than work. Yankees usually spend their time playing games and hanging out with their friends. This type depends on the parents who are; (2) Hikikomori Kata (lone type) Hikikomori is a person who shuts himself in a room and avoids socializing with the outside environment. This NEET spends his time playing games or surfing the internet. Not infrequently, this type of NEET ends his own life because he is tired of his life; (3) Tachisukmu Said (Ragu type) The third type of NEET is someone who is still thinking about work and is worried about what will happen to him in the future. This type is a person who has graduated from college. 4. Tsuzumazuki Kata (Failed type) The last one is a NEET who once opened a business and ran a business but failed so that he became traumatized and did not try to get back up.

CONCLUSION

NEETs must meet their own needs, in order to actualize themselves. Starting from meeting physical needs, the need for security, being recognized by society, feeling affection and being valued so that they are able to achieve the best version of themselves. Starting from improving relations with family, then trying to get out and socialize with society. Individuals have good job search criteria and good personal qualities, which will surely make them feel secure in the world of work. However, if he does not have the right job search criteria and adequate qualifications, it is possible that he is afraid to enter the world of work because his qualifications are insufficient. The importance of carrying out career planning, improving skills in choosing career targets to be achieved,

and determining development efforts that are guided by one's abilities. Career planning for Individuals can assist them in assessing their own abilities and interests, considering alternative career opportunities, setting career goals, and planning practical development activities.

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