



Breaking stereotypes: Factors driving precarious employees generation Y and Z in Indonesia

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Abstract

This research aims to analyze the factors that influence the millennial generation (Y) and Z as precarious employees in the era of digitalization. The research design used was cross-sectional, involving 122,309 individual subjects who were young people aged 15 to 43 years. Data was taken from the results of Sakernas 2021. Chi-square analysis and logistic regression were used to determine the relationship between risk factors and the probability of becoming a precarious employee in the YZ generation. The research results show that based on the characteristics of age, YZ workers, women and individuals with less than a high school education tend to fill uncertain jobs. Work experience also has a significant role, where higher work experience is associated with a lower probability of being a precarious worker. However, marital status and income do not differ between precarious and non-precarious employees. On the other hand, based on job characteristics, the association between internet use and the risk of precarious work highlights the importance of digital connectivity in creating more stable employment opportunities. The employment sector is the dominant factor in reducing the risk of precarious employees, especially in the agricultural sector. The implication is that policies that pay attention to conditions in the agricultural sector and encourage digital inclusivity in the workplace can reduce job insecurity. These findings provide concrete guidance for formulating policies responsive to differences in working conditions in various sectors and groups and support efforts to reduce job uncertainty for generations Y and Z in Indonesia.

Keywords: Precarious employees, generations Y and Z, risk factors

Introduction

The economic background faced by Generation Y (born between the early 1980s and the mid-1990s) and Generation Z (born between the mid-1990s and the early 2010s) in Indonesia reflects the challenges of unequal economic growth. In this context, achieving the Sustainable Development Goals (SDG), such as reducing inequality (SDG 10) and creating decent work (SDG 8), is crucial for improving welfare and social justice (Alisjahbana & Murniningtyas, 2018) [2]. Currently, Indonesia's number of unemployed people has reached 7.86 million as of August 2023, or the equivalent of an Open Unemployment Rate (TPT) of 5.32 per cent of the total workforce of 147.71 million. In addition, work structures that tend to be uncertain or precarious are increasing, with contract work, freelance work, and work with minimal social security becoming common choices. According to the Central Bureau of Statistics (2022), 50.88 million people in Indonesia are classified as precarious employment, with a Precarious Employment Rate (PER) reaching 38.83 and an average job tenure of 10.60 years in 2021. International Labor Organization (ILO) 2013 introduced PER as an essential tool for understanding the reality of precarious employees in various contexts. This puts additional economic pressure on Generations Y and Z, forcing them to adapt to employment conditions that do not guarantee certainty and stability. These factors are an essential background in research to understand more deeply about precarious employees and the factors that encourage them among this generation.

Previous research shows that precarious employment among young workers is a significant problem with negative

consequences for their well-being and broader social impacts. It influences the course of life, family, and social life of workers, hinders or facilitates life events and transitions, influences daily life and household planning, and influences the mood of household members (Orfao *et al.*, 2021) [23]. Young workers on low incomes, especially non-standard workers and the self-employed, face difficulties contributing to their retirement planning and supporting their parents' pensions due to job insecurity and instability (Bosmans, 2023) [9]. In the United States, young workers, especially women, experience precarious employment, with patterns that differ by gender. Many young workers remain concentrated in semi-precarious jobs, challenging the assumption that they move out of low-wage jobs over time (Chan & Au-Yeung, 2021) [11]. The growth of precarious work and labour market polarization have created problems for young workers, including high unemployment rates, low-quality jobs, exclusion from education and training opportunities, and difficulty finding career advancement (Sapkal & Sundar, 2017) [30].

The spotlight on the need to break stereotypes related to generations Y and Z in the context of precarious employees is relevant because of the existence of perceptions or stereotypes that may influence society's views and policies. Generations Y and Z are often faced with the perception that they tend to be unstable or lack commitment in the world of work. By focusing on understanding the factors that drive precarious employees, this research seeks to challenge these stereotypes and provide in-depth insight into the economic and employment conditions this generation faces. Previous research results show that several factors drive precarious

employees in Indonesia. Young workers, men, low-educated individuals, unmarried individuals, and those living in urban areas are likelier to be precarious employees (Pontoh & Projo, 2022) [28]. Working in the manufacturing industry and having less than one year of work experience also increases the likelihood of being a precarious employee (Osterreich, 2013) [24]. High unemployment rates and low regional average wages further contribute to the risk of precarious employees (Muara Setyanti, 2020) [19]. Micro factors such as age, education level, employment sector, previous work status, and urban-rural area also play an essential role in determining the status of precarious employees (Matsumoto & Verick, 2011) [16]. In addition, increasing industrial and construction sector output can reduce the possibility of workers becoming precarious employees, while increasing labour supply increases the risk (Tadjoeddin *et al.*, 2009) [33]. This is an essential step to detail and understand the dynamics of precarious employees that are more complex than just stereotypes, which can be detrimental to an accurate understanding of generations Y and Z in the world of work. Generations Y and Z were chosen as the research focus because they face significant social, technological and demographic changes. Generation Y, born in 1981-1996, experienced digital transformation and global impact, while Generation Z, born in the mid-1990s to early 2010s, grew up in an era of advanced technology. Both groups face economic challenges, including an increase in precarious work. This research aims to understand the factors that influence precarious employees among Generations Y and Z, provide insight into their working conditions, and highlight special needs that need to be addressed when facing changes in the world of work. This research is expected to positively contribute to developing policies aimed at increasing job stability for Generations Y and Z in Indonesia. By highlighting the factors that influence precarious employees, this research can be the basis for formulating more effective policies and helping governments, companies, and related institutions create a safer and more secure work environment for the younger generation, thereby supporting economic growth and worker welfare.

Method

The research design used is a quantitative approach with a cross-sectional type. The data used in this research comes from the National Labor Force Survey (Sakernas) for August 2021. The research locations cover all provinces in Indonesia. The research population includes all young people aged 15 to 43 years who are included in the 2021 Sakernas data as generations Y and Z. The analysis method to see what worker characteristics and job characteristics influence the status of precarious employees is an inferential analysis method using binary logistic regression. The total number of participants included in Sakernas reached 777,982 people.

To detail information regarding precarious employees as a dependent variable, this research limits the use of samples to individuals actively working and receiving wages as workers or employees. Additional sample criteria include workers who make work their primary activity. Individuals who, despite having worker status but whose principal activities include school, household duties, and other activities are excluded from the sample. This aims to ensure that the workers who are the focus of the research are fully involved in work activities, with a minimum time limit of one hour without interruption. By applying these criteria, the number

of samples that could be analyzed in this study reached 122,309 individuals.

The conceptual framework of the research can be found in Figure 1. This research focuses on the status of precarious employees (perc), a dependent variable with binary data categories. This category is coded as one if the worker meets the precarious employee criteria and 0 if not. The independent variables considered in this research include worker and job characteristics. Worker characteristics include gender, education level, marital status, income, and work experience. On the other hand, job characteristics include internet use at work, trade union membership and employment sector.

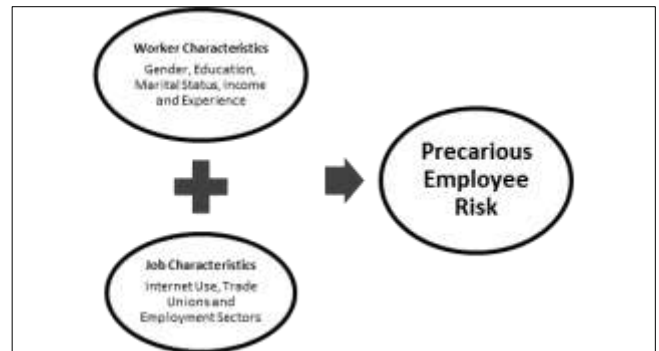


Fig 1: Conceptual framework of research

The model used in this research can be formulated as follows:

$$\begin{aligned}
 \text{logit}(\text{perc}) = & \beta_0 + \beta_1 \text{sex} + \beta_2 \text{educ} + \beta_3 \text{marstat} \\
 & + \beta_4 \text{income} + \beta_5 \text{exp} + \beta_6 \text{internet} \\
 & + \beta_7 \text{labor_union} + \beta_8 \text{sector}
 \end{aligned}$$

Where $\beta_0, \beta_1, \beta_2, \dots, \beta_8$ are the regression coefficients that must be estimated from the data. Coefficient Estimation: One of the critical stages in logistic regression analysis is estimating the β coefficients that relate the independent variable to the dependent variable. This is usually done using the Maximum Likelihood Estimation (MLE) method to find the β values most likely to produce the observed data. The regression coefficient β can be interpreted to understand the extent to which the independent variable influences the probability of an event. A positive coefficient indicates an increase in opportunities, while a negative coefficient indicates a decrease in opportunities. However, the interpretation of logistic coefficients is more complicated than linear regression because it involves logarithmic changes in odds. Based on the previous explanation, this research will test the following hypotheses:

1. Male workers have a lower tendency to have the status of temporary workers than female workers.
2. Workers who are married or have previously been married have a lower tendency to have the status of temporary workers than workers who are never married.
3. The higher the worker's education level, the smaller the chance of being a non-permanent worker.
4. The higher a worker's income, the smaller the tendency to have temporary worker status.
5. Workers with work experience will have a lower tendency to become temporary workers than workers with work experience.
6. Workers who use the Internet at work tend to become temporary workers more than workers who do not.

7. Registered with a labour union will be less likely to become workers with non-permanent status.
8. Workers in the agricultural sector have a greater tendency to become temporary workers compared to workers in the non-agricultural sector.

Results and Discussion

Analysis of Relationships between Various Variables

Odd ratio analysis for each variable in this study provides in-depth insight into the relative contribution and influence of certain factors on the risk of becoming a precarious employee. The results of this research identified that the characteristics of workers are gender, education level, marital status, income and work experience. Likewise, job characteristics, namely internet use, trade union membership, and employment sector, significantly influence the possibility of someone being in precarious employment. This research explores the differences in characteristics between workers in uncertain employment conditions (precarious employees) and those with certainty in their jobs (non-precarious employees). Observed variables include gender, education level, marital status, income, work experience, internet use, trade union membership, and employment sector.

The analysis results in Table 1 show a significant difference in gender distribution between precarious young workers and non-precarious young workers (OR = 0.042, p < 0.001). More specifically, women tend to be more precarious workers compared to men. In line with research and Sundar (2017)^[30], female workers in India have a greater chance of becoming precarious employees than male workers. This is different from research results Pontoh (2022)^[28], where male workers have a greater tendency to work as precarious employees compared to female workers. This could be because women are more exposed to psychosocial risks in the workplace compared to men (Cañavate *et al.*, 2023)^[10]. Regarding job demands, women tend to experience higher levels of impact than men (Gilbertson, 2018)^[13]. On the other hand, these differences in findings could be caused by gender factors such as discrimination, wage inequality, and access to employment opportunities. Family responsibilities and gender stereotypes also play a role. Women's transition from informal, unpaid work to formal paid work occurs slower in regional areas, and women need more inclusive decision-making processes (Prihatiningtyastuti *et al.*, 2022)^[27]. The complete analysis results are shown in Table 1.

Table 1: Relationship between Various Variables and Precarious Employees

| Variable | Precarious Employee | | Non-Precarious Employees | | OR 95% CI | | | p-value |
|--------------------|---------------------|------|--------------------------|-------|-----------|---|-------|---------|
| | n | % | n | % | | | | |
| Gender | | | | | | | | |
| Woman | 63 | 0.13 | 47,782 | 99.87 | 0.042 | | | 0,000 |
| Man | 2,250 | 3.02 | 72,214 | 96.98 | 0.033 | - | 0.054 | |
| Level of education | | | | | | | | |
| > High school | 1,087 | 1.23 | 87,291 | 98.77 | 0.332 | | | 0,000 |
| < High school | 1,226 | 3.61 | 32,705 | 96.39 | 0.306 | - | 0.361 | |
| Marital status | | | | | | | | |
| Not/Not Married | 655 | 1.80 | 35,747 | 98.20 | 0.931 | | | 0.125 |
| Marry | 1,658 | 1.93 | 84,249 | 98.07 | 0.850 | - | 1,020 | |
| Income | | | | | 0.949 | | | 0.001 |
| Total Revenue | - | - | - | - | 0.922 | - | 0.978 | |
| Work experience | | | | | | | | |
| Yes | 1,235 | 1.96 | 61,750 | 98.04 | 1.081 | | | 0.092 |
| No | 1,078 | 1.82 | 58,246 | 98.18 | 0.995 | - | 1,174 | |
| Internet Use | | | | | | | | |
| Yes | 1,259 | 1.34 | 92,808 | 98.66 | 0.350 | | | 0,000 |
| No | 1,054 | 3.73 | 27,188 | 96.27 | 0.322 | - | 0.380 | |
| Labor union | | | | | | | | |
| Member | 10 | 0.07 | 13,859 | 99.93 | 0.033 | | | 0,000 |
| Non-Members | 2,303 | 2.12 | 106,137 | 97.88 | 0.018 | - | 0.062 | |
| Job Sector | | | | | | | | |
| Agriculture | 208 | 8.62 | 2,205 | 91.38 | 5,279 | | | 0,000 |
| Non-Agricultural | 2,105 | 1.76 | 117,791 | 98.24 | 4,550 | - | 6.124 | |

Source: Processed data 2023

Education is an important aspect and is considered an investment in humans because, through education, a person obtains the knowledge, skills, and understanding needed to develop, contribute to, and adapt to the social, economic, and professional environment (Hadia *et al.*, 2019; Sari *et al.*, 2023)^[14, 31]. Table 1 also shows that education level plays an important role, with young workers (Gen YZ) who have less than a high school education having a higher tendency to become precarious workers compared to those who have at least a high school education (OR = 0.332, p < 0.001). These results align with the findings of Projo & Pontoh (2022)^[28] and Sapkal & Sundar (2017)^[30]. This illustrates that

education can impact job uncertainty for young workers (Gen YZ). The level of education and field of study are essential factors in explaining first-job instability and difficulty finding another job (Vuorinen-Lampila & Stenström, 2012)^[35]. Young workers with lower levels of education are at greater risk of unemployment, as it is more difficult for them to find and keep jobs (McDonald *et al.*, 2013)^[17]. In addition, despite having part-time work experience, young workers have relatively little knowledge about their employment rights (Acosta-Ballesteros *et al.*, 2014)^[1]. One of the causes is limited access to education. The distribution of educational rights plays a vital role in determining who receives

educational goods and when and where they are (Bhalla, 1992) [8]. However, current dominant discourses about educational access often hinder the educational opportunities of marginalized groups, reinforcing exclusion and reproducing unequal power relations. Therefore, educational strategies that inform young people about their rights and obligations in employment are needed to prepare them for the uncertainty of the world of work.

Unmarried young workers have an odds ratio of 0.931 with $p = 0.125$, indicating that marital status does not significantly influence employment conditions. However, it should be noted that a p -value slightly more significant than 0.05 indicates a trend, although not statistically significant. Trade union membership is also associated with precarious employees, where young workers who are non-union members are more likely to be precarious employees. Labour unions have been studied extensively about job satisfaction, and the findings are mixed. In the past, most studies showed a negative relationship between union membership and job satisfaction (Sinan, 2022) [32]. However, recent research suggests that this relationship has changed, with union workers reporting higher job satisfaction than non-union workers. This shift is not due to changes in sorting workers into union status or changes in union wage bargaining (Artz *et al.*, 2021) [4]. Instead, this can be attributed to unions' ability to lower quit rates and minimize covered workers' exposure to job shortages. A positive relationship between union membership and job satisfaction is observed in the United States and Europe (Niland *et al.*, 2020) [21]. Additionally, union membership is associated with other aspects of worker well-being, such as life satisfaction happiness, and lower levels of stress and depression. These findings have important implications for our understanding of unions.

In addition, the employment sector plays a significant role for young workers in Indonesia, with young agricultural workers having a higher tendency to become precarious employees than young non-agricultural workers (OR = 5.279, $p < 0.001$). Youth engagement in the agricultural sector is lower due to wage levels, unsupportive policies, lack of technological access, self-development and capital (Aziza *et al.*, 2023; Mohammad *et al.*, 2023) [5, 18]. However, the involvement of young people in the agricultural sector is significant to ensure food security and economic growth. However, young people must be more interested in agriculture (Henning *et al.*, 2022; Mohammad *et al.*, 2023) [15, 18]. This trend is not limited to any particular country but is observed globally, with young people viewing agriculture as unattractive (Consentino *et al.*, 2023) [12]. Therefore, efforts are needed to attract and develop millennial farmers, including developing modern agriculture, supporting government policies, and providing agricultural vocational education.

Another interesting finding is that in Aceh Province, Indonesia, employment in the agricultural sector tends to increase poverty in the short term. At the same time, economic growth negatively impacts poverty in the long term (Anakusara *et al.*, 2019) [3]. As economic growth progresses, the agricultural sector's contribution to gross output decreases, and there is a shift of labour from rural to urban areas, with a decline in the rural population (Bayramoğlu, 2014) [7]. Other variables such as income, work experience, and internet use also show significant differences between the two groups of workers. This research provides valuable insights into understanding the characteristics of precarious employees and can serve as a basis for developing policies to improve working conditions and worker safety.

Dominant Factors Determining to Become a Precarious Employee

Table 2 shows a relationship between particular variables and the tendency to become a precarious employee. This analysis is identified as multiple logistic regression analysis, which is a statistical approach used to understand the relationship between a binary dependent variable (in this case, precarious or non-precarious employment status) and several independent variables. A low P -value for each variable indicates that the variable significantly influences employment status. At the same time, the odds ratio (OR) provides information about the strength and direction of the relationship between the independent and dependent variables. Thus, multiple logistic regression analysis provides deep insight into the dominant factors in predicting or explaining precarious employment conditions, and the results can provide a basis for policy decisions or further actions to improve working conditions.

Table 2: Multiple Logistic Regression Analysis

| Variable Name | p-value | OR | 95 % CI | | |
|--------------------|---------|-------|---------|---|-------|
| Gender | 0,000 | 0.049 | 0.038 | - | 0.063 |
| Level of education | 0,000 | 0.579 | 0.530 | - | 0.633 |
| Marital status | 0.121 | 0.927 | 0.843 | - | 1.020 |
| Work experience | 0,000 | 0.844 | 0.775 | - | 0.919 |
| Income | 0,000 | 0.946 | 0.918 | - | 0.975 |
| Internet Use | 0,000 | 0.577 | 0.527 | - | 0.630 |
| Labor union | 0,000 | 0.055 | 0.030 | - | 0.103 |
| Job Sector | 0,000 | 2,322 | 1,989 | - | 2,710 |

Source: Processed Data, 2023

Table 2 shows that gender and education level have very low p -values (0.000), indicating a strong association with precarious employment status. Young female workers have an odds ratio (OR) of 0.049. In contrast, young workers with less than a high school education have an OR of 0.579, indicating that women and individuals with low education are more likely to be precarious workers. Work experience also contributed significantly with a p -value of 0.000 and OR 0.844, indicating that the higher the work experience, the lower the possibility of young people becoming precarious workers. The impact of experience on employment varies across countries. In some countries, such as the US and the UK, experience level explains most of the gender pay gap, with experience differences accounting for 39% and 37%, respectively. (Westover, 2013) [36].

However, when analyzing the recent employment experience of six countries, including Germany, Korea, Mexico, New Zealand, Spain, and Sweden, it was found that the effectiveness of policies to avoid job cuts and facilitate labour movement depends on the nature of shocks and economic structures and institutions. each country (Vamvakidis *et al.*, 2010) [34]. In addition, the experience of foreign countries, especially countries with developed market economies, shows that state intervention in the labour market, including measures to promote youth employment through vocational training and incentives for entrepreneurs, can significantly impact employment youth (Myck & Paull, 2001) [20].

Other influencing factors involve income (p -value 0.000, OR 0.946), internet use (p -value 0.000, OR 0.577), trade union membership (p -value 0.000, OR 0.055), and employment sector (p -value 0.000, OR 2.322). The future of work for the digital generation is closely connected to the role and evolution of the Internet. The millennial generation and Gen

Z, which characterize this digital era, make the Internet the central pillar in various aspects of their work and careers. Some connections include the Internet, which has become the primary tool for this generation in looking for job opportunities. With online recruiting platforms, job websites, and professional networks, they can quickly find and respond to job opportunities that match their skills and interests. Second, the future of work for the digital generation is characterized by increasing remote work practices. The Internet is becoming the foundation for virtual connections, allowing workers to work from different locations and stay connected with their teams or superiors. Thus, the future of work for the digital generation must be connected to the Internet's profound role in shaping how this generation works, looks for work, and develops their careers. The Internet is the primary catalyst in changing the traditional work paradigm towards a more dynamic, connected and digital-based model.

In this study, the dominant factor with the highest and most significant Odds Ratio (OR) is the "Employment Sector" variable with an OR of 2.322. This indicates that jobs in the agricultural sector have more than twice the tendency to be precarious employees compared to non-precarious employees. Previous research shows that young people's interest and involvement in the agricultural sector have declined recently. Factors such as low wages, lack of access to technology and capital, and the perception that agriculture has less promise in the future have contributed to this decline (Prasetyaningrum *et al.*, 2022) ^[26]. This trend is of concern because the agricultural sector plays a vital role in the economies and food security of many countries, including Indonesia (Obayelu *et al.*, 2020; Ridha *et al.*, 2017) ^[22, 29]. Efforts are being made to attract and develop millennial farmers, including promoting modern agriculture, supporting government policies, and providing agricultural vocational education. In addition, local government policies and entrepreneurship programs are being implemented to stimulate the younger generation's interest in agriculture. Understanding young people's perceptions and aspirations towards agriculture is critical in overcoming challenges and encouraging participation in the sector.

The success of the employment sector in predicting precarious employee status can be caused by unique characteristics and conditions in the agricultural sector that make workers more vulnerable to job uncertainty. These may include seasonal fluctuations, unstable job availability, or lack of job security. These findings can provide a solid basis for the formulation of targeted policies to improve conditions for workers in the agricultural sector and support efforts to reduce the gap between employment sectors regarding job security.

Conclusion

This research provides in-depth insight into the factors influencing the risk of becoming precarious employees among generations Y and Z in Indonesia. Based on worker characteristics, women and individuals with less than a high school education tend to be more likely to occupy precarious jobs. In addition, work experience also plays a significant role, with higher work experience associated with a lower probability of becoming a precarious employee. Meanwhile, marital status and income were similar between precarious and on-precarious employees. On the other hand, based on job characteristics, there is a link between internet use and

low-risk, precarious employees and the importance of digital connectivity in creating more stable employment opportunities. Workers who use the Internet have a lower probability of being in precarious employment, providing a basis for encouraging digital inclusivity in the work environment to reduce job insecurity. The most striking factor in reducing the risk is precarious employees in the employment sector. Jobs in the agricultural sector are more than twice as likely to be precarious employees compared with non-precarious employees. The implication is that policies to improve workers' conditions must consider conditions in the agricultural sector, including the need for guaranteed job security and protection against seasonal fluctuations. Efforts to reduce disparities in employment conditions between sectors can also be a priority in developing employment policies.

The research results offer important policy implications for generations Y and Z in Indonesia. Inclusive education policies can reduce job insecurity by increasing access and training for women and those with low levels of education. Focus on work experience as a factor that reduces the risk of precarious employees' training and career development programs. Encouraging digital inclusivity in the workplace is also proposed to create more stable employment opportunities. Especially for the agricultural sector, job security and worker protection policies can stimulate economic growth and reduce job uncertainty. These findings provide concrete guidance for formulating policies responsive to differences in working conditions in various sectors and groups.

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