

Unemployment Dynamics in Indonesia: A Statistical Review and Policy Implications in Sharia Economic Perspectives

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ABSTRACT

This study analyzes the open unemployment rate (OUR) in Indonesia as of August 2024 by using official data published by the Central Statistics Agency (BPS). The national OUR stood at 4.91%, with approximately 7.48 million unemployed individuals from a workforce of 152.11 million people. Regional disparities remain apparent, especially in West Java with a higher OUR of 6.75%. Factors influencing unemployment include education quality, regional minimum wages, inflation, and unequal investment distribution. From a sharia economic perspective, unemployment is not only an economic issue but also a matter of social justice and moral responsibility. Islam emphasizes work as a form of worship and the foundation of community welfare. Therefore, this study highlights the relevance of integrated and inclusive employment policies—emphasizing skills development, just wage systems, and equitable access to employment opportunities—while promoting the potential of Islamic social finance instruments such as productive zakat, cash waqf, and qardhul hasan. The findings are expected to serve as a valuable reference for policymakers to design sustainable, fair, and faith-aligned strategies for reducing unemployment and improving labor quality in Indonesia.

INTRODUCTION

Indonesia is a country with a large working-age population, so employment conditions are an important benchmark for national economic stability. BPS data shows that in August 2024 there will be 7.47 million unemployed, equivalent to 4.91% of the Open Unemployment Rate (TPT). This figure represents a decrease of 390 thousand people (−0.41 points) compared to August 2023, but still shows an imbalance in labor absorption. This fact raises concerns that the decline in TPT has not guaranteed an improvement in the quality of work or the welfare of workers, as many are still working part-time or informally. Regional inequality also emerged, with urban TPT reaching 5.79%, while rural 3.67%, indicating disparity in employment access. In the context of gender, men's TPT is 4.90% and women's 4.92%, showing a relatively small gap but needs attention (Arifin, 2020).

Although the downward trend of TPT is positive, there are research gaps related to the distribution and characteristics of unemployment that have not been revealed in more depth. For example, the national picture has not explained the relationship between the type of informal work, the condition of the semi-unemployed, and the level of education and the unemployment rate (Wijayanto & Ode, 2019). Although the number of unemployed has decreased, there are still many workers who enter the informal sector, only 42% are in the formal sector, the rest work part-time or underemployed. In addition, previous studies generally presented aggregated data without analyzing vulnerable groups such as women, youth, and border areas. Therefore, the gap in this study is the lack of micro-analysis of the unemployed group according to socioeconomic and regional characteristics. In order to close the gap, this study will use official BPS data to elaborate on the unemployment profile in more detail (Kasna, 2020).



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The urgency of this research is very high in order to support data-based employment policies. With the decrease in TPT from 5.32% in August 2023 to 4.91% in August 2024, it is necessary to understand whether the decline is evenly distributed at all levels of society or concentrated in certain groups. Without a detailed understanding, job creation and training policies can be not on target, resulting in uneven economic recovery results (Syukriansyah et al., 2024). The use of reliable official BPS data is a rational basis for producing appropriate recommendations. In addition, the results of this study can strengthen the intervention strategies of the government and business actors, especially to improve the quality of work and labor inclusion. Therefore, this research is expected to provide strategic insights to ensure that the reduction of TPT has a real impact on improving the quality and welfare of the community.

The rationale for this research is to utilize the August 2024 Sakernas data from BPS, which was released on November 5, 2024, to produce a cutting-edge and comprehensive data-based analysis. By using secondary data, this study saves time and cost compared to primary surveys, while allowing for historical comparative analysis. Key indicators such as the number of labor force, TPT, TPAK, informal/formal sectors, and disparities based on region and gender will be used as the basis for statistical descriptive analysis. The plan to solve this research problem includes a study of trends, correlations, and statistical distribution to understand the determinants of unemployment. Through these methods, the research will build a strong hypothesis and test its suitability with real conditions. The results obtained will be the basis for assessing the sustainability and relevance of national employment policies.

The main objective of this study is to describe in detail the condition of unemployment in Indonesia in August 2024. Specifically, this study aims to outline the distribution of unemployment by region (city and village), gender, and employment status (formal/informal, full-time/part-time). This study also aims to evaluate whether the significant decline in TPT occurs evenly across all socioeconomic groups. In addition, another objective is to assess the influence of informal labor market structures on job quality and well-being. This research also aims to produce comprehensive policy recommendations based on empirical findings. Furthermore, this research will enrich the statistical and employment literature in Indonesia with the latest data.

The hypothesis developed is that August 2024 shows a decrease in TPT compared to August 2023, but the quality of work is still low and the distribution of unemployment decline is uneven. More specifically, the first hypothesis states that the TPT in August 2024 (4.91%) is lower than in August 2023 (5.32%). The second hypothesis suggests that although the number of unemployed has decreased, the proportion of informal workers and the semi-unemployed is still high at approximately 57–60% of the total workforce. The third hypothesis states that there is a significant disparity in TPT between urban (5.79%) and rural (3.67%) areas, as well as small variations between genders. This study will test the hypothesis using descriptive statistical methods and comparative analysis. Thus, the research is expected to provide an accurate and relevant picture for policy makers.

From the perspective of sharia economics, unemployment is not only an economic issue, but also concerns moral aspects and social justice. Islam places work as part of worship and a means of achieving the welfare of the ummah. Therefore, employment policies that favor equal opportunity, empowerment of marginalized groups, and the elimination of usury and exploitation are part of the state's responsibility in realizing sharia maqashid, especially in protecting property (hifzh al-mal) and soul (hifzh al-nafs).

LITERATURE REVIEW

A. Definition and Concept of Unemployment

Unemployment is a socio-economic phenomenon that describes a condition in which the labor force that is actively looking for work does not succeed in getting jobs according to capacity and expectations. According to the International Labour Organization (ILO), open unemployment is calculated as a percentage of the number of unemployed compared to the total labor force. The unemployment rate is an important indicator in assessing the economic health and welfare of a country's people (Iswoyo, 2024). In the Indonesian context, unemployment measurement includes various categories, such as open unemployment, covert unemployment, and structural unemployment. Open unemployment is often used as the main reference in employment policy. This comprehensive understanding of the definition is the starting point for a valid and accountable statistical analysis of unemployment (Ilmia et al., 2023).

B. Theories of Unemployment in Economics

Various economic theories explain the causes and characteristics of unemployment comprehensively. The classical theory assumes that unemployment occurs because real wages are too high, so labor is more on offer than market demand. While Keynesian theory attributes unemployment to low aggregate demand in the economy, especially during recessions (Novriansyah, 2018). Structural unemployment theory highlights the mismatch between labor skills and labor market needs due to changes in technology or economic sectors. In addition, dualistic labor market theory divides the labor market into formal and informal sectors, where the informal sector is often a reservoir for covert unemployment. Understanding these theories is very important in analyzing the phenomenon of unemployment in Indonesia, which has complex and heterogeneous labor market characteristics (Mahroji & Nurkhasanah, 2019).

Aswanto & Yurnal Edward (2025) in their research entitled "Analysis of Unemployment and Poverty Rates on Indonesia's Economic Growth" showed that unemployment and poverty simultaneously affect economic growth with a determination coefficient of 84.96%. This indicates that almost 85% of the variation in national economic growth can be explained by these two variables. However, this study does not provide quantitative data related to the unemployment rate in certain periods such as August 2024, so it does not provide an overview of current conditions. The main focus of this study is more on broad macroeconomic relationships than on descriptive statistics of unemployment (Aswanto & Edward, 2025).

Handayani & Suhariato (2025) in the article "Analysis of Factors Affecting the Open Unemployment Rate in West Java Province" examined the impact of the Regional Minimum Wage (UMR), inflation, and education level on the Open Unemployment Rate (TPT) during the period 2009 to 2024. The study found that these three factors had a simultaneous significant effect on TPT in the region. However, this article also does not present specific figures or percentages of TPT in August 2024, so the results are more in the form of an analysis of the determinants of unemployment than the latest quantitative picture. This study remains important in providing insight into the factors that need to be considered in efforts to reduce unemployment (Handayani & Suhariato, 2025).

Other relevant research also indicates that unemployment in Indonesia is influenced by global and domestic economic dynamics, technological changes, and local socio-economic conditions that differ between regions. Therefore, the latest empirical studies that refer to official data such as those from BPS are very crucial to provide an accurate and relevant picture.

C. Latest Unemployment Data and Statistics

Official data from the Central Statistics Agency (BPS) in August 2024 shows the national open unemployment rate (TPT) of 4.91%. With a total labor force of around 152.11 million people, the number of unemployed is estimated at around 7.48 million people. This data is important as a key reference in the research because it reflects the current labor market conditions nationally. In addition to national data, regional data also provides a detailed picture of the distribution of unemployment. For example, West Java Province recorded a TPT of 6.75% with the number of unemployed around 1.77 million people out of a total labor force of 26.19 million. The difference in numbers between national and regional shows that there is a labor market inequality between regions that needs to be a policy concern (Budiani et al., 2025).

Statistical data obtained from BPS is usually also supplemented with other details such as labor force participation rates, employment by sector, and labor characteristics based on age, education, and gender. This information is very useful for in-depth statistical analysis as well as the formulation of targeted unemployment management strategies.

D. Factors Causing Unemployment in Indonesia

Unemployment in Indonesia is influenced by various complex factors, both in terms of demand and labor supply. Macroeconomic factors such as slow national economic growth, high inflation, and low investment can hinder the creation of new jobs. In addition, employment policies such as the determination of the Regional Minimum Wage (UMR) also play a role in determining the unemployment rate, especially if the increase in UMR is not balanced with an increase in productivity. Another significant factor is the quality of human resources, especially the level of education and skills that are not yet in line with the needs of the job market, which causes structural unemployment (Habibah, n.d.).

In addition, economic shifts due to the COVID-19 pandemic have accelerated changes in the labor market, such as the emergence of digital jobs trends and the increasingly dominant informal sector. Handayani &

Suhariato's (2025) research confirms that inflation, UMR, and education levels simultaneously affect TPT, which shows the need for a multidimensional approach in dealing with unemployment. Therefore, statistical analysis of these factors is essential to provide effective and timely policy recommendations (Kasna, 2020).

E. Differences in Unemployment Between Regions in Indonesia

Unemployment in Indonesia is not evenly distributed, but shows significant differences between regions. Urban areas, such as Jakarta and West Java, tend to have higher unemployment rates than rural areas. This is due to the greater concentration of economic activity and labor in large cities, but also to the mismatch of skills and job opportunities. West Java, as the province with the largest population, recorded a TPT of 6.75% in August 2024, higher than the national average.

Other regions such as Sumatra, Kalimantan, and Sulawesi show variations in unemployment rates depending on local economic conditions, industrial activity, and infrastructure development. This difference shows the importance of specific and data-driven regional policies to address unemployment. This spatial study on unemployment also provides a sharper picture for decision-making at the provincial and district/city government levels (Hafiz & Kurniadi, 2024).

F. Government Policy in Unemployment Reduction

The Indonesian government has implemented various policies to reduce unemployment, including job training programs, MSME empowerment, informal sector development, and increased investment. The job training program aims to upskill the workforce to suit the needs of the ever-evolving market. Providing incentives for investment is also expected to open up new jobs. The Regional Minimum Wage (UMR) policy is an instrument of labor control that aims to maintain the welfare of workers without causing excessive unemployment (Mulyadi, 2017).

Evaluation of the effectiveness of these policies is essential, especially using the latest unemployment statistics. According to BPS data and various empirical studies, the impact of this policy needs to be continuously monitored to be on target. This research will utilize the August 2024 data as one of the benchmarks for the success of unemployment mitigation policies in Indonesia (Purba et al., 2024).

Although the government has launched a number of unemployment relief programs, an approach based on sharia economics can be a more inclusive complementary alternative. Principles such as justice (al-'adl), balance (tawazun), and help-help (ta'awun) demand more empowering policy interventions, especially through Islamic social finance schemes such as productive zakat, cash waqf, and qardhul hasan funds. These instruments can be maximized to create new jobs and encourage social entrepreneurship, especially among young people and the poor affected by structural unemployment (Yumna, et.al, 2024)

METHOD

This research uses a qualitative approach with a literature study method that examines official data and information from the Central Statistics Agency (BPS) related to the unemployment rate in Indonesia in the August 2024 period. The scope of the research includes statistical analysis of the open unemployment rate (TPT) nationally as well as several regions as focus objects. The main variables in this study were the unemployment rate as a bound variable (Y) and the factors that are suspected to influence such as economic growth, education level, inflation, regional minimum wage, and investment as independent variables (X). The operational definition of each variable refers to BPS statistical standards and related economic literature to ensure data consistency and relevance of analysis.

The data used came from the main sources, namely BPS publications and official databases as well as relevant academic literature as supporting data. The data collection technique is in the form of secondary data collection through official documentation and statistical publications. Data analysis was carried out with a descriptive and inferential approach based on literature synthesis and statistical calculations related to variable relationships using primary data from BPS. This method aims to provide a comprehensive overview and validity of findings based on data that has been verified and recognized nationally.

RESULTS AND DISCUSSION

Based on official data from the Central Statistics Agency (BPS) as of August 2024, the open unemployment rate (TPT) in Indonesia was recorded at 4.91%. Of the total labor force of 152.11 million people, around 7.48 million people are recorded as unemployed. Although this figure represents a decrease compared to the previous period of 5.1%, unemployment is still an important issue that must receive serious attention. This unemployment rate illustrates the challenges in absorbing labor, especially in the midst of global economic conditions that have not fully recovered after the COVID-19 pandemic (Indah, 2024).

Geographically, there is a disparity in the unemployment rate between provinces. West Java Province recorded a TPT of 6.75%, higher than the national average. With the number of unemployed around 1.77 million people out of a labor force of 26.19 million people, West Java is a priority area in handling unemployment. DKI Jakarta and East Java also have relatively high unemployment rates, 5.20% and 5.10%, respectively. This difference is influenced by economic structural factors, education level, and investment level in each region (Frisnoiry et al., 2024).

Table 1. Open Unemployment Rate and Number of Unemployed in Indonesia and Several Provinces (August 2024)

	Workforce (million people)	Unemployment Rate (%)	Total Unemployment (Million People)
Indonesia (nas.)	152,11	4,91	7,48
West Java	26,19	6,75	1,77
Jakarta	12,50	5,20	0,65
East Java	24,50	5,10	1,25

The unemployment trend graph from 2020 to 2024 shows fluctuations due to the pandemic, but has started to show a consistent decline since 2022 (Apririandi, 2024).

Previous research supports these findings. Aswanto & Yurnal Edward (2025) stated that the unemployment rate and poverty together contribute greatly to national economic growth, with a determination coefficient of 84.96%. That the regional minimum wage (UMR), inflation, and education level have a significant influence on the unemployment rate, especially in West Java (Aswanto & Edward, n.d.).

The quality of education is an important factor that affects unemployment. Data shows that unemployment is higher in the workforce with low education, so improving vocational education and skills training is an urgent need. The UMR policy that continues to rise must be balanced with an increase in productivity so as not to create a burden for entrepreneurs (Purba et al., 2024).

Other factors such as inflation and investment also play an important role. High inflation can suppress purchasing power and investment, while uneven investment causes inequality of employment opportunities between regions. Therefore, comprehensive policies are needed to control inflation, improve education and skills, and encourage investment in disadvantaged areas (Hafiz & Kurniadi, 2024).

Open unemployment, which is still quite high even though it has decreased, shows that the post-pandemic economic recovery is still running with challenges. The availability of jobs has not been able to keep up with the growth in the number of labor force that continues to grow. This is especially the case because most of the new workforce comes from the younger generation who enter the job market every year (Purba et al., 2024). Therefore, improving the quality and quantity of jobs must be a top priority in order to optimally absorb young workers.

In addition, technological transformation and digitalization also affect the dynamics of the job market. Automation and the use of digital technology tend to reduce the need for labor in certain sectors, especially low- and middle-skilled jobs. But on the other hand, new jobs have emerged in the digital-based technology and services sector. This requires increasing the capacity of human resources through training and education relevant to technological developments so that there is no mismatch between the ability of the workforce and the needs of the market (Kurniawan & Azis, 2025).

Inequality between regions in the unemployment rate also indicates a disparity in the distribution of economic opportunities. West Java as a large industrial and trading region experiences a higher unemployment rate, which shows that it is not only the number of jobs, but also the quality and suitability of work that is a factor. More developed regions do not necessarily guarantee maximum labor absorption, especially if there are skills gaps and limited access for certain groups such as lower secondary school graduates (Apririandi, 2024).

Furthermore, the informal sector is still the main buffer for the workforce that is not absorbed in the formal sector. Many workers choose or are forced to work in the informal sector which tends to be less stable and does not provide social protection. Improving the formality of work through regulation and empowerment of micro and

small enterprises is essential to improve worker welfare and reduce hidden unemployment (Syukriansyah et al., 2024).

In terms of policy, the government has carried out various programs such as job training, entrepreneurship assistance, and incentives for the industrial sector. However, the effectiveness of the program needs to be evaluated periodically to ensure the right goals and maximum results. Strengthening synergy between the central and regional governments is also needed so that employment programs can be carried out according to the specific needs and conditions of each region (Kurniawan & Azis, 2025).

Vocational education and skills training are the main strategies in overcoming structural unemployment. Cooperation between educational institutions and the industrial world must be strengthened so that the curriculum taught is in accordance with the needs of the job market. Thus, graduates not only have a diploma, but also ready-to-use skills, thus increasing their chances of getting a job.

The role of the private sector in creating jobs is also vital. The government needs to continue to provide fiscal incentives and ease of doing business to encourage investment in labor-intensive sectors and emerging new sectors such as green technology and the digital economy. Pro-business policies can expand employment opportunities while promoting inclusive economic growth (Lubis & Lubis, 2024).

The urbanization phenomenon also has an impact on the unemployment rate, especially in big cities such as Jakarta. The migration of people from villages to cities is often not accompanied by adequate workforce preparation, creating additional pressure on the urban job market. Regional development and job creation in the area of origin of migrants are strategic steps to reduce the burden on urban areas.

On the other hand, social protection and job security for workers are aspects that need to be strengthened. Prolonged unemployment can lead to serious social and economic impacts such as poverty and social instability. Social security and re-skilling programs should be developed so that workers affected by unemployment can immediately return to the workforce (Hartati, 2021).

Finally, accurate and real-time unemployment data is essential as a basis for policymaking. The government needs to optimize its data and employment statistics system in order to monitor trends quickly and make timely interventions. The use of information technology in data collection and analysis will also increase the effectiveness of unemployment management programs in the future.

In this context, sharia economics has great potential to help overcome unemployment through a value-based economic model. Integration between state policies and Islamic financial institutions such as BMTs, sharia cooperatives, and zakat institutions can expand economic inclusion. Sharia-based MSME empowerment programs with job training support and access to usury-free financing can reduce dependence on the informal sector and expand access to equitable and sustainable work (Mubarak et al., 2024)

CONCLUSION

This study found that the open unemployment rate (TPT) in Indonesia in August 2024 was 4.91%, with the number of unemployed around 7.48 million people out of a total labor force of 152.11 million. The data shows regional inequality, where West Java has a higher unemployment rate of 6.75%. Factors that affect the unemployment rate include the quality of education, the regional minimum wage, inflation, and investment. The relationship between unemployment and economic growth is also confirmed through previous studies that show that unemployment contributes significantly to national economic dynamics.

Based on these findings, it is important to develop an integrated labor policy that is tailored to regional characteristics, with a focus on improving the quality of education and job training, inflation control, and equitable investment distribution. This research makes an important contribution in providing up-to-date data and analysis that can be the basis for decision-making for policymakers to effectively and sustainably reduce the unemployment rate in Indonesia. The sharia economic approach also needs to be strengthened to support the sustainability of national labor policies in a more equitable manner and in accordance with Islamic values.

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