Population Control and Strengthening of Population Governance

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ABSTRACT--*Indonesia's populace structure is portrayed by a high extent of the beneficial age populace. In 2018, the beneficial age populace in Indonesia arrived at 68.6 percent or 181.3 million individuals with a low reliance rate for youthful and old, which was 45.7. This adjustment in populace structure will open up open doors for Indonesia to get segment profit rewards which in the medium and long haul will support high financial development and convey Indonesia into an upper center salary nation. This segment reward will be acquired by the accessibility of value and serious HR. The Indonesia advancement 2020-2024 is planned to shape quality and serious HR, in particular HR that are sound and keen, versatile, creative, gifted, and described. To accomplish this objective, human improvement approach is aimed at populace control and reinforcing populace administration, satisfaction of fundamental administrations and social insurance, improving the nature of youngsters, ladies and youth, lightening destitution, and expanding profitability and intensity of the workforce. The human improvement arrangement is done dependent on a real existence cycle approach and comprehensive, including watch the requirements of the older populace and inhabitants with inabilities.*

Keywords-- *human resources, population growth, education, innovation system, basic services*

I.   INTRODUCTION

The population equal growth is one of the requirement to improve the quality of people life in Indonesia. This can be realized through quantity control, quality improvement, and direction of population mobility. By this equality, the capacity and support of the environment can be maintained. This can be achieved by reducing the national average total fertility rate (TFR) to the replacement rate level of 2.1. The population growth rate has decreased from 1.49 percent (SP 2010) to 1.43 percent (Supas 2015). However, the total population increased absolutely from 237.6 million in 2010 to 255.2 million in 2015, in which more than 60 percent were the productive age population (aged 15-64 years).

The large population of productive age must be utilized so that Indonesia can maximize the demographic bonus. Otherwise, it can cause high levels of unemployment, social conflict, and pressure on food and the environment. In addition, the rapid changes in the age structure of the population also have implications for an aging population (aging population) that is not productive. Changes in the age structure of the population can contribute to economic growth in Indonesia by paying attention to human development based on the life cycle. The life cycle approach

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includes the First 1000 Days of Life, early education, parenting and character building of children in the family, adolescents, the transition from school to the world of work, and the preparation of family and elderly life.

Inequality in economic resources causes uneven population movements. in 2018, nearly 56 percent of Indonesia's population lives on Java, with an island area of only about 6 percent of Indonesia's land mass. Along with the gap in economic opportunities between regions, population mobility in Indonesia is estimated to continue to increase and the flow of migration has not been evenly distributed. A small number of provinces have positive migration flows, many migrants, such as DKI Jakarta, DI Yogyakarta, and other large cities. Meanwhile, the majority of others have negative net migration, many people have moved away from their native areas, especially in some provinces in Eastern Indonesia.

II. IMPROVING QUALITY AND COMPETITIVE HUMAN RESOURCES

The rapidly developing communication technology has influenced the pattern of mobility. Communication technology enables long distance communication, long distance cooperation (including outsourcing). This does not only influence the population mobility policies, but also other related policies. Therefore, the handling of population mobility must be directed at equitable welfare between regions and across sectors; one of them is the accurate population mobility can be properly recorded and kept up to date. This can be done by accelerating the expansion of population administration and the use of mobile positioning data (MPD) towards one population data which is used for the formulation of policies related to population and zoning.

In the implementation of expanding the scope of basic services and social protection, there are still many constraints related to the harmony of population data collection. The target data for basic service and social protection have been based on the Civil Registration Number (NIK). However, there are still many residents who have not reported, harmonized, or recorded the NIK, or even do not have a NIK. As a consequence, the complete and valid biological statistics as a basis for policy making are not yet available. The scope of population registration and civil registration still faces challenges in reaching difficult areas and residents of special groups. Population administration services have not yet fully covered the disadvantaged, outermost, outermost (3T) areas. In addition, this population administration has not been fully integrated across sectors. In addition, the comprehensive population administration scope will produce qualified biological statistics.

III. SOCIAL PROTECTION FOR THE ENTIRE POPULATION

Social protection is intended to protect the entire population of Indonesia from economic shocks, social shocks, natural disasters and climate change shocks. Although the welfare of the population has increased, the number poverty during the shocks is still quite high. The social protection for poor and vulnerable people is provided through social assistance to reduce their expenditure burden. However, hard work is still needed in achieving targeted poverty reduction. Various obstacles such as data problems, long administrative procedures, programs that have not been optimally integrated, and poverty that are starting to touch the poorest population, require more comprehensive treatment that needs to be supported by accurate data to improve targeting accuracy.

The expansion of social security participation, especially the participation of informal workers or Non-Wage Workers (PBPU) is slowing down. The number of participants who are not active (stop paying contributions) is quite a lot and compliance of employers and non-wage workers is not good. National Health Insurance Regulation (JKN) and Social Security in the field of Labor are still not harmonious. The National Social Security System (SJSN) is not optimal, especially in terms of coordination between institutions and the enforcement of the functions of the National Social Security Board (DJSN). The oversight body's response to the implementation that was not in accordance with the provisions was not as strong as expected. The actuarial institutions needed to estimate and enforce the fiscal sustainability of the program are not well coordinated and independent institutions are not yet available. The monitoring and evaluation system is still partial and has not been well integrated.

Adaptive social protection has not yet fully developed. The current system has not yet responded to the needs of residents who are victims of disasters. Therefore, residents in disaster-prone areas are vulnerable to run the poverty. Social protection has not yet fully taken for certain or particular groups, including persons with disabilities and the vulnerable elderly who are poor.

IV.   FULFILLMENT OF BASIC SERVICES

Health and education levels have improved, even they have not yet reached the entire population. Maternal and infant death is still high. The capacity of health workers, maternal referral systems, and the management of maternal and child health services, as well as reproductive health services have not been running optimally. The use of contraception (Contraceptive Prevalence Rate / CPR) in the modern way decreased from 57.9 percent (2012 IDHS) to 57.2 percent (2017 IDHS). The birth rate (Age Specific Fertility Rate / ASFR) age 15-19 years is also still high due to the low understanding of adolescents on reproductive health and family life preparation. Parental understanding of good parenting, environmental health and the ability to provide adequate nutrition are still low so that the prevalence of stunting is still high.

The prevalence of major infectious diseases (HIV / AIDS, TB and malaria) is still high accompanied by the threat of emerging diseases due to high population mobility.

ATS is caused by the low level of across sector effort in minimizing social, economic, cultural, and geographical barriers, inadequate service patterns for children with special needs, street and neglected children, children confronting the law, children in marriage or teenage mothers, and working children or child labor. Educational participation at PAUD and university education (PT) is also still very low, namely 34.36 percent and 29.93 percent (2017) respectively. Education disparity between economic groups is also still an issue and widening along with the increasing high level of education. The APK ratio of 20 percent of the poorest population compared to the richest 20 percent at the middle and high levels in 2017 was 0.7 and 0.16, respectively. The level of education gap between regions is also still high.

The quality of learning also has not run optimally between regions. The efforts made have not been able to improve the quality of learning that fosters higher order thinking skills. The results of the 2015 PISA (Program for International Student Assessment) show that the proportion of students who are above the competency standard is still low from other countries in the ASEAN region.

In addition, the results of the Indonesian Student Competency Assessment (SCAI), show that student competencies in various regions are still very left behind. This can be seen from the low number of students who reach the minimum competency limit, such as in West Sulawesi for reading (20.92 percent), Maluku for mathematics (12.19 percent), and Gorontalo for science (13.52 percent). The quality of educators is the main factor influencing the quality of learning. The 2015 Teacher Competency Test (UKG) results showed an average score of 53.02, lower than the minimum competency standard of 55.0. Meanwhile, at the tertiary level, only 14.3 percent of the 272,754 lecturers were doctoral / doctoral qualified (Kemristekdikti, May 2018).

The quality gap between higher education units is a crucial problem in Indonesia. The large number of universities, namely 4,650 institutions, has caused governance efforts in higher education have not been running optimally. The issue of quality is also closely related to the mission failed realization in carrying out the triad of university institutions, namely teaching, research, and community service. So far, universities have not focused on carrying out these three functions, namely whether as a research university that emphasizes aspects of knowledge production through multi-disciplinary and cross-disciplinary research, teaching universities that focus on learning and community service, or as a vocational university that emphasizes partnership with industry and preparation of skilled and skilled graduates.

V. IMPROVING THE QUALITY OF CHILDREN, WOMEN AND YOUTH

Interventions, based on needs that are appropriate with the stage of life and individual characteristics, are needed in realizing qualified and competitive human resources. Children, women, and youth are population groups that have specific criteria. Hence, the different approach is needed to ensure the quality of their lives. Fulfilling children's rights and protection is important to ensure that children can grow and develop optimally. Women's empowerment and protection are important factors to ensure their involvement in each development sector. Meanwhile, youth development has significance for the sustainability of a nation-state because youth are the recipients of the nation's leadership baton and one of the determinants of optimizing demographic bonuses and around 1.9 percent of students under the age of fifteen who consumed narcotics in the past year (SPPGN, 2016).

Fulfillment of rights and protection of children, empowerment and protection of women, and youth development have not run optimally. Fulfillment of children's rights under certain conditions still requires great effort. Only about 13 percent of prison students receive formal education (Ministry of Law and Human Rights, 2014) and around 16 percent of children do not have birth certificates (Ministry of Home Affairs, 2018). In addition, acts of violence against children still occur. This is indicated by the presence of around 23 percent of students who have been involved in fights (SNKBS, 2017), 22.91 percent of women who have been married aged 20-24 years married before the age of 18 (Susenas, 2017), and the increasing reports of cybercrime involving children from 608 cases in 2017 became 679 cases in 2018 (KPAI). Furthermore, risk behaviors need to be addressed as early as possible to prevent long-term impacts on children. Currently, there are around 9.1 percent people who are 10-18 years old are smoking (Riskesdas, 2018)

The women violence cases are still high. Around 1 out of 3 women aged 15-64 years' experience violence by partners and partners, about 1 out of 10 experienced violence in the last 12 months (SPHPN 2016, BPS). Gender

inequality is still occured from the percentage of female household heads who access credit is lower than men (1.48 percent women and 2.38 percent men) (Susenas, 2015), Labor Force Participation Rate (TPAK) is dominated by men (82.69 percent of men and 51.88 percent of women) (Sakernas, 2018), and the representation of women in quantity and quality in the legislature is still low (17, 32 percent in the DPR and 26 percent in the DPD in 2014).

The role and participation of youth development is also not optimal. Only 6.27 percent of young people have given suggestions / opinions in meeting activities and only 6.36 percent were actively involved in organizational activities (Susenas, 2018).

Some young people tend to have risky behaviors that result in injury, disease, and nonproductivity. Drug abusers less than 30 years old are still higher than those over 30 years, which is 3.0 compared to 2.8 (BNN, 2017). 63.8 percent of new HIV infections are 15-19 years and around 56.5 percent of 20-24 years old (Ministry of Health). Furthermore, the young smokers are 26.34 percent (IPP, 2018). Mental disorders also cause disability (nonproductivity) which is quite high, especially in the age range of 10-29 years (IHME, 2017).

VI.   POVERTY ALLEVIATION

In the past decade, the Indonesian economy has grown positively. However, the elasticity of the poverty rate decreases so that the rate of poverty reduction tends to slow down. This happens partly, because the economic sector experiencces quite high growth, such as the financial and service sectors which is not a mainstay of livelihoods sector for the poor and vulnerable. For example, the agricultural sector, which is the basis of the livelihood of the majority of the workforce, especially the poor, has a low productivity and the contribution to the GRDP tends to decline. There are 49.8 percent of family heads from poor and vulnerable groups work in the agricultural sector and 13.4 percent work in the trade and accommodation services sector (Susenas, 2018). On the other hand, the average income of the sector is the lowest, the average income of the agricultural sector is Rp. 743,399, - while the trade and accommodation services sector was Rp. 1,218,955, - per month (Sakernas, 2017). The low productivity in this sector is partly caused by lack of ownership of productive assets, access to finance, and knowledge and skills. Only around 25.6 percent of poor and vulnerable households have access to financial services (Susenas, 2018). In terms of economic independence, the poor and vulnerable groups still find it difficult to compete in productive businesses because of their low competitiveness, the low access of markets, and business collaboration is not optimal.

At present, there are two policy frameworks for poverty alleviation, namely the macro and micro policy frameworks. Within the framework of macro policies, the government needs to continue to maintain inflation stability, create inclusive economic growth, create productive employment, maintain the investment climate and trade regulations, increase the productivity of the agricultural sector, and develop infrastructure in disadvantaged areas. While in the micro framework, efforts to reduce poverty are grouped into two main strategies, namely improving social assistance policies that aim to reduce the burden of spending and increase the income of the poor and vulnerable groups through productive economic programs. This second strategy needs to be developed by the government in an effort to make the poor and vulnerable groups more productive and economically empowered so that they do not continue to depend on government assistance. In addition, the government is seeking funding for community initiatives that have been proven to have socio-economic impacts. In the medium term, the combination

of these various schemes is expected to encourage vulnerable groups to increase to become a middle economic group.

VII.   INCREASING THE PRODUCTIVITY AND COMPETITIVENESS

Indonesia's human productivity and competitiveness still need to be improved. Based on the Global Human Capital Index by the World Economic Forum (WEF) 2017, Indonesia's HR ranking ranks 65 out of 130 countries, below Malaysia (ranked 33), Thailand (ranking 40), and Vietnam (ranking 64). Although Indonesian labor productivity has increased, from 81.9 million rupiahs / person in 2017 to 84.07 million rupiah / person in 2018, Indonesian labor productivity is still lower compared to Singapore and Malaysia. In addition, Indonesia's GDP growth of 4.9 percent in 2017, only 0.6 percent came from Total Factor Productivity (TFP). The remaining 2.8 percent of economic growth comes from capital and 1.5 percent from human capital.

The needs of skilled, creative, innovative and adaptive workforce cannot be optimally fulfilled. The low quality of labor that has not responded to the development of labor market needs is one of the reasons why Indonesia's productivity and competitiveness are still lagging behind. At present, the proportion of workers with medium and high skills in Indonesia is only around 39.57 percent (Sakernas August, 2018), lower than other ASEAN countries.

Meanwhile, workers are still dominated by junior high school graduates and below (58.77 percent or 72.88 million people), while the Open Unemployment Rate (TPT) of secondary and tertiary education graduates reaches 7.79 percent. Reliable job market information has not been providing and low industry involvement, causes a mismatch between the education services supply, including vocational education and training, with the needs of the labor market.

The study program developed at the university level has not fully answered the potential and needs of the labor market. At present, active students and college graduates are largely dominated by social studies humanities programs. Meanwhile, the number of students and graduates in the fields of science and engineering is still limited. In the vocational education and training pathway, service quality improvement has not yet been fully supported by adequate and quality learning facilities and infrastructure, the adequacy of qualified productive educators, the adequacy of apprenticeships and work practices, and limited competency certification capacity. In addition, learning also does not encourage mastery of soft-skills that support work, such as the mastery of foreign languages, as well as critical thinking skills, analysis, innovation, leadership, negotiation, and teamwork.

The capacity of science and technology adoption and the creation of innovation are still low. Indonesia is ranked 85 out of 126 countries with a Global Innovation Index (GII) score of 29.8 on a scale of 0-100 (2018), or ranked 14 out of 15 countries in Southeast Asia and Oceania. This is caused by the inadequate R&D infrastructure. The number of science and technology human resources is still limited and only 14.08 percent of them are qualified S3. The innovation of ecosystem has not yet been fully created so that the downstreaming and commercialization of R&D results is hampered. The triple helix collaboration has not been supported by adequate capacity of universities as a source of technological innovation (center of excellence).

VIII.   CONCLUSION

The higher education has not been too focused on developing the supior fields of science and less research collaboration connection, both between universities and research centers at home and abroad. In terms of research productivity, although the number of lecturer publications in international journals has increased, there has been a decline in citation which averaged 45 percent per year. The number of international publications that can be cited in 2017 had only reached 72,146 (ranked 52 out of 239 countries). In addition, from the 9,352 patents registered, only 2,271 or 24 percent were the findings of Indonesian researchers. This condition shows that the innovation system in Indonesia has not yet been fully created. To encourage economic productivity through technological innovation, it is necessary to build an innovation ecosystem that is supported by a commitment to increase national R&D spending. The number of international publications that can be cited in 2017 had only reached 72,146 (ranked 52 out of 239 countries). From the 9,352 patents registered, only 2,271 (24%) were the findings of Indonesian researchers. Sports achievement is also an indicator of Indonesian HR competitiveness. However, Indonesia's culture and sporting achievements are still left behind. Indonesia has been a successful host at the 2018 Asian Games and managed to get 4th place from the previous 17th place at the 2014 Asian Games. However, at the world level, Indonesia was only able to win one gold medal at the 2016 Olympics in Brazil. The culture of public sports is still low although it continues to increase from 27.61 percent in 2015 to 31.39 percent in 2018 (MSBP-BPS). The sports development needs to be pursued through sports promotion to develop community awareness in improving health, fitness, joy, and social relations.

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