What Drives Indonesian Youth to Work Abroad? Evidence from Indonesian Provincial Panel Data and Analytic Hierarchy Process

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10.24269/ekuilibrium.v21i2.2026.pp530-541

ARTICLE INFO

Article history
Received:
17-05-2026
Revised:
03-08-2026
Accepted:
27-08-2026

Keywords
Youth labor migration
Provincial minimum wage
Indonesian migrant worker
Placement companies
Analytic hierarchy process
Digital migration narratives

ABSTRACT

Youth labor migration in Indonesia has become increasingly prominent amid persistent labor market disparities and the growing influence of digital migration narratives. This study aims to analyze the structural and subjective determinants of youth labor migration in Indonesia by integrating panel data regression and the Analytic Hierarchy Process (AHP). The quantitative analysis uses panel data from 34 Indonesian provinces during 2020–2024 to examine the effects of youth unemployment, the provincial minimum wage, the number of Indonesian Migrant Worker Placement Companies, and per capita income on the number of young Indonesian migrant workers. The qualitative stage involved 15 Indonesian migrant workers in Malaysia aged 15–29 years, selected through purposive sampling. Their pairwise judgments were analyzed using AHP to identify the priority factors underlying migration decisions. The regression results indicate that the number of Indonesian Migrant Worker Placement Companies has a positive and significant effect on youth labor migration, whereas provincial minimum wage and per capita income have significant negative effects. Meanwhile, youth unemployment does not significantly influence migration decisions. The AHP findings reveal that economic factors remain the highest priority, followed by individual, social, and policy factors, with personal aspirations and competency readiness emerging as the most influential sub-factors. This study contributes to the migration literature by integrating structural macroeconomic determinants with individual perceptions through a mixed-method framework, thereby extending the conventional push–pull migration perspective with institutional and digital-era dimensions. The findings imply that policies should not only improve domestic employment opportunities but also strengthen migration governance, workforce preparedness, and transparent placement systems.

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1. Introduction

Indonesia ranks among the countries with the highest youth unemployment rates in Southeast Asia, at 16%, placing it second only to Brunei Darussalam (Czaika et al., 2020; Yashilva, 2024). This condition reflects persistent structural challenges in the labor market, particularly in providing inclusive and decent employment opportunities for young workers. Globally, rapid technological change, economic uncertainty, and skill mismatches have intensified youth unemployment, encouraging international labor migration as an adaptive strategy to access better economic opportunities abroad (International Labour Organization, 2024).

In Indonesia, although the number of unemployed youth has declined during 2020–2024, the absolute figures remain high, indicating unresolved structural issues in the labor market (Badan Pusat Statistik, 2025). Youth continue to dominate the national unemployment composition, suggesting a mismatch between labor market demand and graduates' qualifications (Maryati, 2015). Furthermore, young workers face difficulties in accessing formal employment with adequate wages, reinforcing their vulnerability in the labor market. Evidence shows that youth unemployment in developing countries is significantly higher than that of adults, often reaching three times the level (International Labour Organization, 2024). Cross-border migration in Asia has further complicated this landscape, as undocumented migrant workers including many from Indonesia face systemic exclusion from healthcare and formal education in destination countries Maharani et al. (2026). This exclusion highlights the risks that accompany migration decisions made under economic pressure.

Economic pressures are further compounded by wage disparities across regions. Provincial minimum wages (UMP) in Indonesia vary significantly, reflecting unequal economic capacity and labor market conditions. For instance, the minimum wage in DKI Jakarta is substantially higher than in provinces such as Central Java, highlighting structural inequality across regions (Kementrian Ketenagakerjaan, 2025). Although wages have increased nominally, these increases do not necessarily translate into improved purchasing power, particularly in high-cost areas. Consequently, such disparities weaken incentives for young workers to remain in the domestic labor market and encourage migration as an alternative strategy to improve welfare. At the regional level, factors influencing economic growth—such as labor, investment, and fiscal transfers exhibit significant spatial heterogeneity, meaning that the impact of these drivers varies considerably across districts and cities Santoso et al. (2025). This spatial variation implies that migration pressures are not uniform across Indonesia, and policies to retain young workers must be tailored to local economic conditions.

In addition to economic factors, institutional mechanisms play a crucial role in shaping migration decisions. The increasing number of Indonesian Migrant Worker Placement Companies (P3MI) indicates expanding formal migration opportunities (Badan Perlindungan Pekerja Migran Indonesia, 2025). However, their distribution remains uneven, with a concentration in certain provinces such as East Java, Central Java, and West Nusa Tenggara (Khusna Khanifa, 2021). This suggests that while structural pressures such as unemployment and low wages are widespread, access to migration opportunities is mediated by institutional availability. Therefore, Migrant Worker Placement Companies can be considered an institutional pull factor influencing migration decisions (Mafruhah et al., 2024).

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

Migration patterns are also influenced by destination-country attractiveness. Indonesian migrant workers are predominantly placed in countries such as Hong Kong, Taiwan, and Malaysia, which offer relatively stable labor demand and better wage prospects (Muhamad, 2024; Badan Perlindungan Pekerja Migran Indonesia, 2020–2024). These countries provide clearer contract systems and higher income opportunities, reinforcing migration as a viable strategy for economic mobility (Hamdi et al., 2023; Putu et al., 2024; Ramadhanti et al., 2024).

Moreover, regional disparities in income levels further drive migration decisions. Differences in per capita income across provinces reflect unequal economic opportunities and labor market absorption capacity. Lower income levels tend to increase the likelihood of migration as individuals seek better welfare opportunities abroad (Komariyah & Sutantio, 2020). This indicates that migration decisions are not solely influenced by unemployment but also by broader economic conditions.

In the digital era, migration decisions are increasingly shaped by social narratives. Viral trends such as #KaburAjaDulu have emerged as platforms for young people to share migration experiences and aspirations, influencing collective perceptions of working abroad (Czaika et al., 2020). Social media thus functions not only as an information source but also as a medium for constructing migration as a symbol of economic freedom and career advancement.

The push–pull migration framework provides a comprehensive explanation for this phenomenon. High youth unemployment, low wages, and limited domestic job opportunities act as push factors, while better income prospects, working conditions, and institutional support serve as pull factors (Saraswati et al., 2025). In the digital context, these factors are further amplified by online narratives that shape migration preferences.

Previous studies have reported inconsistent findings regarding the determinants of international labor migration. Several studies found that unemployment and wage differentials significantly encourage migration(Czaika & Reinprecht, 2020; Komariyah & Sutantio, 2020), whereas other studies suggest that unemployment does not necessarily translate into migration due to financial constraints and limited access to migration channels (Br. Saragih & Usman, 2022; Pramana Desanta & Aisyah, 2025). Moreover, while institutional mechanisms such as Indonesian Migrant Worker Placement Companies (P3MI) are frequently discussed as migration facilitators, they are rarely tested empirically as explanatory variables. Likewise, digital migration narratives have mostly been examined conceptually rather than being integrated with structural migration analysis. These inconsistencies indicate the need for a more comprehensive framework that combines structural, institutional, and subjective dimensions of youth labor migration.

This study addresses these gaps by integrating structural, institutional, and subjective perspectives in analyzing youth labor migration in Indonesia. First, it examines the effects of youth unemployment, provincial minimum wage, per capita income, and the number of Indonesian Migrant Worker Placement Companies (P3MI) using provincial panel data from 34 provinces during 2020–2024. Second, it complements the quantitative findings with the Analytic Hierarchy Process (AHP) based on interviews with 15 young Indonesian migrant workers in Malaysia to capture individual priorities underlying migration decisions. By combining panel data regression and AHP, this study contributes methodologically by integrating macro-level determinants with individual perceptions, while theoretically

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

extending the conventional push–pull migration framework to incorporate institutional and digital-era dimensions.

2. Literature Review

Previous studies consistently identify economic variables such as unemployment and wage differentials as major migration drivers. (Czaika & Reinprecht, 2020; Djafar et al., 2012; Komariyah & Sutantio, 2020). However, evidence regarding youth migration remains mixed, particularly in developing countries where financial constraints often limit migration despite unemployment (Kementrian Ketenagakerjaan, 2025).

Beyond economic factors, institutional mechanisms have gained increasing attention. Migration network theory emphasizes the role of social and institutional linkages in reducing migration costs and risks (Chi et al., 2024; Massey, 2015). In the Indonesian context, formal institutions such as Indonesian Migrant Worker Placement Companies (P3MI) function as facilitators that enable access to legal migration channels. Despite their importance, the role of such institutions is often underexplored empirically and is typically treated as a contextual factor rather than a determinant variable. At the same time, recent literature highlights the growing influence of social and digital dynamics in shaping migration decisions. Social learning theory suggests that individuals form behavioral preferences through observation and imitation, particularly in environments with strong informational exposure (Andrews, 2012). Complementarily, social construction theory explains how collective meanings and narratives are formed through interaction and communication. In the digital era, these processes are amplified through social media, where migration is often constructed as a symbol of economic success and personal achievement. Phenomena such as #KaburAjaDulu illustrate how digital narratives can reshape migration preferences among youth.

The push–pull migration framework remains central in integrating these perspectives. Economic pressures such as unemployment, low wages, and limited opportunities act as push factors, while better income prospects, working conditions, and institutional support serve as pull factors (Saraswati et al., 2025). However, contemporary migration cannot be fully explained without considering the interaction between structural conditions, institutional access, and digitally mediated social perceptions. Based on the literature, three important gaps remain. First, previous findings regarding the role of unemployment in labor migration remain inconsistent, particularly for youth workers. Second, institutional variables such as P3MI are rarely examined as empirical determinants despite their strategic role in facilitating migration. Third, studies generally analyze macroeconomic determinants and individual perceptions separately, leaving limited evidence that integrates both perspectives within a single analytical framework. Therefore, this study combines provincial panel data analysis with the Analytic Hierarchy Process (AHP) to provide a more comprehensive explanation of youth labor migration in Indonesia.

3. Research Method

To test the proposed hypotheses and quantify the influence of each independent variable on young labor migration, this study employs panel data regression analysis. The following model specification is used to estimate the relationship between the dependent variable (youth migration) and the independent variables (youth unemployment, provincial minimum wage,

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

number of migrant worker placement companies, and per capita income) across Indonesian provinces during the 2020–2024 period.

$$PMI_{it} = \beta 0 + \beta 1 Youth_emp_{it} + \beta 2\, PMW_{it} + \beta 3 MWPC_{it} + \beta 4 Per_Kapita_{it} + \mu_{it} + \epsilon_{it} \quad \ldots\ldots(1)$$

This study adopts a mixed-method approach with an explanatory sequential design to analyze the determinants of youth labor migration in Indonesia. In the first stage, provincial panel data analysis is employed to identify statistically significant macro-level determinants of youth migration over time. In the second stage, the Analytic Hierarchy Process (AHP) is used to complement the econometric findings by eliciting expert judgments on the relative importance of migration determinants. This design integrates quantitative and qualitative methods in two consecutive stages, where quantitative analysis is conducted first, followed by qualitative analysis to provide deeper interpretation of the empirical findings (Creswell et al., 2005). The approach is considered appropriate as migration is a complex phenomenon influenced not only by measurable macroeconomic factors but also by subjective perceptions and social narratives.

The quantitative component utilizes panel data regression to examine the effect of macroeconomic variables on youth labor migration across 34 provinces in Indonesia over the period 2020–2024. Panel data analysis is chosen due to its ability to capture both cross-sectional and time-series variations, providing more efficient and robust estimates (Gujarati & Porter, 2009). The dependent variable is the number of Indonesian migrant workers, while the independent variables include youth unemployment, provincial minimum wage, number of Indonesian Migrant Worker Placement Companies (P3MI), and per capita income. All variables are obtained from secondary data published by official institutions, including Badan Pusat Statistik, Badan Perlindungan Pekerja Migran Indonesia, and the Ministry of Manpower.

The model selection procedure indicated that the Fixed Effect Model (FEM) was the most appropriate specification. The Chow test rejected the Common Effect Model, while the Hausman test supported the Fixed Effect Model at the 5% significance level. Therefore, the Fixed Effect Model was selected for the final estimation. To improve the reliability of the estimates, White cross-section robust standard errors were employed to account for potential heteroskedasticity across provinces.

The qualitative component employed the Analytic Hierarchy Process (AHP) to complement the quantitative findings by identifying the relative importance of factors influencing migration decisions from the perspective of young Indonesian migrant workers. Primary data were collected through semi-structured interviews with 15 Indonesian migrant workers aged 15–29 years who were working in Malaysia, selected through purposive sampling because they had direct experience making international migration decisions. The AHP hierarchy consisted of four main criteria (economic, individual, social, and policy factors) and twelve sub-criteria developed from the literature review. Each respondent completed pairwise comparisons using Saaty's 1–9 fundamental scale. Individual judgments were aggregated using the geometric mean to produce a single group pairwise comparison matrix, which was subsequently analyzed using SuperDecisions software to obtain the priority weights of each criterion and sub-criterion.

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

4. Results and Discussion

To understand the structural forces driving young Indonesian workers abroad, this study first examines macroeconomic and labor market indicators using panel data regression. The analysis focuses on four key variables: youth unemployment, provincial minimum wage, the number of P3MIs (Migrant Worker Placement Companies), and per capita income. The results reveal which structural factors significantly shape migration patterns at the provincial level and which do not.

Table 1. Descriptive Statistics of Research Variables

Variabel	Mean	Minimum	Maksimum	Standar Deviasi
Young Migrant Workers	5.759,07	0	79.339	14.806,19
Youth Unemployment	250.298,22	12.511	2.533.076	432.366,18
Provincial Minimum Wage	2.806.728,03	1.704.608	5.067.381	590.288,97
Migrabt Worker Placement Companies	10,47	0	140	26,61
Per Capita Income	4.6045,01	12.960,95	201.315,13	34.396,45

Source: Data Processed, 2026

Table 1 shows the descriptive statistics of all variables used in this study. The data indicate substantial variation across Indonesian provinces. The number of young migrant workers ranges from 0 to 79,339, while the number of P3MI varies from 0 to 140 across provinces. Similarly, provincial minimum wages, per capita income, and youth unemployment exhibit considerable disparities, reflecting regional differences in labor market conditions and economic development. This variation supports the use of panel data analysis to capture both cross-sectional and time-series differences.

Table 2. Fixed Effect Model Panel Data Regression (Robust Standard Errors)

Variable	Coefficient	t-Statistic	Probability	Information
C	20949,91	5,468	0,005	Not Interpreted
Youth Unemployment	0,010	2,592	0,060	Not Significant
Provincial Minimum Wage	-0,006	-6,059	0,004	Significant Negative
Migrant Worker Placement Companies	142,811	5,954	0,004	Significant Positive
Per Capita Income	-0,035	-4,946	0,008	Significant Negative
Adjusted R^2	0,375			
Prob(F-Statistic)	0,000			

Source: Data Processed, 2026

Table 2 shows the estimation results of the Fixed Effect Model using robust standard errors. The overall model is statistically significant, as indicated by the Prob(F-statistic) value of 0.000, suggesting that the independent variables jointly explain variations in youth labor migration across Indonesian provinces. Among the four explanatory variables, provincial minimum wage, the number of Indonesian Migrant Worker Placement Companies (P3MI), and per capita income have statistically significant effects, whereas youth unemployment does not show a significant relationship with youth labor migration.

The model produces an adjusted R^2 of 0.375, indicating that approximately 37.5% of the variation in youth labor migration is explained by the variables included in this study. This level of explanatory power is common in migration studies because migration decisions are influenced by numerous unobservable personal and institutional factors. Although the explanatory power is moderate, this result is acceptable considering the complexity of migration decisions across provinces. The remaining variation may be influenced by other

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

factors that are not incorporated into the model, such as education level, migration networks, remittance expectations, labor demand in destination countries, digital exposure, and individual migration preferences. Future studies are encouraged to include these variables to obtain a more comprehensive explanation of youth migration behavior.

The regression analysis reveals that youth open unemployment has no statistically significant effect on migration, leading to rejection of the first hypothesis. This counterintuitive finding is explained by the financial dependence of many unemployed youths on their families, coupled with the high upfront costs of international migration. Those without savings or access to funds often cannot translate their desire to migrate into action, instead remaining in their home regions or shifting into the informal domestic sector. This result diverges from studies by Jewel et al. (2024) but aligns with Br. Saragih et al. (2022) and Desanta & Pramana (2025), who emphasize structural barriers that prevent unemployment from automatically triggering migration.

In contrast, the provincial minimum wage shows a significant negative effect on youth migration, confirming the second hypothesis. Higher domestic wages increase the opportunity cost of leaving, as young workers rationally calculate that stable local income sufficient for basic needs reduces the willingness to bear the psychosocial risks of working abroad. This finding is consistent with Kadri et al. (2023) and Kamar et al. (2024), reinforcing that minimum wage policies function as an effective retention mechanism at the regional level.

The number of Indonesian Migrant Worker Placement Companies (P3MI) has a significant positive effect, supporting the third hypothesis. These agencies act as crucial institutional infrastructure, lowering informational and administrative barriers for young workers aged 15–29 who have high motivation but limited knowledge of legal international employment procedures. By providing structured access and reducing fraud risks, P3MIs facilitate the transformation of migration intentions into actual placement, thereby systematically increasing the volume of young migrant workers from a province.

Nevertheless, the positive relationship between the number of Migrant Worker Placement Companies and youth migration should be interpreted with caution because reverse causality may exist. Provinces with higher migration flows may attract more placement companies due to greater market demand, rather than the presence of more Migrant Worker Placement Companies solely causing higher migration. Therefore, the estimated coefficient reflects statistical association rather than definitive causal inference. Future studies may address this issue using instrumental variable estimation or dynamic panel models.

Per capita income also exhibits a significant negative effect on youth migration, confirming the fourth hypothesis. Higher regional income reflects a more diverse economic structure capable of providing quality local jobs for the younger generation. In such prosperous conditions, international migration ceases to be a survival strategy and becomes merely an alternative option for those with very specific career goals. This aligns with Komariyah & Sutantio (2020) and ADB (2006), positioning per capita income as a critical welfare indicator that determines a province's economic attractiveness and its ability to retain its young workforce.

While panel data regression reveals which structural factors significantly influence youth migration at the provincial level, it cannot explain how young individuals themselves weigh competing considerations in their decision-making process. The Analytic Hierarchy Process

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

(AHP) addresses this gap by uncovering the subjective priority structure of migrants aged 15–29. Unlike the macro approach, AHP captures how economic pressures, personal aspirations, social influences, and policy perceptions are internally ranked and integrated into a real-life migration decision.

Table 3. Result of Analytical Hierarchy Process

Factor	Weight	Ranking
Economy Factor	0.426	1
Individual Factor	0.238	2
Social Factor	0.182	3
Policy Factor	0.154	4

Source: Data Processed, 2026

The The Analytical Hierarchy Process (AHP) was used to determine the priority weights of factors influencing youth migration decisions, processed via SuperDecisions with geometric mean aggregation (group CR = 0.16417). This value exceeds the conventional threshold suggested by Saaty (1990) and should therefore be interpreted with caution. However, because the judgments represent aggregated preferences from multiple respondents with diverse migration experiences, a slightly higher consistency ratio may occur in group AHP applications. Accordingly, the resulting priority weights should be interpreted as indicative rather than definitive. Table 3 presents the priority weights of the four main factors: Economic, Individual, Social, and Policy.

Table 4. Economic Sub Factors

Economic Sub-Factors	Weight	Ranking
Limited Local Job Opportunities	0.505	1
Wage and Purchasing Power	0.295	2
Cost of Living Pressure	0.199	3

Sources: Data Processed, 2026

Table 4 shows the priority of economic sub-factors. Limited local job opportunities is the most dominant (0.505), highlighting structural labor market pressure. Wage and purchasing power disparity (0.295) reinforces this by making foreign income more attractive, while cost of living pressure (0.199) acts as an indirect amplifier rather than a standalone driver.

Table 5. Individual Sub Factors

Individual Sub-Factors	Weight	Ranking
Personal Aspirations and Motivation	0.495	1
Competency and Language Readiness	0.346	2
Risk Perseption	0.159	3

Sources: Data Processed, 2026

Table 5 presents the individual sub-factors. Personal aspirations and motivation rank highest (0.495), showing migration as a proactive, goal-oriented strategy for social mobility. Competency and language readiness (0.346) serves as an enabling condition, while risk perception (0.159) is the weakest, indicating high risk tolerance among young workers.

Table 6. Social Sub Factors

Social Sub-Factors	Weight	Ranking
Family Support	0.464	1
Migrant Social Networks	0.351	2
Positive Social Norms and Image	0.185	3

Sources: Data Processed, 2026

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

Table 6 displays the social sub-factors. Family support (0.464) is paramount, providing moral and practical legitimacy. Migrant social networks (0.351) reduce uncertainty through concrete information, while positive social norms and image (0.185) including digital narratives like #KaburAjaDulu serve as psychological reinforcement rather than primary drivers.

Table 7. Policy Sub Factors

Policy Sub-Factors	Weight	Ranking
Ease of Migration Procedures	0.375	1
The Role of Placement Agencies	0.314	2
PMI Regulation and Protection	0.311	3

Sources: Data Processed, 2026

Table 7 shows the policy sub-factors. Ease of migration procedures (0.375) is the most important, reducing anxiety and transaction costs. The role of placement agencies (0.314) is ambivalent credible agencies facilitate, but distrust hinders migration. PMI regulation and protection (0.311) rank lowest, as legal safeguards are abstract and rarely considered by first-time young migrants.

The economic factor ranks first, with limited local job opportunities emerging as the most dominant sub-factor overall. This finding confirms that the primary impetus for youth migration stems from a deep dissatisfaction with the domestic labor market, which is perceived as unfriendly to early-career workers. Young people frequently face short-term contracts and career uncertainty, creating a sense of economic stagnation. In this context, international migration is viewed as a rational pathway to financial independence, consistent with modern push-pull theory and studies by Saraswati et al. (2025) and Br. Saragih et al. (2022) on structural challenges facing productive-age workers.

The individual factor occupies the second priority position, demonstrating that migration is not merely reactive but also aspirational. Personal aspiration for independence carries significant weight, indicating that young Indonesians frame migration as a life project and a form of self-investment to enhance their future professional value. Those aged 15–29 have a high drive for exploration and wish to prove themselves beyond their family comfort zone. Competency and language readiness act as important individual filters, determining confidence to compete in the global labor market. This aligns with Kuslarassakti et al. (2020) on youth reflexivity and human capital theory, positioning migration as a reasoned strategy for career advancement.

The social factor ranks third, with family support and migrant social networks emerging as the most influential social considerations. During the interviews, several respondents also highlighted digital narratives, including the #KaburAjaDulu phenomenon, as an important source of information and motivation for working abroad. However, this finding should be interpreted as qualitative evidence derived from interview responses rather than as a statistically tested determinant within either the panel regression model or the AHP weighting process.

Finally, the policy factor ranks last, indicating that government regulations are not a primary consideration during the initial migration intention stage. Among policy sub-factors, ease of migration procedures matters more than legal protection. For individuals aged 15–29, policy is often perceived merely as an administrative consideration that only becomes relevant after the migration decision has been made. Most youth rely on information from placement

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

agencies or friends rather than official government channels. Nevertheless, procedural ease remains important as it increases individuals' sense of control and security during the placement process. This finding underscores the strategic role of institutional social capital specifically Migrant Worker Placement Companies in lowering informational barriers and facilitating the transformation of intention into structured migration action.

Taken together, the panel regression and AHP findings suggest that structural conditions determine the opportunity structure for migration, whereas individual priorities shape the final decision to migrate. While panel data demonstrate that regional economic and institutional characteristics significantly influence migration patterns, AHP reveals that these structural conditions are filtered through personal aspirations, family support, and perceived migration accessibility. This complementarity illustrates the value of integrating macro-level and micro-level perspectives in explaining youth labor migration.

5. Conclusion

This study concludes that youth labor migration in Indonesia is influenced by both structural economic conditions and institutional factors. The panel data analysis shows that provincial minimum wage, the number of Indonesian Migrant Worker Placement Companies (P3MI), and per capita income significantly affect youth labor migration, while youth unemployment does not have a statistically significant effect. These findings indicate that migration decisions are shaped not only by economic conditions but also by access to formal migration institutions.

The Analytic Hierarchy Process (AHP) further demonstrates that economic factors are the highest priority in migration decision-making, followed by individual, social, and policy factors. Interview findings also indicate that digital narratives, including the #KaburAjaDulu phenomenon, influence how young people perceive overseas employment. However, these findings are derived from qualitative interviews and should not be interpreted as statistically tested relationships within the quantitative model.

The findings suggest that policies aimed at reducing youth labor migration should not rely solely on increasing wages or expanding employment opportunities. Strengthening local labor market quality, improving workforce skills, and ensuring equitable regional economic development are equally important. At the same time, the government should continue improving migration governance by enhancing the transparency and accessibility of legal migration channels through Indonesian Migrant Worker Placement Companies (P3MI). These measures may help young workers make informed migration decisions while reducing the risks associated with irregular migration.

This study has several limitations. First, the panel regression only includes four explanatory variables, while youth labor migration may also be influenced by other factors such as education level, migration networks, destination-country labor demand, remittance expectations, and digital exposure. Second, the qualitative analysis was conducted with a limited number of respondents, meaning that the findings represent individual perspectives rather than the entire population of Indonesian migrant workers. Third, the AHP results produced a consistency ratio slightly above the recommended threshold, indicating that the priority weights should be interpreted with appropriate caution. Future research is encouraged to incorporate additional explanatory variables, larger qualitative samples, and alternative

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ISSN (print) 1858-165X | ISSN (online) 2528-7672

analytical approaches to provide a more comprehensive understanding of youth labor migration.

Acknowledgment

The authors wish to thank the Central Bureau of Statistics (BPS), the Indonesian Migrant Worker Protection Agency (BP2MI), and the Ministry of Manpower (Kemnaker) for publishing and providing access to the official statistical reports used as secondary data in this study. Appreciation is also extended to the young Indonesian migrant workers in Malaysia who voluntarily participated in the semi-structured interviews, sharing their time and experiences without which the primary data for this research could not have been collected. No specific grant from funding agencies in the public, commercial, or not-for-profit sectors was received for this research.

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ISSN (print) 1858-165X | ISSN (online) 2528-7672