

Older Workers' Perspectives in the Workplace and Challenges of Re-entering the Labor Market

Thomas Soseco^{1,*}, Febry Wijayanti², Lustina Fajar Prastiwi³, Inayati Nuraini Dwiputri⁴, Mei Sulfia Nurinda⁵, Siti Markhamah⁶, Lutfi Asnan Qodri⁷

^{1,2,3,4,5,6} Faculty of Economics and Business, Universitas Negeri Malang, Indonesia

⁷ Faculty of Economics and Business, Universitas Merdeka Malang, Indonesia

* Correspondence: thomas.soseco.fe@um.ac.id

Abstract

This study investigates the perceptions of younger workers towards older workers in Srigrongco Village, Malang Regency, Indonesia, amid a demographic shift characterised by a growing aging population. The research examines factors influencing older workers' re-entry into the labour market and the retirement preparedness of younger workers. Findings indicate a dual perception: while many younger workers value older employees for their experience and agricultural knowledge, they simultaneously express concerns about older workers' adaptability to new technologies and physical limitations. Specifically, 62.5% of respondents recognise that financial necessity drives many older workers to remain in the workforce, highlighting significant economic challenges. Moreover, 53.13% agree that older workers face discrimination and biases, which can hinder their employment opportunities. This research underscores the urgent need for inclusive labour market policies that accommodate the unique challenges faced by older workers while fostering collaboration between generations. Despite limitations in sample diversity and potential biases in self-reported data, the study emphasises the importance of intergenerational knowledge transfer for economic sustainability. Future research should adopt longitudinal and qualitative methods to gain deeper insights into the evolving dynamics between older and younger workers, focusing on effective policy interventions to improve employment outcomes for all age groups.

Keywords: Labour market, older workers, younger workers, retirement, employment barriers

283

IJEBIR, Volume 03 Issue 06, 2024



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

INTRODUCTION

Indonesia's demographic bonus, which began in the 1980s and is projected to last until 2041, is a period where the working-age population surpasses the non-working-age population. This period provides opportunities for the country to enhance its economic growth. However, it also presents challenges, particularly in ensuring that the labour force remains productive as they age. Workers approaching retirement age face concerns about maintaining financial stability, especially given the anticipated reduction in income after retirement. Additionally, the growing percentage of aged workers—those over 60—has increased dramatically over the decades, from just 2% of the population in 1960 to 7% in 2022, emphasising the need for policies that promote inclusivity in the job market for workers of all ages (Badan Pusat Statistik, 2023).

Older workers often continue in the workforce past retirement age but encounter significant challenges in re-entering or staying in the job market. Studies highlight several barriers, including competition from younger workers willing to accept lower wages and age-related discrimination. Technological advancements also present challenges for older workers, who may struggle to keep pace with younger employees who adapt more readily (Vasconcelos, 2015). These barriers can lead to financial insecurity, forcing many older individuals into poverty as they are unable to secure stable employment (Montizaan, 2017). The health implications are equally concerning, as research shows that reduced physical activity among older adults can lead to degenerative health conditions (Hindle, 2010; Hou, et.al., 2019).

The government faces the dual challenge of supporting older workers financially through pensions and healthcare systems while addressing the broader negative perceptions that younger workers often hold toward aged employees. Younger workers may view older employees as obstacles to their career progression, leading to reduced opportunities for innovation and economic regeneration. The absence of effective generational transfer within the workforce further compounds these issues, resulting in declining productivity (Kearns & Mason, 2018; Skirbekk, 2008).

Malang Regency in East Java exemplifies some of these challenges, with the region grappling with severe poverty and economic deprivation. The rural population in Malang faces limited access to essential services such as healthcare and education. In rural Malang, only 45% of residents have reliable access to healthcare, and educational attainment lags behind urban areas, with only 60% of children completing primary education compared to 85% in urban regions (Wisadirana, 2021; Prasisca & Sutikno, 2015). These disparities highlight the need for economic policies that not only improve

284



opportunities for the younger population but also address the role of aged workers in contributing to economic activity.

Given these challenges, improving economic activities in Malang will require more than just focusing on the younger population. A comprehensive approach should consider how older workers can still contribute meaningfully to the economy. This includes rethinking retirement policies and fostering a culture of lifelong learning, where older workers can upskill and adapt to modern job demands, rather than being pushed out of the workforce prematurely (Autor, et.al., 2023).

Moreover, poverty reduction should be a key focus for policymakers in Malang, as the region consistently shows high levels of poverty. The reliance on low-income agricultural activities exacerbates these conditions, creating an environment where economic deprivation persists across generations. Farmers in Malang often experience income instability due to fluctuating crop prices and environmental challenges, further perpetuating poverty (Rahayu, et.al., 2018). In addition to poverty reduction, addressing the socioeconomic hardships in Malang's rural areas requires targeted interventions in infrastructure and public services. Limited access to education, healthcare, and financial services compounds the economic struggles of rural residents. Improving infrastructure and public services will not only enhance the quality of life but also help to create more opportunities for economic growth, especially for the aging population who remain an untapped resource in many sectors (Fitriani & Aisyah, 2021).

Migration patterns also play a significant role in shaping Malang's economic landscape. Many residents migrate to urban areas or other regions in search of better economic opportunities, which affects local labour markets and household economies. The movement of workers from rural to urban areas can disrupt local economies, leading to a decline in agricultural productivity and increased poverty in rural areas. Understanding the impact of migration on local economies is crucial for formulating policies that promote balanced regional development (Adams, 2011).

This research, therefore, aims to explore how younger workers perceive older workers and the barriers that prevent older workers from re-entering the workforce. By addressing these issues, policymakers can create a more inclusive labour market, where both younger and older workers contribute to economic growth. Furthermore, by anticipating the challenges of aging, younger workers can better prepare for their future, ensuring that they have the necessary skills and financial stability to thrive as they approach retirement age.



LITERATURE REVIEW**Aged Workers and Labour Market**

Aged workers are generally defined as those aged 60 years and above (WHO). More specifically, the stages of old age are categorised as follows: 60-74 years (old age), 75-90 years (very old), and above 90 years (extremely old). Globally, the employment age profile forms an inverted U shape, with employment rates rising to a peak around age 45 and then sharply declining after age 50. This trend is even more pronounced for women. For men and highly educated individuals, the downturn in employment typically occurs a few years later. However, workers over the age of 45 now represent a significant portion of the long-term unemployed—on average, 44% in the surveyed countries. As populations continue to age, these employment challenges are expected to worsen unless proactive measures are taken.

This demographic trend raises questions about pension age policies. In Indonesia, for example, the official retirement age is 58, with a maximum pension age of 65 based on Indonesian Law No.45/2015. Compared to other nations, this retirement age is relatively low. For instance, in many European countries, the retirement age is gradually being increased to 67 or higher to address the aging population and labour market demands.

The dynamics of the non-productive age group, particularly those aged 60 and above, deserve attention. Older workers possess extensive experience, and large professional networks, and often bring wisdom and better decision-making abilities than their younger counterparts. Allowing older individuals to continue working without strict age limitations could mitigate poverty risks. Studies, such as those by the Chronic Poverty Research Center (2004), Bird (2019), and Sumarto & De Silva (2013), show that poverty is influenced by factors including:

1. Low economic growth, which limits opportunities for income growth and asset accumulation.
2. Social exclusion and discrimination, prevent marginalised groups from accessing better economic opportunities, forcing them into low-wage and insecure jobs.
3. Early-life deprivation, including poor nutrition, health issues, and limited access to education, can result in long-term, irreversible impacts on human capital.
4. Geographical isolation, where certain regions lack economic potential, face political instability and suffer from poor connectivity, further entrenching poverty.



Barriers for Aged Workers to Re-enter Labour Market

Despite the evident connection between improved job performance and job satisfaction, opportunities for older workers to re-enter the job market remain scarce. Age is one of the most significant barriers, but not the only one. Location, physical wellness, and outdated skill sets further limit the career prospects for mid-career and older workers. These barriers do not impact younger age cohorts as severely, perpetuating biases against mid-career workers, despite evidence suggesting the benefits of their experience (Charness & Boot, 2009; Ilmarinen, 2001). Removing these barriers expands the talent pool for employers and highlights the often-undervalued advantages of an intergenerational workforce.

Several actions can help reduce these obstacles in the job market. First, it is crucial to empower older workers to extend their work lives. For this, older workers must reassess their own biases, such as overvaluing experience while underestimating the importance of continuous upskilling and training. Second, since engagement in training declines with age for various reasons, policymakers and employers should implement targeted interventions to make training more accessible and appealing—especially for workers aged 45 and older—potentially by making it more affordable. Third, governments need to reevaluate outdated early retirement schemes, which can harm both workers and the labour market by prematurely removing experienced talent. Employers should also work to eliminate biases in their recruitment processes, which disproportionately affect mid-career and older job candidates (Le, 2006; Martin & Grubb, 2001).

On a larger scale, maximising the economic potential of an aging population involves four key strategies: (1) controlling birth rates, (2) increasing population productivity, (3) equalising the demographic bonus between regions through migration strategies, and (4) defining the roles of older individuals as either producers or consumers (Central Statistics Agency, 2023). These strategies, combined with efforts to remove employment barriers for older workers, can foster a more inclusive and dynamic labour market that benefits both older and younger generations.

METHOD AND DATA

Method

The research data was gathered through structured surveys distributed to a sample of workers in Srigonco Village across various industries. Informants were selected using purposive sampling, focusing on individuals who interacted with aged workers, were business owners (in both formal and informal sectors), or held decision-making roles

287

IJEBIR, Volume 03 Issue 06, 2024



Copyright at authors some right reserved this work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

within their companies. The sample was drawn from the major economic sectors of Malang: industry, trade, and agriculture (Badan Pusat Statistik, 2024). The survey included validated measures of job satisfaction, financial literacy, career planning, and perceived barriers to re-employment.

The study's dependent variables are (1) the success of aged workers in re-entering the labour market, and (2) younger workers' level of preparedness for retirement. Independent variables include job characteristics (e.g., flexibility, satisfaction), individual factors (e.g., skills, experience), and external influences (e.g., economic conditions, policy shifts). These variables were operationalised using Likert scales and other validated instruments (DeVellis, 2017). Demographic variables such as age, gender, and education are controlled to isolate the effects of the key variables on the dependent outcomes.

Data

We gathered detailed information from respondents regarding their demographics, socio-economic conditions, perceptions, and expectations. Demographic data included age, gender, education level, household size, and number of dependents. The socio-economic information focused on occupation and work environment, covering sectors like industry, trade, and agriculture, along with factors such as job tenure, weekly working hours, and monthly income or expenditures.

Additionally, we collected insights into respondents' perceptions and expectations of labour market conditions, specifically their views on elderly workers. The data included opinions on the skills, experience, and behaviour of older workers, as well as challenges faced by retirees and the necessary preparations for transitioning into retirement. This helped to better understand the broader expectations surrounding aging and the labour market.

Table 1. Descriptive Statistics

Criteria	Mean	Std. Dev.
<i>Demographic</i>		
Age	28.6875	7.592176
	Freq.	Percent
Sex		



Male	23	69.7
Female	10	30.3
<i>Highest educational attainment</i>		
Elementary school	4	12.9
Junior high school	5	16.13
Senior high school	18	58.06
Undergraduate	4	12.9
<i>Number of dependents in the family</i>		
1	4	21.05
2	4	21.05
3	6	31.58
4	4	21.05
5	1	5.26
<i>Main employment</i>		
Agriculture, plantation, fishery	9	30
Trade	6	20
Other services	15	50
<i>Position in workplace</i>		
Employee	17	51.52
Business owner, with employee	3	9.09
Business owner, no employee	7	21.21
Not working, finding a job, recently resigned	6	18.18
<i>Length of time working at the current workplace</i>		
< 1 year	4	12.5
1-2 years	11	34.38
3-5 years	12	37.5
6-10 years	2	6.25
> 20 years	3	9.38
<i>Monthly income</i>		
< Rp.1.000.000	11	34.38



Rp.1.000.000-3.000.000	17	53.13
Rp.3.000.000-5.000.000	3	9.38
Rp.5.000.000-10.000.000	1	3.13
<i>Dominant activities in the workplace</i>		
Stand	3	9.09
Move, lift, or push objects	14	42.42
Walk	5	15.15
Sit	11	33.33

The descriptive statistics in Table 1 provide insights into the demographic and employment characteristics of the surveyed group. The average age of respondents is 28.7 years, with a standard deviation of 7.59, indicating a relatively young workforce, ranging from 17 to 43 years old. In terms of gender distribution, 69.7% of the participants are male, while 30.3% are female. Educational attainment shows that most respondents, 58.06%, have completed senior high school, while 12.9% have completed undergraduate education. The number of dependents per family varies, with most respondents having between 1 to 4 dependents, and a small percentage (5.26%) reporting five dependents.

The employment data reveals that half of the respondents (50%) work in other service sectors, while 30% are involved in agriculture, plantation, or fisheries. In terms of job positions, 51.52% of respondents are employees, while 30.3% are business owners, with or without employees. The length of employment varies, with 37.5% of respondents having worked in their current job for 3-5 years. In terms of income, the majority earn between Rp.1.000.000 and Rp.3.000.000 per month (53.13%), with only 3.13% earning more than Rp.5.000.000. The main activities in their workplace range from physically intensive tasks such as moving or lifting objects (42.42%) to sedentary tasks like sitting (33.33%).

RESULTS AND DISCUSSION

Srigonco Village is in Bantur District, Malang Regency, East Java, Indonesia. Geographically, it is a rural area characterised by rolling hills, fertile agricultural lands, and proximity to the southern coast of Java, particularly near Balekambang Beach, a well-known tourist destination. The village's landscape is primarily used for agriculture, with rice paddies, maize fields, and some fruit and vegetable cultivation. Its tropical climate



with two distinct seasons—wet and dry—significantly influences the agricultural cycles and productivity in the area. Its proximity to tourist areas has also made tourism a potential secondary source of income for some villagers. However, the infrastructure for tourism remains underdeveloped, and the village still primarily depends on agriculture for its livelihood, which however, still faces challenges such as limited access to modern agricultural technology and fluctuating weather conditions that affect crop yields (Lio, 2014).

We look at the perception of younger workers regarding aged workers within the context of their barriers and ability to re-enter the labour force. As the primary employment sector, agriculture plays a crucial role in defining the skills and experiences valued in the community where younger workers may perceive older workers as valuable through the intergenerational transfer of their extensive knowledge of traditional farming practices and local conditions, which can enhance productivity and sustainability (Elgar, 2013; Conway, et.al., 2019). However, this perception is often juxtaposed against the backdrop of modern agricultural demands and technological advancements. Younger workers may also view older workers as less adaptable to new technologies and practices, potentially leading to tensions in the workplace. This perception is critical, as it affects how both groups collaborate and share knowledge, which is vital for the village's economic resilience.

Table 2. Perception of Older Workers

	Frequency					Percent				
	1	2	3	4	5	1	2	3	4	5
Older workers are more efficient compared to younger workers.	4	17	8	3		12.5	53.13	25	9.38	
Older workers have better mastery of tools and machines.	6	13	8	5	1	18.18	39.39	24.24	15.15	3.03
Older workers have better mastery of technology.	6	17	8	1		18.75	53.13	25	3.13	



Older workers have more experience.			3	21	8			9.38	65.63	25
Older workers often share knowledge and transfer experience.		2	5	14	11		6.25	15.63	43.75	34.38
Older workers find it difficult to socialise/interact with younger workers.	3	11	11	6	1	9.38	34.38	34.38	18.75	3.13
Older workers find it difficult to serve customers and business partners well.	5	12	11	4		15.63	37.5	34.38	12.5	
Older workers find it difficult to understand and adapt to new technology on-site.	2	6	8	14	2	6.25	18.75	25	43.75	6.25
Older workers are slow in working due to physical limitations.	2	4	6	17	3	6.25	12.5	18.75	53.13	9.38
Older workers should be allowed to rest more often/for longer periods at work.	1	7	10	12	2	3.13	21.88	31.25	37.5	6.25
Older workers should be allowed to choose preferred jobs or	1	5	9	12	5	3.13	15.63	28.13	37.5	15.63



those with lighter workloads.										
Older workers should not be treated differently in physical activities.	2	14	6	7	3	6.25	43.75	18.75	21.88	9.38
Older male workers should be allowed to continue working after retirement age.	1	13	12	6		3.13	40.63	37.5	18.75	
Older female workers should also be allowed to continue working like male workers.	1	17	8	6		3.13	53.13	25	18.75	
Older female workers should not need to work overtime like male workers.	3	1	6	21	1	9.38	3.13	18.75	65.63	3.13
There are more older male workers than female workers.	1	3	10	16	2	3.13	9.38	31.25	50	6.25

Note: 1=Strongly disagree, 2=Disagree, 3 Neutral, 4: Agree, 5=Strongly agree

Table 2 reveals perceptions of older workers compared to younger workers. For instance, when asked about the efficiency of older workers, 53.13% of respondents believe that younger workers are more efficient, while only 12.5% strongly agree that older workers are more efficient. Similarly, 39.39% of respondents feel that older workers have better mastery of tools and machines compared to their younger counterparts, although only 3.03% strongly agree with this statement. The data further suggests that while older workers are often viewed positively in terms of experience, with 65.63%

agreeing that older workers have more experience, only 9.38% feel they are more efficient than younger workers.

Regarding the social interaction and adaptability of older workers, the survey shows that older workers face challenges in these areas. For example, 34.38% of respondents agree that older workers find it difficult to socialise and interact with younger workers, while 43.75% believe they struggle to adapt to new technology in the workplace. Furthermore, 53.13% of respondents agree that older workers are slower due to physical limitations. This aligns with 37.5% of respondents who believe older workers should be allowed longer breaks at work.

When it comes to gender-specific roles and expectations, the data shows some support for continuing work after retirement age. For instance, 40.63% of respondents believe older male workers should be allowed to work beyond the official retirement age, and 53.13% hold similar views for female workers. However, the perception that female workers should not need to work overtime like their male counterparts is significant, with 65.63% agreeing that older female workers should not be required to work overtime.

Table 3. Perceptions of Employment Opportunities

	Frequency					Percent				
	1	2	3	4	5	1	2	3	4	5
There are no job openings available for young people because all positions are filled by older workers.	7	18	4	4	1	20.59	52.94	11.76	11.76	2.94
There are no internship programs for young people.	8	14	3	5	1	25.81	45.16	9.68	16.13	3.23
There is no transfer of knowledge and skills from older workers.	2	17	8	4	1	6.25	53.13	25	12.5	3.13
The workplace still needs older workers even though they have retired.	1	14	6	9		3.33	46.67	20	30	
Machines and technology can only be operated by older workers.	12	17	2			38.71	54.84	6.45		
Young people are not interested in working in that field.	2	11	15	2	1	6.45	35.48	48.39	6.45	3.23
The field of work is not in line with current trends and technology (outdated).	1	18	3	9	1	3.13	56.25	9.38	28.13	3.13



The field of work requires too much physical activity.	1	10	6	15	1	3.03	30.3	18.18	45.45	3.03
The field of work does not promise a good income.	5	11	8	7	1	15.63	34.38	25	21.88	3.13
The field of work does not offer good career prospects.	2	9	8	12	1	6.25	28.13	25	37.5	3.13
Most young people migrate to other cities or countries.	1	11	3	11	6	3.13	34.38	9.38	34.38	18.75
Young people prefer to start their businesses.	2	1	8	18	4	6.06	3.03	24.24	54.55	12.12

Note: 1=Strongly disagree, 2=Disagree, 3 Neutral, 4: Agree, 5=Strongly agree

Table 3 reflects perceptions regarding employment opportunities and challenges for younger workers about older workers in the workplace. For instance, 52.94% of respondents disagree with the statement that there are no job openings available for young people because all positions are filled by older workers, suggesting that the presence of older workers does not completely obstruct job opportunities for younger ones. However, 20.59% strongly agree with this statement, reflecting some belief that older workers might be occupying key positions, limiting opportunities for the younger workforce.

In terms of internships, 45.16% of respondents disagree with the statement that there are no internship programs available for younger workers, while 25.81% strongly agree, indicating a mixed perception. Additionally, 53.13% of respondents feel that older workers transfer knowledge and skills to younger workers, although 25% believe this transfer happens only to a limited extent.

When it comes to the relevance of the field and the level of physical activity required, the responses are divided. For example, 45.45% agree that some fields demand excessive physical effort, which may deter younger workers from entering those sectors. Moreover, 56.25% believe that some work areas are outdated, and do not align with current technological trends, further contributing to young people's reluctance. This is supported by the fact that 54.55% of respondents believe younger people prefer to start their businesses rather than enter traditional job sectors.



Table 4. Reasons for Employment Among Older Workers

	Frequency					Percent				
	1	2	3	4	5	1	2	3	4	5
Older workers must work to cover their expenses.	3	20	2	7		9.38	62.5	6.25	21.88	
Older workers must work because they support the living expenses of their children and grandchildren.	8	12	4	7		25.81	38.71	12.9	22.58	
Older workers must work because they do not have health insurance.	1	13	10	7		3.23	41.94	32.26	22.58	
Older workers must work because they do not have a pension fund.	1	13	8	8	1	3.23	41.94	25.81	25.81	3.23
Older workers must work to pay off debts.	1	13	6	9	2	3.23	41.94	19.35	29.03	6.45
Retirement-age workers cannot keep up with technological advancements.	2	15	1	11	2	6.45	48.39	3.23	35.48	6.45
Retirement-age workers are more efficient/skilled in their work.	1	15	5	9		3.33	50	16.67	30	
Retirement-age workers are more prone to illness and absenteeism due to health issues.		8	4	18	1		25.81	12.9	58.06	3.23
Retirement-age workers struggle to socialise/interact well with younger workers.	4	12	5	9	1	12.9	38.71	16.13	29.03	3.23
Retirement-age workers cannot serve customers and business partners well.		15	8	8			48.39	25.81	25.81	
Retirement-age workers cannot handle the workload/pressure at the workplace.		11	3	14	1		37.93	10.34	48.28	3.45
Retirement-age workers find it difficult to adjust to the work schedule.	1	9	3	16	1	3.33	30	10	53.33	3.33



Retirement-age workers do not need to work anymore so young people can enter the workforce.	2	7	5	16	3	6.06	21.21	15.15	48.48	9.09
Employers are reluctant to hire people who have exceeded retirement age.	3	7	5	17		9.38	21.88	15.63	53.13	
Older workers do not need to work because they already receive a pension.		12	6	13	1		37.5	18.75	40.63	3.13
Older workers do not need to work because they no longer have to support their children or grandchildren.	4	8	4	14	2	12.5	25	12.5	43.75	6.25
Employers consider older workers to be no longer productive.	1	9	7	9	5	3.23	29.03	22.58	29.03	16.13

Note: 1=Strongly disagree, 2=Disagree, 3 Neutral, 4: Agree, 5=Strongly agree

Table 4 shows the perceptions of various reasons why older workers continue to work and the challenges they face in the workforce. Most respondents (62.5%) agree that older workers must work to cover their expenses, indicating a significant financial need that drives aged workers to stay employed even after reaching retirement age and a slightly smaller portion (38.71%) agrees that older workers support the living expenses of their children and grandchildren. Additionally, 41.94% of respondents believe that older workers remain employed due to a lack of health insurance or pension funds.

Health issues are also highlighted as a major concern, with 58.06% of respondents agreeing that retirement-age workers are more prone to illness and absenteeism which suggests that even though older workers may continue to be employed, health challenges become a significant factor in their work performance and reliability. Moreover, 48.28% of respondents believe that older workers struggle to handle the workload and pressure in the workplace. Furthermore, 53.13% of respondents agree that employers are reluctant to hire people who have exceeded retirement age, while 48.48% feel that older workers should step aside to allow younger workers to enter the workforce. These responses reflect the age-related biases that older workers often face in the job market. However, only 40.63% believe that older workers do not need to work because they receive pensions, suggesting that pensions may not be sufficient to cover all expenses.

Considering the potency of the agricultural sector and proximity to tourism destinations, older workers in Srignonco Village possess valuable knowledge and experience, which can enhance productivity and sustainability. However, younger workers may view older counterparts as less adaptable to modern agricultural demands and technologies. This perception affects collaboration between generations and highlights the importance of fostering a work environment that values knowledge transfer and mutual respect.

Our results show older workers face challenges in socialising with younger colleagues and adapting to new technologies which can create tensions in the workplace and diminish the contributions of older workers. Therefore, addressing issues such as the physical limitations of older workers and their need for longer breaks or lighter workloads is essential for creating an inclusive work environment.

Regarding employment opportunities, younger workers in Srignonco Village do not feel entirely obstructed by older workers, though concerns about outdated job sectors and a lack of internships may deter them from traditional roles. Many young individuals are more inclined to pursue entrepreneurial ventures, indicating a shift in aspirations that could reshape the local workforce dynamics. Further, the financial pressures that compel older workers to remain in the workforce are significant. Many lack adequate health insurance or pensions and often support family members, highlighting socio-economic vulnerabilities that need addressing. Ultimately, recognising and addressing these challenges is vital for enhancing the well-being of older workers while fostering intergenerational collaboration hence, creating a more resilient and sustainable community (Elgar, 2013; Conway, et.al., 2019; Lio, 2014).

CONCLUSIONS

In summary, Indonesia's demographic bonus presents significant opportunities alongside challenges, particularly about its aging workforce. As the proportion of older workers rises, it is crucial to recognise their potential contributions to economic growth while addressing the barriers they face in the labor market. The findings from Malang Regency reveal that while older workers possess valuable experience, they often struggle with adaptability to new technologies and face age-related biases. This underscores the urgent need for inclusive policies that foster intergenerational collaboration, allowing older workers to share their knowledge while remaining active participants in the workforce.

Moreover, the results highlight the necessity of rethinking retirement policies and promoting lifelong learning. The survey indicates that most younger workers believe older

298



employees possess essential skills, yet many also perceive them as less efficient. By providing older workers with opportunities to upskill and adapt to modern job demands, policymakers can alleviate financial insecurities associated with aging and enhance overall workforce productivity. This approach not only empowers older individuals but also facilitates a culture of knowledge transfer, vital for driving innovation and economic resilience.

Lastly, addressing the socio-economic challenges in rural areas like Malang is critical for sustainable economic development. Future studies should consider incorporating qualitative methods, such as interviews or focus groups, as this could provide richer, more nuanced perspectives on the experiences of older workers and the barriers they face therefore could help uncover underlying factors influencing perceptions and employment dynamics.

REFERENCES

- Adams, R. H. (2011). Remittances and the Macroeconomy. *International Migration Review*, 45(1), 1-25.
- Autor, D., Dube, A., & McGrew, A. (2023). *The unexpected compression: Competition at work in the low wage labor market* (No. w31010). National Bureau of Economic Research.
- Badan Pusat Statistik (2024) *Distribusi Persentase Produk Domestik Regional Bruto Kabupaten Malang Atas Dasar Harga Berlaku Menurut Lapangan Usaha (%)*, 2010–2020. <https://malangkab.bps.go.id/statictable/2016/09/15/565/distribusi-persentase-produk-domestik-regional-bruto-kabupaten-malang-atas-dasar-harga-berlaku-menurut-lapangan-usaha-2010-2020.html>
- Badan Pusat Statistik Jawa Timur. (2023). *Poverty Statistics of East Java Province 2023*. Retrieved from <https://jatim.bps.go.id/publication/2023/03/02/6f6d26aef85b0d5ae47da76e/statistik-kemiskinan-provinsi-jawa-timur-2023.html>
- Bird, K. 2019. *Addressing spatial poverty traps*. Overseas Development Institute, Chronic Poverty Advisory Network: London, UK.
- Charness, N., & Boot, W. R. (2009). Aging and information technology use: Potential and barriers. *Current directions in psychological science*, 18(5), 253-258.
- Chronic Poverty Research Centre 2004. *Chronic Poverty Report 2004 - 05*. Manchester: CPRC, University of Manchester.



- Conway, S. F., McDONAGH, J. O. H. N., Farrell, M., & Kinsella, A. (2019). Human dynamics and the intergenerational farm transfer process in later life: A roadmap for future generational renewal in agriculture policy. *International Journal of Agricultural Management*, 8(1), 22-30.
- DeVellis, R. F. (2017). *Scale Development: Theory and Applications*. Sage Publications.
- Elgar, G. (2013). *Transmission of traditional agricultural knowledge: Intergenerational or international? Examining youth's involvement in agriculture*.
- Fitriani, N., & Aisyah, S. (2021). Educational and Health Disparities in Rural Malang Regency. *Asian Journal of Social Science*, 49(3), 293-310.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115-135.
- Hindle, J. V. (2010). Ageing, neurodegeneration and Parkinson's disease. *Age and ageing*, 39(2), 156-161.
- Hou, Y., Dan, X., Babbar, M., Wei, Y., Hasselbalch, S. G., Croteau, D. L., & Bohr, V. A. (2019). Ageing as a risk factor for neurodegenerative disease. *Nature Reviews Neurology*, 15(10), 565-581.
- Ilmarinen, J. E. (2001). Aging workers. *Occupational and environmental medicine*, 58(8), 546-546.
- Kearns, A., & Mason, P. (2018). Entering and leaving employment in deprived neighbourhoods undergoing area regeneration. *Local Economy*, 33(5), 537-561.
- Le, T. V. T. (2006). Estimating the monetary value of the stock of human capital for New Zealand. http://ir.canterbury.ac.nz/bitstream/10092/870/1/thesis_fulltext.pdf
- Lio, M. N. R. (2014). *Perencanaan Strategi Pengembangan Pariwisata (Studi Tentang Rencana Strategis Pengembangan Obyek Wisata Pantai Balekambang Desa Srigonco, Kecamatan Bantur, Kabupaten Malang)* (Doctoral dissertation, Universitas Brawijaya).
- Martin, J. P., & Grubb, D. (2001). What Works and for Whom: A Review of OECD Countries' experiences with active labour market policies. *Swedish economic policy review*, 8(2), 9-56.
- Montizaan, R. (2017). *Post-retirement employment: Determinants and labor market consequences*. Netspar Survey Paper, 49.
- Prasisca, Y., & Sutikno, F. R. (2015). Gender equality and social capital as rural development indicators in Indonesia (case: Malang Regency, Indonesia). *Procedia-Social and Behavioral Sciences*, 211, 370-374.



- Rahayu, D., Sutrisno, E., & Prawira, H. (2018). *Income Instability and Its Impact on Poverty in Rural Indonesia*. *Indonesian Journal of Economics*, 21(2), 145-162.
- Skirbekk, V. (2008). *Age and productivity capacity: Descriptions, causes and policy options*. *Ageing horizons*, 8, 4-12.
- Sumarto, S. & De Silva, I. 2014. *Beyond the Headcount: Examining the Dynamics and Patterns of Multidimensional Poverty in Indonesia*.
- Vasconcelos, A. F. (2015). *Older workers: some critical societal and organizational challenges*. *Journal of Management Development*, 34(3), 352-372.
- Wisadirana, D. (2021). *Study on Characteristics of Poor Households in a Village in the Regency of Malang, East Java, Indonesia*. *Technium Soc. Sci. J.*, 21, 675.

