



Workers Adaptation during Pandemic, Evidence from Bali Province as Main Tourist Destination in Indonesia

Agni Alam Awirya¹, Dian Novita^{2*}, Christina Irawadi³, Regina Niken Wilantari⁴
^{1,3} Bank Indonesia, Indonesia

²Department of Economics, Faculty of Economics and Business, Universitas Airlangga, Indonesia

⁴Department of Development Economics, Faculty of Economics and Business, University of Jember, Indonesia

Email: dian.novita-2018@feb.unair.ac.id

Abstrak

Pandemi COVID-19 menyebabkan dampak yang besar pada berbagai sector di Indonesia, salah satunya yaitu sector pariwisata. Hal ini bermula dari kebijakan yang dilakukan oleh pemerintah berupa larangan perjalanan hingga penutupan hotel telah mengurangi supply dan demand pariwisata dalam negeri maupun internasional yang berujung pada kemandekan industry pariwisata. Akibatnya, tenaga kerja pada sector pariwisata banyak terdampak mulai dari pemutusan hubungan kerja hingga pengurangan pendapatan. Penelitian ini bertujuan untuk mengetahui bagaimana dampak dan adaptasi tenaga kerja sector pariwisata selama pademi COVID-19 yang diperluas pada analisis migrasi tenaga kerja sector pariwisata yang terdampak pandemi COVID-19 dengan menggunakan data SAKERNAS Agustus 2020 dan Data survey kondisi tenaga kerja. Hasil penelitian menunjukkan bahwa pandemic COVID-19 telah membawa dampak yang begitu besar pada ketenagakerjaan sector pariwisata berupa PHK, perubahan jenis pekerjaan hingga penurunan pendapatan. Berbagai alternatif dalam melakukan usaha menambah pendapatan tambahan maupun dalam bidang pekerjaan telah dilakukan oleh pekerja sebagai suatu langkah adaptasi dengan keadaan baru saat pandemic COVID-19.

Kata Kunci: Pariwisata, Tenaga Kerja, COVID-19.

Abstract

The COVID-19 pandemic has had a major impact on various sectors in Indonesia, one of which is the tourism sector. This stems from the policies carried out by the government in the form of travel bans to closing hotels which have reduced the supply and demand of domestic and international tourism which has led to the stagnation of the tourism industry. As a result, many workers in the tourism sector are affected, ranging from layoffs to reduced income. This study aims to find out how the impact and adaptation of the tourism sector workforce during the COVID-19 pandemic was extended to the analysis of labor migration in the tourism sector affected by the COVID-19 pandemic using SAKERNAS data in August 2020 and survey data on labor conditions. The results of the study show that the COVID-19 pandemic has had a huge impact on tourism sector employment in the form of layoffs, changes in types of work to a decrease in income. Various alternatives in doing business to increase additional income or in the field of work have been carried out by workers as an adaptation step to new conditions during the COVID-19 pandemic.

Keywords: Tourism, Labor, COVID-19.

Background

The COVID-19 pandemic has had an impact on the Indonesian economy, including the tourism sector (Abbas, 2021; Abbas et al., 2021). This stems from policies carried out by the government in the form of travel bans to hotel closures which have reduced domestic and international tourism supply and demand (Christian & Hidayat, 2020). The performance of the tourism sector in 2020 has proven to have experienced a significant decline. UNWTO said that COVID-19 caused a contraction in the tourism sector by 20-30% in 2020. This is in line with reduced consumer confidence and restrictions on overseas travel imposed by a number of countries in order to break the chain of the spread of COVID-19.

Based on the UNWTO report, until the June 2020 period, foreign tourist arrivals decreased by 93%, this will certainly reduce exports from the tourism sector

(UNWTO, 2020). The number of economic sectors involved in the tourism industry is also able to cause the impact of a decline in the tourism industry not only to sectors related to tourist travel and accommodation. Several sectors supporting other tourism activities were also affected (Awirya, 2020).

Policies that have been set by various countries such as lockdowns are able to cause tourist mobility to be minimal or even non-existent, so that many tourist objects and all related sectors experience bankruptcy (Haryanto, 2020). This is certainly a heavy blow for countries that depend on tourism, such as Indonesia because it can cause the tourism industry's contribution to economic growth to decline. Based on the research of Purba et al., (2021) said that the COVID-19 pandemic has significantly harmed Indonesian tourism, and has negative implications for the value of Indonesia's GDP.

One of the main tourist areas that contributes significantly to the growth of the tourism industry in Indonesia is Bali.

* Corresponding Author

The tourism sector, which is the main driver of the economy in Bali, experienced a decline in the number of tourists during 2020. The Central Statistics Agency for the Province of Bali reported that the number of foreign tourist arrivals in March decreased by 56 percent when compared to February 2020 with a total of 156,876 tourists. A large-scale decline in the number of tourist arrivals can have a major impact on the decline in the tourism sector in Bali and lead to a decline in the Balinese economy. The decrease in the number of tourists will have a major impact on the decline in the accommodation sector in the form of hotel lodging and restaurants. This can be evidence that a decline in the tourism sector can have an impact on a decline in other supporting sectors (Purba et al., 2021). The decline in the tourism sector is believed to have an impact on the decline in business fields. So that workers in the main sector and supporting sectors also feel the impact. Worse still, there will be many workers who experience layoffs or at least a reduction in working hours (ILO, 2020).

This research is part of tourism research during the COVID-19 pandemic. This study aims to find out how the impact and adaptation of the tourism sector workforce during the COVID-19 pandemic. This research is extended to the analysis of labor migration in the tourism sector affected by the COVID-19 pandemic.

Literature Review

Tourism is a particular activity that is related to travel and does not lead to permanent residence and is not related to income-generating activities (Hunziker & Krapf, 1942). Tourism is one of the new industries that is able to make a significant contribution to economic growth, employment opportunities, income, standard of living and is able to encourage other sectors in its development (Wahab, 2003). So in this case, tourism is considered as an industry that is able to move other sectors with interrelationships between its business fields.

Growth in the tourism industry is often associated with its influence on economic growth. Tourism promoters consistently invest based on the assumption that tourism is an effective mechanism for economic growth, either through the creation of new innovations (Getz, 2008) or through infrastructure (Becker & George, 2011; Liasidou, 2012). International travel and tourism are a major part of the global economy and are the largest service sector in international trade (Lew, 2011). It is the largest source of international export income in most countries in the world (UNWTO 2001a).

The COVID-19 pandemic has had a negative impact on various sectors, including the tourism sector (Gössling et al., 2020; Hall et al., 2020; Deb & Nafi, 2021; Fernandes, 2020). This causes the tourism industry to experience closure indefinitely, given the uncertainty in the COVID-19 pandemic. Whereas previously the tourism industry had experienced rapid growth in the last decade (McA Baker, 2015), but during this pandemic both local and foreign tourists experienced a significant decrease in the number of tourists. Of the many sectors affected by the pandemic, the tourism industry is one of the most affected compared to other industries (Gössling et al., 2020).

The devastation of events due to the COVID-19 pandemic has re-emphasized the fragility of the tourism industry (Backer & Ritchie, 2017). The tourism industry is the worst affected by the impact of the COVID-19 pandemic, various activities in the tourism sector are forced to close their businesses and lay off their employees (South African Tourism, 2020). This method certainly has a direct impact on the nation's economy, because there will be a lot of reduction in working outside the home (Antoaneta & Bocean, 2021). The decrease in tourist arrivals can cause negative effects on related sectors such as closing hotels, restaurants, and recreational activities (Gopalakrishnan et al., 2020). This can lead to stagnation, the implementation of unpaid vacations, and many extreme direct labor cuts.

The spread of the COVID-19 pandemic to the global economy has caused travel restrictions that are usually carried out by tourists. Almost all countries in the world have closed and restricted and banned travel (Connor, 2020). The cessation of tourism activities in each country will not only have an impact on the country itself, but also other countries as tourist destinations. This causes millions of workers to experience unemployment, as a result of uncertainty over the economic recovery, as well as fear or anxiety about the spread of the COVID-19 virus, so that in this case the tourism industry is the hardest hit industry (Tappe & Luhby, 2020). This also implies a decrease in the absorption of labor in other supporting sectors of the tourism industry. Based on research conducted by Wiley (2020) says that there are four million jobs in the accommodation sector that have been and will be eliminated over the next few weeks.

Based on the research of Jaipuria et al., (2020) said that the tourism sector has been dramatically affected by the spread of COVID-19 and can last for a longer time. Foreign tourist arrivals to India based on research have decreased by 68% in March 2020 compared to the previous month. The estimated job loss in the travel and tourism industry due to COVID-19 in India is 9 million, it also has a huge impact on the revenue generated from tourism. It is estimated that 100.08 million workers in the tourism industry and various travel-related sectors will lose their jobs worldwide (Statista, 2020). The social impact is also felt when the rate of spread of the virus is high, so the steps that will be taken are social distancing restrictions, working from home, staying at home, self-quarantine, crowd restrictions, etc. This will be able to stop the tourism industry/business (Gretzel et al., 2020; Sigala, 2020).

Several studies have shown that the COVID-19 pandemic has had an impact on the tourism sector both nationally and globally. During COVID-19, tourists tend to delay and cancel their travel plans, this is due to the rapid spread of the COVID-19 virus and its impact is considered to be very dire on health (Folinas & Metaxas, 2020). The cancellation of tourism by most tourists is because tourists tend to avoid places and people that are considered suspicious (Nicholl, 2005). Thus, it is important to collaborate with various stakeholders to rebuild tourist trust so that they are able to create demand in the tourism sector. This increase in the tourism sector will also have a positive impact on the workforce in the tourism sector. Almost all jobs in the tourism sector are estimated to be affected by the COVID-

19 pandemic (ILO, 2020). Therefore, the importance of building public trust by the government needs to be carried out to produce more effective collaboration in post-crisis mitigation and recovery as well as crisis management from local to national levels.

Research Method

The type of research used in this research is exploratory with the main method of descriptive statistics. Exploratory is exploring a problem that is directed at finding problems and their causes and looking for new ideas (Neuman, 2016). The main method of descriptive statistics is directed at the formation of qualitative and quantitative insights in research. Descriptive statistical methods are carried out by researchers by collecting data and presenting data so that they can provide useful information (Walpole, 1995).

This study uses primary data and secondary data. The primary data used were collected from 198 respondents from workers in the tourism sector. The primary data collection method used in this study was purposive random sampling with a target of 450 respondents who were collected from October to November 2020, while the secondary data used was SAKERNAS data for the August 2020 period in the Bali sub-province.

The survey data used is survey data on the Impact of Labor Conditions and Business Sector Changes which were collected from respondents of workers in the tourism sector. The survey design used in this study can be described in the following variable description table 1:

Table 1. Variable Description

Variable	Description
Age	Years
Gender	Male/Female
Education	SD, SMP, SMA, Diploma/Sarjana
Job category	Formal/Informal
Job Sector	Tourism Sector, Industrial Sector, Agricultural Sector, Service Sector, Financial Sector, Information and Technology Sector, Government Sector, Trade Sector, Others .
Working in the same place as before COVID-19	Yes, Yes (reduction in salary), Yes (reduction in working hours & salary), Temporarily laid off (reduction in salary), Layoffs.
Working in the same company	Yes/No
Job status	Not working, Working in another company, Opening a personal business, Helping relatives / friends / neighbors, others.
Current job	
Extra work	Have an additional job, Have a side business, Don't have

Variable	Description
Government Aid	Family Hope Program, Non-Cash Food Assistance, Cash Social Assistance, Direct Village Fund Cash Assistance, Pre-Employment Cards, Salary Subsidies, Discounts/Exemption of Electricity Tariffs, Labor Intensive Programs, and Others.
Decrease in Revenue	

Sumber: author source

Results and Discussion

Statistic Descriptive Analysis Sakernas Data

Descriptive statistics present employment conditions in Bali based on survey data and SAKERNAS data as follows:

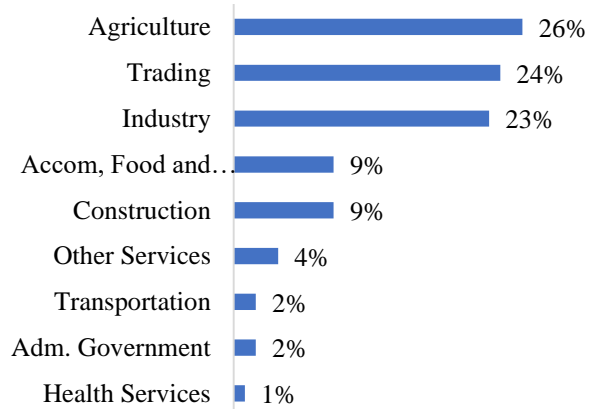


Figure 1. Workers who have quit (Layoffs)

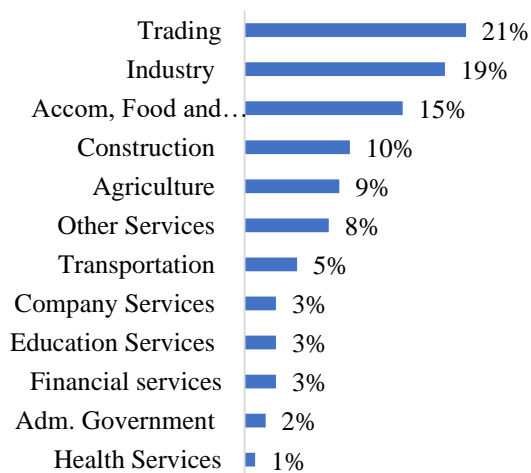


Figure 2. Decrease in Labor Income

Based on Figure 1, the results of research related to workers who have stopped working or are temporarily unemployed due to the COVID-19 pandemic based on SAKERNAS data (National Labor Force Survey) are workers in the agricultural sector with the largest percentage value, namely 26%, in second place is industry.

trade with the percentage of workers quitting is 24%, then the industrial sector is 23% and the accommodation, eating and drinking sector and construction is 9%. These four sectors are the largest sectors that represent temporary layoffs by workers, these sectors are also sectors related to the tourism industry, this causes temporary stagnation in the sector and has an impact on temporary layoffs of workers. It was also said that several other tourism supporting sectors were also affected during the COVID-19 pandemic (Awirya, 2020).

The layoffs of workers were also accompanied by a decrease in workers' income. In this study, researchers tried to examine the decline in income of the workforce based on the sector where the respondent worked which can be seen in Figure 2. Based on Figure 2, it can be seen that the highest decrease in income was in the trade sector with a value of 21%. This can be based on the reason that the sector that is most affected is the trade sector. In the second place, the sector with the highest decline in income is the industrial sector with a percentage of 19%. Then the food and beverage accommodation sector is 15%, the construction sector is 10% and the agricultural sector is 9%. Meanwhile, changes in labor income and expenditure in general can be explained as follows:

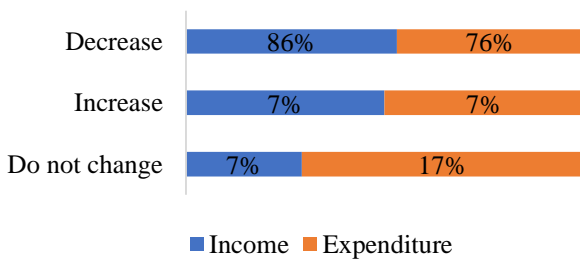


Figure 3. Changes in Labor Income and Expenditure

Based on Figure 3, it can be seen that >70% of the workforce claimed to have experienced a decrease in both income and expenditure, the decrease in expenses made by workers was the result of a decrease in income earned. However, among the number of workers who experienced a decrease in income and expenditure, there were 7% of workers who experienced the opposite fate, namely workers who enjoyed an increase in income and expenditure. Meanwhile, 7% of workers admitted that there was no change in income and another 17% did not experience a change in expenditure.

The decrease in income in the workforce causes a decrease in welfare, so that some workers choose to do additional work in order to increase their income which can be seen in Figure 4.

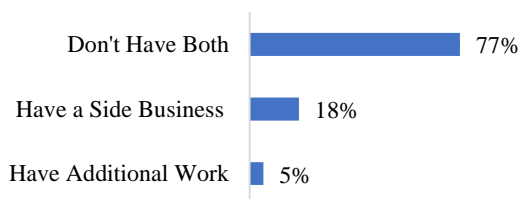


Figure 4. Additional Business for Additional Income

Based on Figure 4, the survey results show that only 18% of workers have side businesses and 5% of workers who have additional work. And 71% of them do not do both. However, when viewed based on formal and informal categories, workers who do additional business to get additional income are those who are mostly in the informal sector, meanwhile, those who do not have are in the formal sector, which is 77%.

Survey Data

The results of the second study in this study are based on survey data on the Impact of Labor Conditions and Changes in Business Sector in Bali. Workers who experienced job changes before and after the COVID-19 pandemic. Tourism sector workers in Bali who experienced layoffs amounted to 39%, meanwhile workers who worked in the same sector but were laid off and experienced a salary reduction were 27%, workers who continued to work but experienced a reduction in working hours and salary reductions were 25% and workers who only experienced a 9% reduction in salary. The large number of layoffs that exceeds the number of workers who have been temporarily laid off indicates a negative signal that employers are unsure of the sustainability of their business in the future. The loss of many jobs in the tourism sector is the result of the measures needed to contain the pandemic. The tourism sector is one sector that is expected to experience a very slow recovery period. The ILO estimates that the COVID-19 pandemic is capable of causing 305 million workers to lose their jobs, many of whom are in the tourism sector (ILO, 2020b).

Tourism Sector Adaptation

Many workers experience unemployment both permanent and temporary, changes in the labor sector and so on. Specifically, it can be explained as follows:

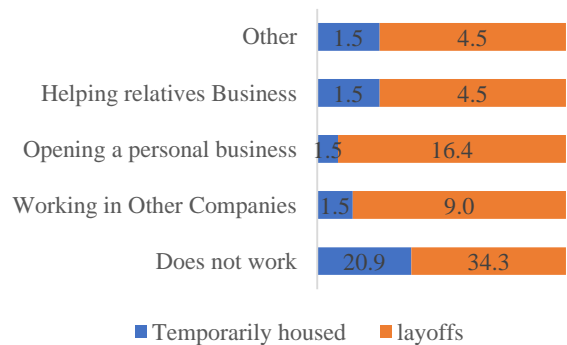


Figure 5. Worker's Current Employment Status

Based on the survey results in figure 5, 34 percent of workers in the tourism sector said they were not working because they were laid off and another 20 percent were temporarily laid off. Meanwhile, 9 percent of workers who claim to work in other companies are from workers who have been laid off and 1.5 percent are from workers who have been temporarily laid off. Adaptation made by workers in the tourism sector is in the form of migration to jobs in other sectors. The private sector labor migration can be explained as follows:

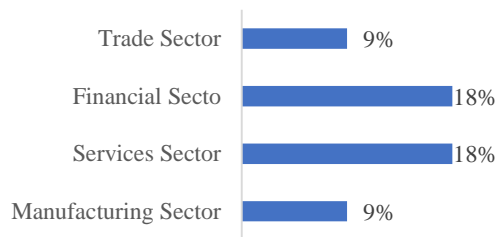


Figure 6. Changes in the Labor Sector Working in Other Companies

Based on Figure 6, it can be seen that most of the workers who move jobs to other companies are in the financial and service sectors, which are 18 percent and in the trade and manufacturing sectors are 9 percent. Meanwhile, the workforce who experienced a change in the position of the workforce by opening a personal business or helping the business of relatives/friends/neighbors were mostly in the trade sector.

Workers Who Have Not Changed Jobs

When viewed based on other proportions of gender, age, and latest education, the distribution of workers who until now has not experienced a job transfer, it can be explained in the following table:

Table 2. Proportion of Workers Who Have Not Changed Jobs (%)

Category	Gender		Age				Education		
	M	F	20-30	31-40	41-50	51-60	SD	SMA	D/S
Yes, But salary reduction	6	12	7	8	12	14	0	8	9
Yes, but reduced working hours & salary	28	22	24	25	28	21	0	27	23
Temporarily laid off (reduced salary)	29	24	28	27	25	29	100	21	33
Layoffs	37	43	41	40	35	36	0	44	34

Table 2 shows that workers who have experienced layoffs are dominated by female workers, namely 43%. The condition of women during the pandemic has a higher vulnerability (Wenham et al., 2020), women are more at risk of losing their jobs and income during the COVID-19 pandemic. This is because women are overrepresented in the service sector which has been severely affected by the crisis (ILO, 2020). Meanwhile, when viewed based on the proportion of age, workers who are laid off are mostly represented at the age range of 20-30 years, where in that age range, the condition of the workforce is often not in a steady state. Based on ILO data for 2020, young workers are experiencing greater job losses in the current recession. Meanwhile, workers with high school education are represented to dominate workers who experience layoffs in the tourism sector. Based on research, Smeru (2020) said

that the workforce with high school/vocational backgrounds experienced more unemployment during the COVID-19 pandemic.

Workers Status

Table 3. Proportion of Employment Status of Workers (%)

Category	Gender		Age				Education		
	M	F	20-30	31-40	41-50	51-60	SD	SMA	D/S
Does not work	34	36	28	37	50	10	0	29	44
Working in Other Companies	7	15	15	8	0	0	0	9	12
Opening a personal business	17	49	40	17	30	0	0	27	35
Helping relatives/friends/neighbor's Business	19	0	18	0	20	0	0	18	0
Other	23	0	0	38	0	0	0	17	10

The results of the survey on the impact of COVID-19 on the workforce, especially in the tourism sector, show that based on table 3, it can be seen that based on gender, 49% of female workers affected by the COVID-19 pandemic opened a private business with the highest percentage in the 20-30 age range. years, 35% have a diploma/bachelor's education level and 80% of the workforce is in the informal sector. Meanwhile, in the category of working in other companies, 15% of women workers with the highest age range of 20-30 years old, and having the highest education diploma/bachelor degree with a percentage of 12% and 11% of them are in the formal sector. In the category of helping business relatives/friends/neighbors, all of them come from male workers with the highest age range of 41-50 years and having the highest education in high school and 13% of them are in the formal sector. If it is based on the category of workers who do not work, it is dominated by women workers by 36%, with an age range of >40 years and 44% of workers with diploma/bachelor education levels, and dominated by the formal sector, which is 37%. On the aspect of labor migration, 56% of the workforce answered that they did not work in the same company as before the COVID-19 pandemic. Meanwhile, another 43% of the workforce can still stay at the same company before the pandemic, this means that only 43% of the workforce are able to stay in their old jobs.

Workers with Permanent Jobs

Table 4. Proportion of Workers with Permanent Jobs (%)

Category	Gender		Age				Education		
	M	F	20-30	31-40	41-50	51-60	SD	SMA	D/S
Yes	34	36	28	37	50	100	0	29	44
No	7	15	15	8	0	0	0	9	12

A more detailed analysis in table 4 shows that workers who are still working in the same company before and after the COVID-19 pandemic are 43% male workers and 44% female workers. the highest is in the age range of 51-60 years and 46% are at the Diploma/Bachelor level of

education. Meanwhile, for workers who experienced job changes before and after the COVID-19 pandemic, 57% were male workers and 56% were female workers. When viewed by age, the highest is the workforce with an age range of 31-40 years, which is 63% and 54% of the workforce are those with a Diploma/Bachelor level of education. The proportion of workers who worked in the same place before and after the pandemic was 55% who answered 'Yes' were those who came from the informal sector. Meanwhile, 58% of workers who answered 'No' were from the formal sector. This means that many workers who are in the formal sector experience changes in their jobs.

Changes in Income and Expenditure Workforce

Table 5. Proportion of Changes in Labor Income and Expenditure

Category	Gender		Age				Education		
	M	F	20-30	31-40	41-50	51-60	SD	SMA	D/S
Proportion of Change in Labor Income (%)									
Reduce	86	85	83	81	100	100	100	82	90
Increase	6	9	11	6	0	0	0	8	6
constantly	7	7	6	13	0	0	0	10	3
Proportion of Change in Labor Expenditure (%)									
Reduce	56	62	54	62	63	100	100	59	57
Increase	6	13	10	5	13	0	0	10	8
constantly	38	25	36	33	25	0	0	31	34

Based on table 5, most of the workers who experienced a decrease in income and expenditure were workers with a vulnerable age of >41 years and had an elementary education. This can be explained that these workers are workers who are vulnerable to the COVID-19 pandemic. This change in income occurred as a result of policies carried out by the government in the form of closing destinations and restrictions on activities related to travel and tourism resulting in a decrease in tourist visits, this had a major impact on the decline in tourism business income, so that it was also able to affect labor income because the company experienced financial difficulties (Masbiran, 2020).

Changes in income in the form of this reduction are mostly represented by the tourism sector, namely 61%, the trade sector 20%, the service sector 14%, and the financial sector 3%. , and 2% in the industrial sector. Thus, several workers claimed to have carried out other businesses in obtaining additional income which can be specifically explained as follows:

Table 6. Proportion of Additional Business for Additional Income

Category	Gender		Age				Education		
	M	F	20-30	31-40	41-50	51-60	SD	SMA	D/S
Have additional work	5	4	4	6	4	0	0	6	3
Have a side business	17	20	18	19	17	40	0	20	16
No Additional Jobs	77	77	78	75	79	60	100	74	81

Based on table 6, workers who have additional work in order to increase their income by 5% are male workers and 4% are women who are in the highest age range of 31-40 years, which is 6% and at the high school education level, which is 6%. . In the second category, workers who have a side business that is used to increase income are 17% male workers and 20% female workers, when viewed by age range, 19% are workers who come from the age range of 31-40 years and average The average education is high school. In the third category, workers who do not do additional business to get additional income are 77% of male and female workers who are in the highest age range of 41-50 years, which is 79%. And among these workers are those who have a Diploma/Bachelor level of education. Various government efforts in tackling changes in the income of the workforce are carried out so that the welfare of the workforce is maintained. These efforts are carried out by providing assistance to the workforce and the community, either directly or indirectly.

Labor Recipients of Government Assistance

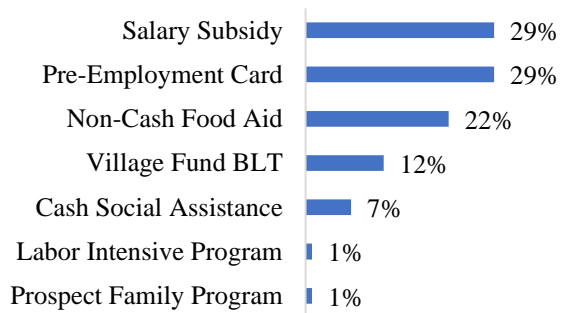


Figure 7. Labor Recipients of Government Assistance

Based on Figure 7, it can be seen that several forms of assistance have been received by the workforce, including the most widely received assistance by workers is the salary subsidy, which is 29%. month through BPJS Ketenagakerjaan. In addition, the pre-employment card is also the most assistance received by the workforce with a value of 29%. The pre-employment card is a work competency development program for job seekers, laid off workers, or workers who need competency improvement where in the process each participant will be given an incentive of IDR 650,000 to develop their potential. Then, non-cash food assistance was also received by 22% of workers, namely in the form of distributing basic necessities through a prosperous family card. Direct cash assistance from village funds was received by 12% of

workers in the form of cash assistance of IDR 600,000 per month for the first three months and IDR 300,000 per month for the following three months. 7% of workers received cash social assistance in the form of IDR 200,000 per month. As well as the labor-intensive program and the hopeful family program, each of which is only accepted by 1% of workers.

Discussion

Based on US Bureau of Labor Statistics in 2020, the increasing number of COVID-19 spreads has implications for a sharp increase in unemployment rates in many countries. This can illustrate the serious consequences of the COVID-19 pandemic on the economy. The tourism sector is a sector that supports economic recovery, but also indirectly supports the pandemic. The relationship between pandemics and travel is critical to understanding health security and global change (Burkle, 2006). The cessation of tourism activities, it will have a major impact on the employment sector, especially in the tourism industry. Business activities in the tourism sector and other supporting industries experienced a significant decline in the second quarter of 2020 (Bank Indonesia, 2020).

The decline and slowdown in business activities occurred in almost all sectors. The trade, hotel, and restaurant sectors as well as the transportation sector which is a proxy for the tourism sector showed a significant decline. So this is evidence of the severity of the impact of the COVID-19 pandemic on employment in the tourism sector.

The decline in tourist visits that occurred was so significant that it caused a decrease in tourism industry income. This causes problems related to inadequate operational costs as occurs on a global scale (Rwigema, 2020; Gössling et al., 2020). Many business actors in the tourism sector, especially in Bali, have difficulty in financing operational costs, so in this case, they decide to reduce the workforce as a solution. Employment conditions in Bali have changed a lot.

There is a lot of adaptation of the tourism sector workforce, this is as a result of changes in labor conditions. One form of labor adaptation is to do job migration. Labor migration during the pandemic was mostly carried out by the workforce in the tourism sector. Considering that the tourism sector is a sector that has suffered a very significant blow due to the COVID-19 pandemic, there have been many layoffs, both permanent and temporary. Based on available data, several tourism employees working in the tourism and hospitality sector have been fired from their jobs. According to the World Travel & Tourism Council (2020), it is stated that around 50 million people will lose their jobs in the tourism sector alone due to the COVID-19 pandemic. However, the workforce who can still stay at the main company are those with higher skills, this can be proven by their education level which is at the diploma/bachelor level.

Labor migration is carried out by workers affected by the COVID-19 pandemic to adapt to these new conditions to meet their daily needs. Labor migration in the tourism sector is based on the availability of jobs in other sectors. The financial and service sectors, including Go-Jek, are

one of the options for the workforce during the temporary closure of the parent company. In addition, some workers claimed to have changed jobs to become tailors and unskilled workers like the project. Some of the new jobs selected by the workforce are jobs that are not affected by the COVID-19 pandemic.

Most of the workforce in the tourism sector has also experienced a decline in income. This is triggered by declining company productivity so that the ability to pay employees in full is decreasing. Thus, some workers have to look for additional income to meet their daily needs such as opening new businesses and helping friends/neighbors/relatives' businesses. However, some of them prefer to depend on their main income, given the difficulty of finding additional work during this unstable economic condition.

Various efforts have been made by the government to help the welfare of workers affected by the COVID-19 pandemic, both in terms of finance and skills. Some of the efforts made by the government in helping financially for the workforce, especially in the tourism sector affected by the COVID-19 pandemic, are salary subsidies, BLT, non-cash food assistance. Some of these assistances are intended to help support the welfare of the workforce. Meanwhile, assistance related to the provision of labor skills training was also provided to the workforce, namely the pre-employment card program (Coordinating Ministry for the Economy of the Republic of Indonesia, 2020). The program is also intended so that workers can be agile with new conditions such as the COVID-19 pandemic to continue to improve their abilities in the hope of surviving in the labor market.

Conclusions and Research Implications

The results of the study show that the COVID-19 pandemic has such a large impact on employment in the tourism sector. This starts from changes in jobs or companies by workers to the decline in income experienced. Various alternatives in doing business to increase additional income or in the field of work have been carried out by workers as an adaptation step to new conditions during the COVID-19 pandemic. Most of the respondents claimed to have migrated jobs dominated by the trade, financial, services and manufacturing sectors. These various things were carried out in the context of adapting the tourism sector workforce in the face of the COVID-19 pandemic.

This research implies that this research was conducted as empirical support that the tourism sector is a sector that has been deeply affected by the COVID-19 pandemic. Government support in tourism recovery is very much needed to improve the slump in the tourism sector and labor in the tourism sector. Therefore, the steps that can be taken by the government to improve the tourism sector after the COVID-19 pandemic is to improve skills for the community, especially in the tourism sector so that they can be agile with new conditions. In addition, to encourage the number of tourists with various developments and innovations of new tourism styles by prioritizing safety and comfort. This is done to rebuild tourist trust, to be able to re-create demand in the tourism sector.

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