

MIZAN: JOURNAL OF ISLAMIC LAW

P-ISSN: 2598-974X. E-ISSN: 2598-6252
Vol. 10 No.2 (2026), pp. 282-297
https://ejournal.uika-bogor.ac.id/index.php/MIZAN/index

A Siyāsah Tanfīdhiyyah Analysis Of The Employment Office's Policy Strategies In Bandar Lampung To Address Unemployment Under Law Number 13 Of 2003 On Manpower[1]

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10.32832/mizan.v10i2.24782

Abstract:

The Open Unemployment Rate in Bandar Lampung City rose from 7.44% (80,613 people) in 2024 to 7.53% (81,118 people) in 2025. This study analyzes the policy strategies of the Bandar Lampung City Employment Office (Disnaker) under Law Number 13 of 2003 on Manpower through the lens of siyasah tanfidziyah (executive Islamic jurisprudence). Using a descriptive-qualitative field design, primary data were drawn from interviews with three Disnaker officials, coded thematically against five siyasah tanfidziyah principles ('adl, al-taysir, musawah, tabligh, amanah), and triangulated with statutory instruments and BPS statistics. Findings show Disnaker's strategies — vocational training (BLK), job fairs, entrepreneurship mentoring, and Musrenbang coordination — substantively align with Law No. 13/2003 and fulfill al-taysir, musawah, and, partially, tabligh. However, budget constraints and incomplete BLK facilities compromise 'adl and amanah. As the study relies solely on institutional informants, findings reflect Disnaker's own account of its performance rather than beneficiaries' experience; this limitation is discussed, and beneficiary-inclusive follow-up research is recommended.

Keywords: Siyasah tanfidziyah; unemployment; Manpower Office

A. INTRODUCTION

Unemployment is one of the most significant challenges in economics, as it directly affects a country's social stability and economic conditions. Virtually every country, including Indonesia, a developing country in Southeast Asia, faces the possibility of encountering this issue. To address this challenge, the Indonesian government has consistently implemented various programs and policies aimed at suppressing and reducing the national unemployment rate. According to data published by Statistics Indonesia (Badan Pusat Statistik) in 2023, the number of unemployed individuals in

[1] Manuscript received date: June 1, 2026, revised: June 20, 2026, approved for publication: June 30, 2026.

Indonesia reached 7.86 million out of a total labor force of 147.71 million. This figure represents a decline of 0.54 percent compared with 2022, when the number of unemployed stood at 8.42 million (Frisnoiry, 2024).

From a theoretical perspective, poverty rates are generally expected to move in tandem with unemployment rates. In other words, an increase in unemployment is commonly associated with a corresponding rise in poverty (Widianirsih, 2024). Nevertheless, this theoretical relationship is not absolute, as its occurrence depends on various socioeconomic factors and may, under certain circumstances, exhibit the opposite pattern. Unemployment is a multidimensional issue that affects both rural and urban areas, including metropolitan cities and smaller municipalities. One such example is Bandar Lampung, the capital city of Lampung Province.

Bandar Lampung occupies a strategic position as the principal center of economic and governmental activities in Lampung Province, making it a key driver of regional growth and development. As a city functioning as a hub for trade and service activities (Putri, 2026). Bandar Lampung serves as a focal point for diverse economic activities, attracting business investment and labor from surrounding areas. These characteristics should position the city as a regional growth center with a substantial influence on the socioeconomic development of neighboring regions. However, the city's considerable economic potential as a growth center is accompanied by corresponding challenges in the economy, one of the most prominent being unemployment.

Unemployment in Bandar Lampung City is a critical issue affecting not only individual welfare but also the region's social stability and overall economic growth. According to data published by Statistics Indonesia (Badan Pusat Statistik) for Bandar Lampung City, the population reached 1,077,664, while the Open Unemployment Rate (Tingkat Pengangguran Terbuka) stood at 7.44% in 2024, equivalent to 80,613 unemployed individuals. This figure increased significantly to 7.53% (81,118 individuals) in 2025 (Statistik, 2023). This upward trend is attributable to several structural factors, including a mismatch between workforce competencies and the evolving demands of an increasingly competitive labor market driven by technological advancement and the economy's structural transformation from the agricultural sector to the industrial and service sectors. Other contributing factors include unequal access to vocational training in peri-urban and rural areas, limited public literacy regarding employment-related information, and insufficient coordination among key stakeholders, including local government, vocational education and training institutions, and the business sector.

Unemployment is a multidimensional and complex problem that may generate social unrest and ultimately exacerbate poverty if not addressed promptly. Previous studies have demonstrated that prolonged unemployment produces adverse psychological consequences for unemployed individuals and their families. Furthermore, other research indicates that persistently high unemployment rates may trigger political instability, security disturbances, and social disorder, while also constraining national economic growth by reducing gross national product and per capita income (Frisnoiry, 2024).

The Bandar Lampung City Employment Office (Dinas Tenaga Kerja—Disnaker) plays a strategic role as the leading government agency responsible for addressing unemployment, as stipulated in Mayor Regulation Number 46 of 2021 concerning the Organizational Structure, Duties, Functions, and Work Procedures of the Bandar Lampung City Employment Office. This institution is entrusted with the formulation, implementation, and evaluation of employment policies, including workforce planning, job placement services, the expansion of employment opportunities, and the development of industrial relations and entrepreneurship, all of which are carried out pursuant to Law Number 13 of 2003 on Manpower (Lampung, 2021). The Law emphasizes that the workforce constitutes both the principal actor and the ultimate objective of national development. Accordingly, manpower development should be undertaken to enhance the quality, capacity, and participation of workers and their families in a manner consistent with human dignity and fundamental human values. The Employment Office's flagship programs include vocational training provided through the Job Training Center (Balai Latihan Kerja—BLK), job fairs, and assistance for Micro, Small, and Medium Enterprises (MSMEs), which are supported by the Strategic Plan of the Lampung Provincial Employment Office for the 2014–2024 period.

From the author's perspective, the framework of Siyāsah Tanfīdhiyyah provides a relevant analytical perspective for this study. As one of the principal branches of Siyāsah Shar'iyyah, Siyāsah Tanfīdhiyyah specifically governs the manner in which executive institutions, including government agencies such as the Employment Office, implement statutory regulations with wisdom (ḥikmah) in order to realize maṣlaḥah (the public interest or common good), prevent mafsadah (harm or public detriment), and uphold justice (ʿadl) and public welfare in accordance with the principles of Islamic law. The integration of this perspective constitutes the novelty of the present research, as previous studies have predominantly examined unemployment from the standpoint of conventional economics, without incorporating legal analysis or the normative dimensions of Islamic law.

Based on this background, the present study is significant because it examines the implementation of the Bandar Lampung City Employment Office's policies in addressing unemployment within the city while also exploring how the perspective of Siyāsah Tanfīdhiyyah may provide a more comprehensive analytical framework for understanding and addressing the gap between the existing regulatory framework and prevailing social realities. Through this approach, the study seeks to formulate a policy implementation model that is not only administratively effective but also consistent with the Islamic legal values of justice, trustworthiness (amānah), equality, and sustainability. Ultimately, the findings are expected to contribute normative insights that may inform the substance of future legislation and facilitate the development of legal provisions that are both practically implementable and socially responsive.

B. METHODE

This study employs a qualitative research design with a descriptive-analytical approach based on field research (Sugiyono, 2024). The research was conducted at the Bandar Lampung City Employment Office (Dinas Tenaga Kerja—Disnaker) to analyze the

Office's policy strategies from the perspective of positive law, particularly Law Number 13 of 2003 on Manpower and Bandar Lampung Mayor Regulation Number 46 of 2021 concerning the Organizational Structure, Duties, Functions, and Work Procedures of the Bandar Lampung City Employment Office, and to examine these strategies through the analytical framework of Siyāsah Tanfīdhiyyah. This approach was adopted to obtain a comprehensive, contextual understanding of how the Bandar Lampung City Employment Office implements employment policies to address unemployment within Bandar Lampung City's jurisdiction.

The study utilized both primary and secondary data sources. Primary data were collected through fieldwork involving in-depth interviews with key informants, including a planning officer, the Head of the General Affairs and Personnel Subdivision, and the Secretary of the Bandar Lampung City Employment Office. These interviews were conducted to obtain detailed information regarding the Employment Office's policy strategies for addressing unemployment. Secondary data comprised relevant statutory and regulatory instruments, including Law Number 13 of 2003 on Manpower; Bandar Lampung Mayor Regulation Number 46 of 2021 concerning the Organizational Structure, Duties, Functions, and Work Procedures of the Bandar Lampung City Employment Office; literature on Fiqh Siyāsah (Islamic political jurisprudence); and other scholarly references relevant to the research problem. The data were analyzed qualitatively using a deductive approach, whereby the fundamental principles of Siyāsah Tanfīdhiyyah—namely leadership responsibility (amānah), public benefit (maṣlaḥah ʿāmmah), equality (musāwah), and the executive function in the enforcement of legal norms—served as the analytical framework for evaluating the consistency between labor law norms and their implementation through employment policies in Bandar Lampung.

The primary data were obtained through direct interviews with three informants who hold strategic positions in the formulation and implementation of employment policies. The informants consisted of Rina Susanti, S.Sos., M.M., a Planning Officer; Vera Lusianawati, S.E., M.M., Head of the General Affairs and Personnel Subdivision; and Bahril, S.T., Secretary of the Bandar Lampung City Employment Office. These informants were purposively selected for their knowledge, professional experience, and direct involvement in implementing employment policies, particularly those implemented in Bandar Lampung City.

The data collection process was conducted over a two-day research period, from 7 to 8 April 2026. The interviews were conducted systematically and comprehensively, with each interview lasting approximately 20 minutes. This process enabled the researcher to gain an in-depth understanding of the implementation of employment policies formulated and implemented by the Bandar Lampung City Employment Office.

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C. RESULTS AND DISCUSSION

1. The Issue of Unemployment in Bandar Lampung City

Unemployment is one of the most persistent and challenging social issues, owing to its multidimensional and complex nature. It arises from a wide range of interrelated factors, one of the most significant being the mismatch between the skills possessed by individuals of productive working age and the qualifications demanded by the labor market. Moreover, unemployment itself serves as a catalyst for various other social problems, including poverty, rising crime rates, and other forms of socioeconomic vulnerability.

Population growth that is not accompanied by the creation of adequate employment opportunities—whether at the local level, such as villages and urban neighborhoods, or at broader regional and national levels—inevitably increases unemployment. Individuals who are willing and able to work but are unable to secure employment are categorized as unemployed. Given the diversity of factors contributing to unemployment, the phenomenon manifests in various forms, including open unemployment, disguised unemployment, seasonal unemployment, and other types recognized in labor economics (Setiawan, 2024).

The current unemployment situation has become an increasingly urgent public policy issue. Failure to address unemployment effectively may generate widespread adverse consequences for both economic development and public welfare. Unemployment is not merely an individual concern arising from the inability to earn a sufficient income to sustain a decent standard of living; rather, it has broader social implications that may lead to widening socioeconomic disparities, increased criminal activity, and other forms of social instability (Rahmat, 2025).

The unemployment problem in Bandar Lampung City likewise warrants serious attention, considering that, as the capital of Lampung Province, the city is strategically positioned to serve as a catalyst for regional economic growth and development. According to data published by Statistics Indonesia (Badan Pusat Statistik) for Bandar Lampung City, the Open Unemployment Rate (Tingkat Pengangguran Terbuka) increased by approximately 0.09 percentage points over the one-year period from 2024 to 2025, rising from 7.44% to 7.53%. This increase reflects the persistence of various structural constraints affecting the local labor market (Statistik, 2023).

From the perspective of positive law, as embodied in Indonesia's statutory and regulatory framework, the issue of unemployment gives rise to a range of normative legal approaches, all of which are fundamentally directed toward safeguarding and promoting the rights and welfare of the labor force and individuals of productive working age. At the highest level of Indonesia's hierarchy of laws, Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia provides that:

"Every citizen shall have the right to work and to a livelihood that is decent and worthy of human dignity." (Pemerintah Indonesia, 1945) (Article 27, paragraph (2), the 1945 Constitution of the Republic of Indonesia)

Furthermore, Article 28D paragraph (2) of the 1945 Constitution of the Republic of Indonesia provides:

"Every person shall have the right to work and to receive fair and equitable remuneration and treatment in employment relationships." (Pemerintah Indonesia, 1945)

More specifically, Law Number 13 of 2003 on Manpower recognizes that the workforce occupies a fundamental position as both the principal actor and the ultimate objective of national development. In this regard, the State is responsible for providing appropriate protection for workers and their families in a manner consistent with human dignity. Such protection is intended to safeguard the fundamental rights of workers and their families while taking into account developments and progress in the business and industrial sectors (Pemerintah Indonesia, 2003). The fundamental rights to which workers are entitled are set forth in Articles 4 to 6 of Law Number 13 of 2003 on Manpower, which provide as follows:

Article 4

"Manpower development aims to:

a. empower and utilize the workforce optimally and humanely;
b. realize equal employment opportunities and ensure the provision of a workforce that aligns with the requirements of national and regional development;
c. provide protection to the workforce in the realization of their welfare; and
d. enhance the welfare of workers and their families."

Article 5

"Every worker shall have an equal opportunity, without discrimination, to obtain employment."

Article 6

"Every worker shall have the right to receive equal treatment from employers without discrimination." (Pemerintah Indonesia, 2003)

With regard to workers' rights to competency development, Article 11 of Law Number 13 of 2003 on Manpower stipulates:

"Every worker shall have the right to obtain, improve, and/or develop occupational competencies in accordance with his or her talents, interests, and abilities through job training." (Pemerintah Indonesia, 2003)

The normative provisions embodied in these constitutional and statutory instruments provide the legal foundation and policy direction for the administration of Indonesia's employment system. In particular, they establish the State's obligation to safeguard the fundamental rights of workers, who constitute an integral part of Indonesia's population and citizenry, while promoting equitable employment opportunities, workforce development, and the realization of decent work in accordance with the principles of justice and human dignity.

A subsequent provision of the same statute, namely Article 9 of Law Number 13 of 2003 on Manpower, stipulates that:

"Job training shall be organized and directed to equip, enhance, and develop occupational competencies in order to improve workers' capabilities, productivity, and welfare." (Pemerintah Indonesia, 2003)

Individuals of productive working age are entitled to equal opportunities, free from discrimination, to obtain decent employment that enables them to achieve an adequate standard of living. Correspondingly, the State is responsible for facilitating and providing sufficient employment opportunities through appropriate manpower policies and programs. Consequently, unemployment should not be regarded merely as an individual socioeconomic issue but as a matter of public responsibility requiring concrete and sustainable policy interventions by the State. This constitutional and statutory mandate places primary responsibility upon government institutions specifically entrusted with the administration of employment affairs, namely the Ministry of Manpower at the national level and, within the regional administrative structure, the Regional Employment Offices (Dinas Tenaga Kerja—Disnaker), which are responsible for implementing employment policies and programs within their respective jurisdictions.

2. Policy Strategies of the Bandar Lampung City Department of Manpower in Addressing Unemployment under Law Number 13 of 2003

In general, a policy is a set of broad guidelines and normative directions that govern institutional actions. It may also be understood as a framework of rules that policy implementers and decision-makers must observe, serving as the basis for organizational governance, operational management, and decision-making processes. As such, policy serves as an instrument for implementing agreed-upon plans and strategies, addressing public issues, and facilitating effective problem-solving (Afifah, 2025).

More specifically, employment policy comprises a set of legal norms, governmental regulations, and public programs that govern the relationships among workers, employers, and the State within the employment system. Such policies encompass a wide range of aspects, including the protection of workers' rights, wage standards, occupational safety and health, industrial relations, and workforce competency development. The primary objective of employment policy is to establish a fair, productive, and inclusive labor market capable of generating sufficient employment opportunities. To this end, the Government implements various policy measures to reduce unemployment, including vocational skills training, employer incentives, employment facilitation services, and entrepreneurship development programs. The creation of new employment opportunities remains a strategic priority in light of the continually increasing number of job seekers each year. Furthermore, employment policies are designed to enhance the quality and competitiveness of Indonesia's workforce, thereby strengthening its capacity to compete in both national and international labor markets (Putri et al., 2024).

The legal status and principal functions of the Bandar Lampung City Employment Office (Dinas Tenaga Kerja—Disnaker) are stipulated in Article 2 of Bandar Lampung Mayor Regulation Number 46 of 2021 concerning the Organizational Structure, Duties, Functions, and Work Procedures of the Bandar Lampung City Employment Office, which provides that:

"The Employment Office is a regional government agency responsible for implementing regional autonomy in the field of manpower affairs. It is headed by the Head of the Employment Office, who is administratively subordinate and accountable to the Mayor through the Regional Secretary." (Lampung, 2021)

The Employment Office (Dinas Tenaga Kerja—Disnaker) is a regional government agency responsible for implementing regional autonomy in manpower affairs and exercising authority delegated by the central government in accordance with its statutory mandate (Indonesia, 2016). Furthermore, Article 3 paragraph (1) of Bandar Lampung Mayor Regulation Number 46 of 2021 concerning the Organizational Structure, Duties, Functions, and Work Procedures of the Bandar Lampung City Employment Office stipulates the principal duties and functions of the Bandar Lampung City Employment Office as follows:

"The Employment Office shall assist the Mayor in formulating and implementing policies in the areas of vocational education and training, workforce productivity, job placement, employment opportunity expansion and transmigration, as well as industrial relations and labor protection." (Lampung, 2021)

The institutional status of the Employment Office as a regional government apparatus is further regulated under Government Regulation Number 18 of 2016 on Regional Government Apparatus, which provides the legal basis for establishing organizational structures at both the provincial and regency/municipal levels (Pemerintah Indonesia, 2019). Within this institutional framework, labor inspection is a fundamental governmental function aimed at ensuring employers' compliance with labor standards, protecting workers' rights, and meeting statutory employment requirements prescribed by applicable laws and regulations (Pemerintah Indonesia, 2003).

In carrying out its statutory duties and principal functions as the government agency responsible for employment affairs, the Bandar Lampung City Employment Office has implemented a range of policy measures to operationalize national and regional employment policies. These measures include vocational skills training, the establishment and operation of Job Training Centers (Balai Latihan Kerja—BLK), job fairs, employment placement partnerships, and various other labor market intervention programs (Lampung, 2021). Despite encountering numerous practical challenges, including workforce skills mismatches and limited inter-institutional coordination, the Employment Office has continued to fulfill its responsibilities with a high level of commitment and institutional dedication to fostering effective collaboration among government agencies, the private sector, and the community. These policy strategies are consistent with the objectives of Law Number 13 of 2003 on Manpower, particularly its provisions concerning manpower planning, workforce development, employment promotion, and the comprehensive protection of workers' rights.

The principal responsibility of the Regional Employment Office is to administer governmental affairs and delegated administrative functions in the field of manpower in accordance with the principle of regional autonomy. This responsibility includes formulating and implementing integrated regional employment programs aligned with the

Regional Medium-Term Development Plan (Rencana Pembangunan Jangka Menengah Daerah—RPJMD), thereby ensuring consistency with broader regional development objectives (Pemerintah Indonesia, 2016). In addition, the Employment Office is responsible for providing competency-based vocational training that addresses the needs of both regional and national labor markets, thereby enhancing workforce competitiveness. These responsibilities encompass the analysis of regional employment conditions, projections of sectoral labor demand, and the mapping of employment-related challenges and potentials to support evidence-based policymaking and strategic decision-making (Lampung, 2018).

The primary focus of this study concerns the strategies and policies adopted by the Bandar Lampung City Employment Office (Dinas Tenaga Kerja—Disnaker) in formulating and implementing employment regulations. To support the research, the author conducted fieldwork consisting of direct observation and in-depth interviews with key informants. The interviews conducted at the Bandar Lampung City Employment Office yielded relevant empirical data that substantially informed the present study. As outlined in the Research Method section, the interviews involved three key informants: Ms. Vera, Head of the General Affairs and Personnel Subdivision; Ms. Rina, Planning Officer; and Mr. Bahril, Secretary of the Bandar Lampung City Employment Office.

The interview with Ms. Vera, Head of the General Affairs and Personnel Subdivision, began with a question about the strategies the Bandar Lampung City Employment Office had developed to reduce unemployment in the city. In response, she explained that the Office's principal strategy and flagship program is the provision of vocational training for job seekers. The training is conducted through the Job Training Center (Balai Latihan Kerja—BLK) administered by the Bandar Lampung City Employment Office. She further explained that the BLK facility was officially declared operational and suitable for use by the Bandar Lampung City Government through a Mayor Regulation issued approximately two years earlier. However, the facility has not yet become fully operational because part of its infrastructure is still undergoing renovation by the Public Works Office. Meanwhile, the Bandar Lampung City Employment Office continues to seek additional budget allocations from the Lampung Provincial Employment Office to optimize the implementation of vocational training and to ensure the availability of the facilities and infrastructure required to support these programs.

The researcher subsequently asked how the Employment Office implements effective policies and strategies to address unemployment, particularly within Bandar Lampung City. The informant explained that the implementation of employment policies and strategic measures is consistently guided by the prevailing statutory framework, particularly Law Number 13 of 2003 on Manpower. Accordingly, the Office's flagship strategy focuses on vocational training programs to enhance job seekers' competencies and employability. Referring to Law Number 13 of 2003 on Manpower, she noted that such training may, among other mechanisms, be delivered through apprenticeship programs. Furthermore, the Law fundamentally requires that job training be designed in accordance with labor market demand and the needs of the business and industrial sectors. Vocational training is therefore implemented progressively through structured training levels and is organized based on training programs that comply with nationally recognized occupational competency standards agreed upon by relevant stakeholders (Vera, 2026)

The interview with Ms. Rina, a Planning Officer at the Bandar Lampung City Employment Office (Dinas Tenaga Kerja—Disnaker), began with a discussion of the role of the Office's vocational training programs in equipping job seekers with competencies aligned with the demands of the Bandar Lampung labor market. The informant explained that these training programs have proven highly beneficial for participating job seekers, enhancing their employability and improving their occupational competencies. According to her, the programs have received an overwhelmingly positive public response, reflecting the community's strong enthusiasm for these forward-looking initiatives. She further noted that during the annual Development Planning Consultation Forum (Musyawarah Perencanaan Pembangunan—Musrenbang) organized by the Regional Development Planning, Research, and Innovation Agency (Badan Perencanaan Pembangunan, Riset, dan Inovasi Daerah—Bapperida) at the Semergo Building, representatives from all twenty sub-districts (kecamatan) and various segments of the community are invited to provide feedback on government programs. During these consultation sessions, members of the public consistently recommend that the Employment Office expand the number and scope of vocational training programs to accommodate more participants across a wider range of occupational fields, provided that adequate financial resources are available to support such expansion.

The researcher subsequently asked how the Bandar Lampung City Employment Office coordinates with educational institutions to prepare senior secondary school graduates to acquire competencies aligned with labor market demands and to apply their knowledge and skills effectively in the workplace. The informant explained that the Employment Office has a dedicated division responsible for coordinating with senior high schools (SMA) and vocational high schools (SMK). This coordination includes collecting comprehensive data on graduates, alumni employment outcomes, apprenticeship participation, and other relevant employment indicators. These data serve as an essential empirical basis for formulating the strategic plans and employment policies implemented by the Bandar Lampung City Employment Office. The information obtained enables the Office to design vocational training programs that strengthen graduates' competencies and align their skills with the evolving demands of the labor market, thereby improving their competitiveness and readiness for employment in occupations requiring specialized expertise (Rina, 2026).

The interview with Mr. Bahril, Secretary of the Bandar Lampung City Employment Office, focused on the principal challenges the Office faces in addressing unemployment in the city. He explained that the most significant obstacle is the Employment Office's limited budget. Although the Office administers numerous vocational training programs designed to enhance job seekers' competencies and employability before they enter the labor market, participation in these programs is subject to quotas. These limitations arise primarily from the government budget's constraints for implementing employment and vocational training programs. Ideally, greater financial resources would enable the Employment Office to scale up its training initiatives and serve substantially more participants. However, because a considerable proportion of the regional government's budget is prioritized for physical infrastructure development, including public facilities and

infrastructure projects throughout Bandar Lampung City, the Employment Office has been required to reduce the number of training participants it can accommodate. Consequently, budgetary constraints have indirectly limited the effectiveness and outreach of the Office's employment programs. Furthermore, the Employment Office classifies unemployed individuals into four age categories for policy planning and program implementation: 18–24 years, 25–34 years, 35–44 years, and 45–60 years. This age-based classification facilitates the development of targeted employment interventions and vocational training programs tailored to the specific characteristics and labor market needs of each demographic group.

The subsequent inquiry directed to the informant, Mr. Bahlil, addressed the obstacles encountered by the Manpower Office of Bandar Lampung City in implementing the formulated strategies to mitigate unemployment within its jurisdiction. The informant explained that the primary impediment pertains to funding and budget allocations. The current financial resources are insufficient to optimally support the program's execution, thereby hindering the full realization of the vocational training initiatives. This constraint persists despite the Manpower Office having devised and proposed numerous vocational training programs scheduled to be conducted at the Vocational Training Center (Balai Latihan Kerja/BLK). However, the municipal government has distinct priorities for budget allocation, and evidently the flagship programs and primary strategies of the Manpower Office are not included in these prioritized expenditures (Bahril, 2026).

Based on the insights gathered from the three informants, it is evident that the strategies formulated by the Manpower Office of Bandar Lampung City to address regional unemployment have, in principle, been thoroughly and adequately designed. This aligns with the objectives of manpower development as stipulated in Article 4 of Law Number 13 of 2003 on Manpower, namely: to empower and utilize the workforce optimally and humanely; to ensure equal employment opportunities and the provision of a workforce corresponding to national and regional development needs; to provide protection to the workforce to foster prosperity; and to enhance the welfare of workers and their families.

Ideally, the policies, strategies, and regulatory frameworks established by the Manpower Office fully comply with and fulfill the prerequisites mandated by prevailing legislation, specifically Law Number 13 of 2003 on Manpower. In practice, however, the institution encounters several impediments to implementing these established regulations. These obstacles originate from both internal and external factors. They include budgetary constraints that have reduced the quota for vocational training participants, the suboptimal execution of ongoing institutional programs, which necessitates continuous evaluation and improvement, and inadequate infrastructure and facilities. This infrastructural deficit hinders the comprehensive and optimal delivery of vocational training intended for job seekers seeking to enhance their skills through the programs organized by the Manpower Office of Bandar Lampung City, among other challenges.

Specifically, among the various impediments encountered, special emphasis must be placed on inadequate infrastructure and insufficient funding allocation from the Regional Revenue and Expenditure Budget (APBD) for vocational training. From the author's perspective, this situation is incongruent with the substantive regulations codified in Law Number 13 of 2003 on Manpower, particularly Article 15, which stipulates that:

"Vocational training providers shall fulfill the following prerequisites:

a. *the availability of training personnel;*
b. *the availability of a curriculum commensurate with the level of training;*
c. *the availability of vocational training facilities and infrastructure; and*
d. *the availability of funding to sustain the implementation of vocational training activities."* (Pemerintah Indonesia, 2003)

3. A Siyasah Tanfidziyah Analysis of the Policy Strategies of the Manpower Office in Bandar Lampung City Based on Law Number 13 of 2003

The strategic role of the Manpower Office in alleviating unemployment is evident in the implementation of vocational training programs that enhance workforce employability—specifically, their skills and competencies—in alignment with industrial demands. These competency-based training programs encompass technical and soft skills, as well as professional certifications recognized nationally and internationally, thereby providing added value to job seekers. The Manpower Office plays a pivotal role in identifying skills gaps through comprehensive labor market analyses, ensuring that the training curricula are tailored to the actual demands of the business sector. Collaboration with vocational training institutions, polytechnics, and the industrial sector is fundamental to the success of these programs in producing a competitive and job-ready workforce (Alfarel, 2025).

Furthermore, the Manpower Office executes a strategic role in stimulating job creation through entrepreneurship programs and the development of Micro, Small, and Medium Enterprises (MSMEs) as alternative solutions to unemployment. The provision of entrepreneurship training, business mentoring, and facilitation of access to capital are imperative measures to empower the public to pursue self-employment, thereby reducing reliance on the formal employment sector. Additionally, apprenticeship programs and overseas employment placements serve as strategic interventions to absorb the surplus of the local workforce by integrating them into a broader labor market. Collaborations with the central government, other regional governments, and international organizations are essential to expand the reach of labor placements and significantly reduce regional unemployment rates. Systematic labor inspections are equally crucial to ensure that enterprises refrain from arbitrary terminations of employment, which would invariably exacerbate the unemployment rate. This supervisory function encompasses the monitoring of the implementation of employment agreements, remuneration, social security, occupational safety and health (OSH), and other normative rights. This oversight is vital for protecting workers' rights and maintaining the sustainability of harmonious employment relations (Pemerintah Indonesia, 2003).

Siyasah tanfidziyah, as a branch or sub-discipline of fiqh siyasah (Islamic political jurisprudence), is a term employed in Islamic law to designate executive authority or power

(Saputra, 2022). The primary function of the sulthah tanfidziyah (executive power) is to implement and execute the laws and all written regulations formulated and ratified by the sulthah dusturiyyah (legislative power) (Alfayed, 2025). The discourse on siyasah tanfidziyah is fundamentally well-established and familiar to the broader Muslim community. This is attributable to the vital and central role of siyasah tanfidziyah itself as both the executor and the concrete manifestation of the legislation prevailing in a specific jurisdiction (Kurniawan, 2022).

As siyasah tanfidziyah is an integral component of fiqh siyasah, when examined in a state context, it signifies that the state is responsible for providing proper services and protection for the interests of all its citizens. Concurrently, citizens play a role in providing feedback—through input and evaluation—on the governance administered by the authorities. In essence, the core principle underlying siyasah tanfidziyah is prioritizing public or collective interests over personal or factional interests. Consequently, public interest (maslahah), welfare, and general prosperity serve as the focal points and ultimate objectives of implementing the siyasah tanfidziyah concept (Nisak, 2025).

Examining the object and locus of this research, it can be concluded that the Bandar Lampung City Manpower Office (Disnaker) is an institution vested with executive authority, specifically to implement statutory regulations concerning employment and manpower affairs. Therefore, the Bandar Lampung City Manpower Office falls within the scope of siyasah tanfidziyah. Furthermore, as a comprehensive and integral concept within the framework of fiqh siyasah, siyasah tanfidziyah inherently possesses several fundamental principles or rules that serve as its foundational values and defining characteristics. These principles include: 'adl (justice), al-taysir (facilitation or providing convenience), musawah (equality or parity), tabligh (courtesy or proper communication), and amanah (trustworthiness or responsibility) (Iswantini, 2025).

Reflecting on the practical conditions corresponding to the research object, the execution of policy strategies by the Bandar Lampung City Manpower Office is, theoretically, in accordance with the regulations stipulated in Law Number 13 of 2003 concerning Manpower, as well as the principles of siyasah tanfidziyah, specifically al-taysir and musawah. However, in practice, several aspects remain suboptimal. This is particularly evident in the underutilization of facilities and infrastructure, which is further constrained by the limitations of the Regional Budget (APBD) that must be allocated across various sectors. Such conditions demonstrate non-compliance with the principles of siyasah tanfidziyah, notably the principle of 'adl (justice) and the pillar of amanah (responsibility). Substandard facilities and infrastructure indicate that the organizers of the vocational training have failed to uphold the principle of amanah regarding their delegated duties. Furthermore, this situation is unjust; ideally, training participants should have access to adequate and optimal facilities. The inability to fully utilize these facilities can thus be equated with an inconsistency with the principle of justice or the pillar of 'adl within siyasah tanfidziyah.

D. CONCLUSIONS

The findings of this study indicate that the policy strategy implemented by the Bandar Lampung City Manpower Office is, theoretically, consistent with Law Number 13 of 2003 concerning Manpower. However, its practical implementation has encountered several impediments, primarily due to inadequate facilities and infrastructure to support vocational training programs for job seekers. Furthermore, the policy strategy aligns and remains relevant with specific principles within the concept of siyasah tanfidziyah, namely al-taysir (facilitation or providing convenience) and musawah (equality of rights). Nevertheless, the execution of this strategy contravenes two other fundamental principles of siyasah tanfidziyah: 'adl (justice) and amanah (responsibility). Consequently, the Bandar Lampung City Manpower Office's policy strategy demonstrates significant relevance and integration between positive law—specifically Law Number 13 of 2003 concerning Manpower—and Islamic law, particularly the concept of siyasah tanfidziyah, in the ongoing effort to mitigate unemployment in Bandar Lampung City.

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