

# Empowerment of Indonesian Workers Who Will Work Abroad to Support Economic Resilience: A Case Study of East Java Province

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## Abstract

This study aims to analyze the implementation of empowerment carried out for prospective migrant workers who will work abroad in order to support economic security. This research was conducted in Malang and Blitar districts in East Java Province using a qualitative approach. Data collection through interviews, document studies, and focus group discussions (FGD). The findings of this study are, first, the factors underlying migrant workers working abroad on the basis of their own initiative, economic drive, level of education, market demand, and psychosocial factors. Second, the benefits of the existence of migrant workers for local residents from migrant workers are as economic drivers and the development of the character of the community work ethic. Third, the problems most felt by migrant workers and their families include aspects of the lack of certainty in the time of departure, work and treatment that is not in accordance with the work contract, bear the family's longing, as well as the prejudice and potential divorce after returning to the homeland. Fourth, the implementation of pre-placement, placement, and post-placement of migrant workers working abroad that involves the role of government, companies, users / agents of partners, but in its implementation is still not optimal. Fifth, the implementation of the preparation of migrant workers to work abroad has positive implications in the form of protection of the rights and readiness of migrant workers to carry out work activities abroad, but on the other hand also has negative implications because the empowerment of the government is still not optimal can disrupt the process of support for efforts to achieve economic security.

**Keywords:** *Empowerment, Labor, Economic Security.*



## A. INTRODUCTION

The sending of workers abroad is basically a general policy that has become a global phenomenon and is carried out by other countries in various parts of the world. For Southeast Asia, Indonesia is the second-largest sending country of migrant workers after the Philippines. 6.5 million migrant workers are working abroad. The National Agency for Placement and Protection of Indonesian Migrant Workers (BNP2TKI) notes that 6.5 million of the number of TKI works in 142 countries out of 194 UN member states (Puslitfo BNP2TKI). Of that number, TKI came from 493 Regencies / Cities from 514 Regencies / Cities in this country. In this case, Malang Regency and Blister Regency, East Java Province are regions that contribute the numbers of TKI nationally.

**Table 1**  
**25 Largest Regencies/Cities Placement of Indonesian Overseas Workers 2012-2015**

No	Regency/City	2012	2013	2014	2015
1	Lombok Timur	19,936	33,287	29,510	25,772
2	Indramayu	28,524	28,410	25,521	19,064
3	Cilacap	19,799	17,592	16,013	10,753
4	Cirebon (Reg)	16,755	18,675	15,786	10,953
5	Lombok Tengah	13,675	14,793	14,109	12,175
6	Cianjur	12,266	14,639	11,311	5,437
7	Kendal	10,967	11,497	11,212	7,581
8	Karawang	10,338	11,749	8,499	3,906
9	Ponorogo	10,940	10,494	8,869	6,443
10	Malang	11,657	10,218	8,114	3,873
11	Brebes	11,291	9,336	8,216	3,873
12	Subang	9,742	10,661	8,357	7,254
13	Sukabumi (Reg)	9,380	10,577	8,665	3,660
14	Blitar	10,329	9,880	7,973	5,209
15	Banyuwangi	9,422	7,957	7,271	4,876
16	Tulungagung	7,939	7,707	6,723	5,090
17	Tegal	8,925	6,998	5,576	1,791
18	Pati	8,509	7,567	5,267	3,398
19	Lampung Timur	5,648	7,200	7,582	6,692
20	Jakarta Utara	8,172	8,127	3,955	350
21	Lombok Barat	6,191	5,837	7,472	6,871
22	Banyumas	7,180	6,543	5,642	3,819
23	Majalengka	6,379	7,056	5,563	3,593
24	Madiun	6,307	6,084	5,185	3,525
25	Kediri	5,808	5,433	4,570	2,773
26	Others	218,530	223,851	182,911	107,005
<b>Total</b>		<b>494,609</b>	<b>512,168</b>	<b>429,872</b>	<b>275,736</b>

The large number of Indonesian migrant workers working abroad has implications for the remittances they send to Indonesia. In Indonesia, migrant workers are often referred to as foreign exchange heroes. The phrase is based. Macro according to data from Bank Indonesia, the money sent (remittances) by Indonesian migrant workers in 2015 (up to April) amounted to the US \$ 3.1 billion, and this shows a 15% increase when compared to the remittances of Indonesian migrant workers in 2014 (April) standing to the US \$ 2.6 billion. The remittance rate still tends to be potentially higher because it has not been counted by postal money order, Western Union, and other individual service

delivery ([www.bnp2tki.go.id](http://www.bnp2tki.go.id)).

The remittance data quantification provided by migrant workers is linear with the fate of migrant workers. Admittedly, the problem of migrant workers who work abroad becomes an issue that seems endless to discuss. Lack of competitiveness, low educational qualifications, and treatment of injustice become frequent consumption. The description of the conditions of migrant workers exposed includes torture, rape, arrest, deportation, slavery, threatened with the death penalty, fundamental rights that are not fulfilled, wages are not on time, work is overloaded, work without a precise time limit until there is no right to leave, overstay problems in the country of employment, and the desire of migrant workers to return to their homeland.

To protect Indonesian labour migrants working abroad, the government has issued Law Number 39 of 2004 concerning the Placement and Protection of Overseas Workers as an implementation of the mandate of Article 34 of Law Number 13 of 2003 concerning Manpower which stipulates that the provisions regarding the placement of migrant workers in abroad regulated by law. The regulation becomes a reference for the protection of migrant workers. But there are still many problems around migrant workers becoming an irony of its own. It feels important to know how the implementation of empowerment of the foreign exchanges heroes.

## **B. LITERATURE REVIEW**

### **1. Migrant Workers**

In this case, migrant workers mean that Indonesian Migrant Workers are people who move to other areas, both at home and abroad to work for a specified period (Migrant Workers Empowerment and Referral Standards, 2004:8). This definition has a comprehensive and general meaning, encompassing all people, both men and women, moving across national borders (abroad) or domestically. This definition also does not distinguish formal or informal, domestic or public employment sectors as well as legal or illegal legal status.

In the Memorandum of Understanding (MoU) between the Governments of Indonesia and Malaysia in 2006 the term domestic worker was used to designate Indonesian Citizens (WNI) who moved temporarily to Malaysia to be contracted to work as domestic servants. In the MoU, the intended domestic workers are: "a citizen of the Republic of Indonesia who is recruiting or contracted for a particular period for the specific individual as a domestic servant as defined in the Employment Act 1955, the Labour Ordinance Sabah (Chapter 67) and the Labor Ordinance Sarawak (Chapter 76). The definition refers explicitly to Indonesian citizens who are contracted for a certain period as domestic servants, so they do not include those who work without contracts.

## 2. Empowerment

According to Kartasasmita (1997), empowerment is a concept that reflects a new paradigm of development that is "people-centred, participatory, empowering, and sustainable". This concept is broader than merely meeting basic needs or providing a mechanism to prevent further processes of poverty (safety net), which lately has been developed as an effort to find alternatives to the concepts of growth in the past. Furthermore, Friedman stated (in Kartasasmita, 1997), that the idea of empowerment developed from the efforts of many experts and practitioners to look for what is called alternative development, which requires "inclusive democracy, appropriate economic growth, gender equality and intergenerational equity".

Scott and Jaffe (1997:13), mention that empowerment is a way to get effectiveness, motivation, and productivity through working together by involving changes in three elements, namely employees, groups, and organizations. Employees' attitudes must change in terms of feeling responsible for the overall performance of the organization. Employees are expected to interact harmoniously to achieve higher productivity through partnership and collaboration relationships so that there is synergy in the work process. Then the organization is built in such a way that employees can achieve the desired results, can do what needs to be done, get rewards for accomplishments, and not just demand to give something to the company. The role of the organization is mainly related to the reward system, focus on human factors, autonomy, flexibility, and the creation of communication to produce quality services.

In this context, the empowerment of prospective migrant workers can be described in the efforts to develop the potential of prospective migrant workers and their families, and the group is all migrant workers and their families. At the same time, the organization is managed in empowerment activities, including government elements and also the Implementing Private Indonesian Workers Placement (PPTKIS) which perform the service function to prospective migrant workers. This means that potential migrant workers and their families have an attitude orientation that as migrant workers do not merely meet the needs of the family but realize there is a responsibility as citizens to support economic security and in that context the government and PPTKIS elements focus on providing quality services for the perspective of strengthening economic resilience in the scope of regional government and contribution in the range of the state.

## 3. Motivation

Motivation according to the Modern Indonesian dictionary, written by Muhammad Ali, the motive is interpreted as a cause that becomes the impetus of one's actions, the basis of thoughts and opinions, something that becomes the subject. From the understanding of the motive can be derived from the perception of motivation as something that is the main, which is the impetus for someone to work (Arep, 2004: 217). The motive of people to work there are various kinds, there are people motivated to do

something because there is a lot of money, although sometimes the work is legally incorrect. Some are motivated because of a sense of security or safety despite working long distances. There are even people who are motivated to work just because the job gives high prestige also though the salary is tiny.

According to Sopiah (2008: 170) motivation is defined as a condition in which a person's effort and willpower are directed towards the achievement of specific results or goals in the form of productivity, presence or other creative work behaviour. Meanwhile, according to Steward (Sopiah, 2006: 9), motivation is something that encourages someone to do something and expends all of his effort and energy on it. It can be concluded that motivation is a motivating factor or motivator for someone to want to act and work diligently by their duties and obligations to achieve predetermined goals.

#### **4. Defense Economy and Economic Resilience**

The defence economy, according to the Britannica Encyclopedia, is economic management related to the economic impact of military spending, economic management during wartime, and budget management during peacetime (Yusgiantoro, 2014: 4). The shift of the global security paradigm from the twentieth century to the salient aspects of geopolitics using hard power to the twentieth century which emphasizes soft power and smart control has an effect on the role of the defence economy becoming increasingly crucial that studies the field of defence from an economic aspect. Its primary purpose is the achievement of effectiveness and efficiency in every process that occurs in the discussion of protection, including how to build a strong defence, as well as a defence perspective in supporting the economy.

Economic resilience is defined as a dynamic condition of the life of the nation's economy which contains tenacity and resilience which includes the ability to develop national strength in facing and overcoming all threats, disturbances, obstacles and challenges that come from outside and from the country, both directly and indirectly to guarantee continuity the economic life of the nation and state of the Republic of Indonesia based on the Pancasila and the 1945 Constitution (Sumarsono, 2001: 122).

The manifestation of economic resilience is reflected in the living conditions of the nation's economy, which contain the ability to maintain healthy and dynamic financial stability as well as the ability to create national economic independence with high competitiveness and realize just and equitable prosperity of the people. Thus, economic development is directed towards the steady economic resilience through the creation of a healthy business climate and the use of science and technology, the availability of goods and services, the preservation of environmental functions and increasing competitiveness within the scope of global competition.

The economic resilience of a country encompasses a variety of matters. For this reason, its dimensions are also related to the role of all components of the nation, including central and regional government, society, family, and even individuals.

Strengthening the dynamic conditions of economic growth cannot be separated from individual financial contributions in sustaining family life. Then family economic conditions will support the economy of the community, and so on up to the scope of the country. This means that the national financial system is a mechanism consisting of parts played by the nation's components so that certain conditions are created that are expected to enable the government to face various problems that threaten economic security.

### 5. The Role of Migrant Workers in the National Economy

The role of migrant workers in being a foreign exchange hero is manifested in the activities of moving the wheels of the family, hometown, and tiered economy to the national territory and scope. Migrant workers send wages that can be used for various family needs including repairing a home in their hometown, buying rice fields, helping the education costs of family members, as well as other forms of investment which, when detailed, will ultimately contribute to economic development in the region.

One indicator of economic growth in a region is shown by the improvement in the level of gross regional domestic product (GRDP) which refers to the total monetary value of all goods and services that have been produced within certain geographical boundaries. Simply put, this gross regional domestic product can be calculated based on the output value of all goods and services. Although the income from migrant workers (remittances) is income from abroad that is not calculated in the GRDP, its use as a tool to meet household consumption needs, investment, and savings in the country, then it will affect the gross regional domestic product.

Every year, the number of remittances of Indonesian Workers (TKI) is very significant. For example, in 2013 there was the US \$ 7.74 billion, in 2014 there were the US \$ 8.43 billion, and in 2015 there were the US \$ 8.65 billion of remittances generated by migrant workers ([www.bnp2tki.go.id](http://www.bnp2tki.go.id)). The money sent, the IMF considers, has moved the real economy of society in the form of consumption, small and medium-sized investment, to savings that they save in national banks. Despite the majority of the money being used for consumption, it is still able to move the economy and have a wide-spread impact.

**Table 2**  
**The Number of Remittances of Migrant Workers 2012-2015**

No	Year	Remittance ( X US\$ 1 Billion)
1	2012	6,99
2	2013	7,40
3	2014	8,43
4	2015 (s.d 30 November)	8,65

Source: Puslitfo BNP2TKI



### C. METHOD

This research uses a qualitative approach to the process of collecting data through interviews, document studies, and focus group discussions (FGD). The analysis activity is carried out by organizing data into categories, breaking down into units, conducting synthesis, arranging into patterns, selecting essential parts and making conclusions. The conceptual framework of thinking the research activities are used according to the following picture:

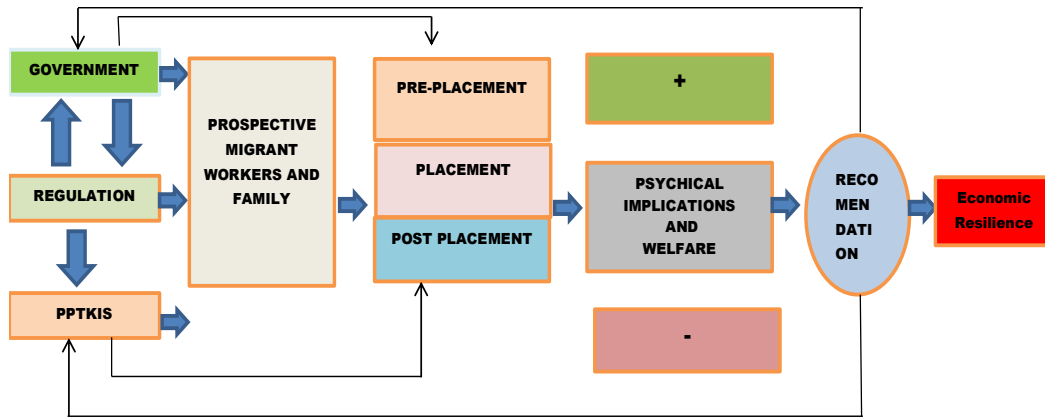


Figure 1. Conceptual Framework

### D. RESULT AND DISCUSSION

#### 1. Factors of Migrant Workers Working Abroad

Indonesian citizens who become prospective migrant workers or become migrant workers working abroad are usually not for a single reason but are based on several motivations in which one factor is complementary and supportive. In order to clarify his motivation, the following outlines various explanations obtained in data collection activities related to the background of migrant workers working abroad.

##### a. Self-Initiative Factors

By the deepening, the motivation of prospective migrant workers will work abroad, especially on their initiative or will and there is no element of coercion. The informant's statement is relevant to the assumption that migrant worker will work abroad, certainly not an activity that occurs suddenly or accidentally. There is always an element that drives a person to become a migrant worker who will work abroad, at least against a specific reason.

It is also possible that other factors influence and strengthen one's desire to become a migrant worker. However, because the main decision lies with the migrant worker, in this context, it is understood that one's own will is one of the factors that drive a person to become a migrant worker who will work abroad.

#### b. Economic Factors

Following the results of the study, it was obtained that family income was generally only sufficient and even less sufficient. With mediocre living conditions, they do not have the opportunity to save for anticipating tomorrow. The income earned is relatively erratic as a result of working odd jobs such as being a farm labourer, factory worker, public transportation driver, conductor, or being a domestic servant. If there is work, there is income, while at other times it is possible to have no job.

Some informants from elements of family members gave additional information that efforts to meet family needs were sourced from the livelihoods of agricultural products, both in positions as tenants or landowners. Following the real experience, the results of farming are not always precise. Moreover, agricultural methods are carried out relatively following the old pattern while applying advanced technology systems will require additional costs, both plant maintenance, purchase of equipment, and the need for broader land.

The motivation of economic factors to improve living standards becomes undeniable rationality. It is common knowledge that migrant workers are paid in foreign currency which, when converted to, is of great value. When viewed based on composition in general, the salary given is not too large when compared with migrant workers from other countries. However, due to the income obtained with the foreign currency index, the income from working abroad is attractive to migrant workers and their families.

#### c. Education Level Factors

According to the information from the informant, it was found that the migrant workers who were going to work had a low educational background. The information obtained is that the education possessed by prospective migrant workers is the highest with a junior high school certificate. Some of them had a high school education but did not graduate.

From deepening the educational background of prospective migrant workers, the low-educated status encourages the desire to become migrant workers. If highly educated, they will choose to work in the country with a relatively sufficient salary without having to separate the family by working abroad. Moreover, according to some migrant workers' understanding that workers needed to work overseas (as domestic workers) are only intended for workers with low education.

The low education of prospective migrant workers is certainly inseparable by the smaller opportunities for them to find work in the country. With an average level of junior high school education that a candidate has, it is considered difficult to be accepted to work in companies in the country. Even if you are hired, your salary will also be small. It will be different if they work abroad, they will receive wages in foreign currencies which, when converted, will become relatively large.



#### d. Market Demand Factors

The difficulty of finding work in the region and also in other places in the country is the reason that helped set the background of the community's desire to become migrant workers in other countries. Research informants conveyed this information when asked what motivated them to work as prospective migrant workers. The statement of the informant is very reasonable when faced with the development and growth of the workforce, which has increased significantly while the available employment is minimal.

On the other hand, the motivation of prospective migrant workers is also influenced by factors of market development and the dynamics of the need for regional and international labour so that there are ample opportunities to work abroad as migrant workers. We are increasing the needs of foreign countries for migrant workers as migrant workers (expatriates) with the status of unskilled labourers or only domestic servants.

Following the dynamics that can be illustrated that today migrant workers are an attraction of many countries such as Middle Eastern, East Asian, Southeast Asian, European, and American countries. The placement of migrant workers for Asian countries is usually at the lowest level. In the informal sector often work as domestic servants, garden guards, shop keepers, and others.

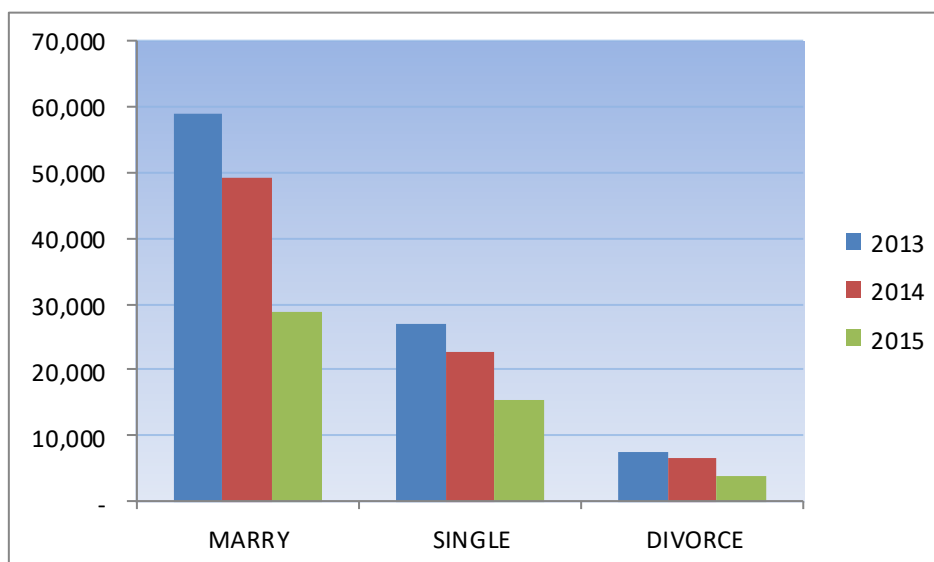
#### e. Psychosocial Factors

Psychosocial conditions related to the reasons for the departure of prospective migrant workers, especially women, are due to family problems. The dynamics of self-maturity are not enough because of the young age factor then stimulates economic issues, resulting in the vulnerability of divorce for young families. Migrant workers with family problems think that working abroad will be preoccupied with work so they can forget the bitter experience of divorce. Also, with the divorce status, a person becomes free and is no longer bound by a partner.

According to the explanation, family breakdown results in women who have offspring become separated from the responsibility of the husband, so they have to take care of the costs of caring for and raising children because children usually go to their mothers after a divorce occurs. Working abroad as women then choose a migrant worker as a means to get a salary to support a child who eventually becomes a burden on the family after a divorce from her husband.

**Table 3**  
**Indonesian Overseas Employment Placement Origin of East Java Province based on Marriage Status from 2013- 2016**

Marriage Status	Years					
	2013	%	2014	%	2015	%
Marry	59,118	63	49,117	63	28,891	60
Single	27,090	29	22,612	29	15,554	32
Divorce	7,635	8	6,577	8	3,867	8
<b>Total</b>	<b>93,843</b>	<b>100</b>	<b>78,306</b>	<b>100</b>	<b>48,312</b>	<b>100</b>



Source: Puslitfo BNP2TKI

## 2. The Role of Migrant Workers in Village Development

### a. Economic Drivers

Migrant workers earn a relatively large income from working overseas. The table below shows the amount of remittance of migrant workers from Malang and Blitar regencies. Although in the early days some migrant workers' salaries were deducted as a compensation for training activities and company departure (PPTKIS) facilitation for migrant workers, in general, migrant workers felt economic benefits from working as migrants abroad. Salary in the form of the foreign currency if converted to donate specific numbers which for the community is very meaningful. At least from the salary earned, migrant workers and their families can save for use for household needs, and other things that are worth economic investment.

From various information obtained the use of remittances sent by migrant workers, to finance children's schooling, home renovation, land purchase, business invest-

ment, or savings to anticipate other need. From this form of use, it can be seen that the activities of sending money by migrant workers to the village can ultimately be utilized in the area where the family of migrant workers resides. Call it the use of funds in the context of home renovations, and then its activities have driven businesses in the field of building materials and handyman services. Another example, some use their savings in the form of investment in transportation services. In addition to opening up employment opportunities, these efforts have also added modes of transportation in the village.

**Table 4**  
**Remittance of Malang Regency**

No.	Years	Rp. (Milyar)
1	2012	66.32
2	2013	193.96
3	2014	79.86
4	August 2015	816.06

Source: Manpower Division Malang Regency

**Table 5**  
**Remittance of Blitar Regency**

No.	Years	Rp. (Milyar)
1	2012	76.28
2	2013	81.34
3	2014	1000
4	Agust 2015	816.06

Source: Manpower Division Blitar Regency

#### b. Development of Work Ethic Character

The migrant workers work as migrants abroad, in fact, faced with demands for independence. Various dynamics and problems such as work completion, interaction with employers, as well as the pressure of being separated from the family become problems that demand the maturity of the migrant workers themselves. Especially in employment, migrant workers must be able to carry it according to the responsibilities given by the employer. After all, the existence of migrant workers is needed in carrying out the work, and in that context, they are paid.

In the normal process and having positive implications, various challenges faced by migrant workers will mature workers in thought patterns and behaviour. They are aware of the demands of the task that must be done and without bargaining. All these conditions can only be carried out with high discipline and work ethic to meet the expectations of the employer. This form of maturity can affect the mindset and behaviour

of migrant workers when they return to their regions. This is reflected in the context of social relations with the community. At least in interacting with the community activities, the former migrant workers can share about work discipline and the demands of working skillfully.

### **3. Migrant Workers and Family Problems**

#### **a. Preparation Before Departing**

In the context of preparing for overseas departure, prospective migrant workers are given training by the company. In this activity, according to the informant, in general, the Labor Office relatively assisted. Issues that are considered worthy of attention are uncertainty and timeliness of departure. The delay in the departure of Indonesian labour migrants abroad can affect salary receipt. At the time of preparation before leaving, usually prospective migrant workers are accommodated first to be given debriefing the company finances the implementation of this. However, when viewed, the financing will ultimately be borne by migrant workers as well as through salary deductions at the beginning of the period of work abroad following the contract agreement of prospective migrant workers and companies.

Prospective migrant workers see that the selection of companies is an essential factor because there are companies that are genuinely bona fide. Some companies are less bona fide. In reality, the efforts to screen prospective migrant workers by various companies are so intense. Migrant workers who are not observant can be mistaken in choosing a company to leave for migrant workers, which results in the possibility of departing to work overseas promptly or even not going to go because the company selected is only a broker.

#### **b. While Abroad**

The problem that is usually faced by migrant workers and their families when migrant workers are abroad while working is to live apart from families over long distances and long periods. As stipulated, migrant workers work abroad for work contracts, usually for two years. This means that migrant workers must separate from their families within two years. Such conditions make migrant workers have to bear the sense of longing for the family, for example, to children or partners. Through telephone communication or internet media, it can be done as telecommunications technology has advanced so far. Still, besides being expensive, it is also irreplaceable or obliterated the desire to be able to meet in person.

Especially for migrant workers who are married but their partners are in the country, the context of the problem is undoubtedly not just feelings of longing, but also disturbing thoughts about the loyalty of the couple. On the one hand, Migrant Workers (wife) who work abroad daily on the sidelines of the work thought whether their partner (husband) could overcome the problem of biological needs amid the dynamics of remittances that have been made. While on the other hand, their partner (husband) who

is in their hometown also thinks whether their partner (wife) has not committed a disgraceful act such as having a relationship with another migrant worker or say whether or not they also experienced indecent acts from the employer.

c. After returning to the country

After completing the work contract, migrant workers then returned to their homeland. In terms of the work agreement, companies that send off work still have dependents to take care of the return of migrant workers. But according to the results of the deepening, many migrant workers chose to take care of their return and did not take advantage of the facilitation provided by the company. The return of migrant workers without utilizing the facilitation of departure service companies in many cases has caused adverse events for migrant workers, especially after being at the airport. This form of loss includes fraud by irresponsible persons in the TKI model of paying illegal taxi fees at a high cost when compared to other people who use taxi services or also in the fraud mode.

Another problem is that migrant workers and their families after migrant workers are in their hometown, especially in fostering household harmony. In general logic, with the better economy of the family from the income earned by migrant workers is expected to improve family welfare further because it can relatively meet various family needs related financially. But from the high divorce rates that occur in married couples, one of whom is a migrant worker, it can be seen as a prominent problem for migrant workers after returning from working abroad as migrant workers.

When deepening, migrant workers who are migrant workers and experienced divorce with their husbands after returning to the village, revealed that the separation of husband and wife's relationship status was due to the lack of compatibility. This discrepancy is mainly due to the husband's jealousy which is considered excessive. , husband's jealousy was motivated when migrant workers were still abroad in the status of working as migrant workers ho in the husband's view paid less attention when they were broad and were difficult to contact.

#### **4. Pre-Placement, Placement and Post-Placement Migrant Workers Work Overseas**

a. Pre-Placement

Migrant Workers pre-placement is a series of preparations involving the role of companies that have job order documents, Workers Placement Work Permit (SIP), and recruitment application letters (SPR). Then the activity was followed by the registration of prospective migrant workers to the Department of Manpower and Transmigration in the context of data collection as well as government monitoring of the pre-placement carried out by the company including the issue of employment contracts. In reality, there are still many problems found. Certain parties try to take advantage of the misunderstanding of the community, especially prospective migrant workers over the status

of private companies managing pre-placement of migrant workers.

For prospective migrant workers and their families, when they are deepened, they generally base their selection of companies on recommendations or information from friends, relatives, or neighbours who have worked abroad. Meanwhile, the company itself in recruiting prospective migrant workers by picking up the ball, especially to villages where the company has sent residents.

Pre-placement activities include work training, cultural and language training according to the destination country, competency tests to get skills certificates, medical and psychological tests, issuance of passports by Immigration after getting recommendations from the Manpower Office, issuance of work visas and work permits by the country of placement, the publication of KPA by the Ministry of Manpower and Transmigration, PAP by BNP2TKI / UPTP3TKI, issuance of overseas labour cards (KTKLN) by BNP2TKI / UPTP3TKI, and also following the final debriefing (PAP) for two days or 20 hours no later than two days before departure abroad.

**Table 6**  
**PAP Program Material for Migrant Workers**

No	Name of Activities
1.	Regulations/laws of the country of placement, culture, customs, and climate of the destination country
2.	Procedure at the time of departure
3.	The Role of the Indonesian Embassy and Indonesian Consul General towards Indonesian Migrant Workers
4.	Insurance claims
5.	A safe bank for sending money
6.	Health advice
7.	Things to look out for like drugs, HIV / AIDS and human trafficking
8.	Confidence training facing cultural shock, stress, loneliness, and so on
9.	Procedure for returning home
10.	Sign a work contract
11.	Receiving KTKLN (Overseas Workers Card) issued by BNP2TKI and in this case, migrant workers do not need to pay fiscal at Airport Immigration.

Following the results of the deepening of migrant workers, debriefing activities have been carried out. Still, in its implementation, it seems formalities so that it is not too optimal in encouraging the growth of awareness of the rights and responsibilities as citizens who take on the task of defending the state in context as part of a role in supporting resilience economics in a broad sense. In this case, it is also necessary to note the information of prospective migrant workers who mentioned the lack of language train-



ing, especially for prospective migrant workers who have never worked abroad as migrant workers.

b. Placement

Placement activity begins with the departure of migrant workers delivered to the airport/port by the company (PPTKIS). In this case, the company helps migrant workers in arranging departure documents. Also, the company coordinates and conveys the departure of prospective migrant workers, the schedule of the planned arrival of migrant workers to the user's place, and registration of migrant workers in the Indonesian Embassy / Consulate General.

By the results of data collection, informants of prospective migrant workers who are former migrant workers explained that registration of migrant workers to the Indonesian Embassy / Consulate General also tends to be a formality. Even though the address of the place of work is precise, not even their whereabouts at work is reviewed by the Indonesian Embassy / Consulate General. Although it is realized that the number of Indonesian Embassy / Consulate General staff is limited, it is hoped that there will be representatives who can review or check migrant workers to show the government's attention to citizens abroad.

The salient context that needs attention in the placement of Indonesian labour migrants is the issue of contract incompatibility and protection. It is often found that the work promised is, in fact, not appropriate so that the training activities previously carried out are not by the work skills received. That context can be an explanation of the frequent migrant workers get unpleasant treatment even in the form of treatments that do not meet the sense of justice and self-respect.

c. Post Placement

Post-Placement includes returning migrant workers activities after the work contract is completed (usually two years) and in this case, the agent helps migrant workers return to their homeland. The pick-up service even prepares companies for migrant workers when the migrant workers arrive back in the country. In the statement of company employees, pick-up services are often not used by migrant workers because of the family's priority. In some cases, these incidents have the potential to create problems such as fraud or theft of migrant workers by irresponsible parties.

After returning TKI after the employment contract, BNP2TKI is registered at the migrant workers Service Post at the airport or port to identify migrant workers. They experience violence, exploitation, or other criminal acts. If there is a problem, then the migrant workers is referred to as the assistance service. But if there are no problems, then migrant workers can continue the journey to return to their hometown.

The prominent context after the return of migrant workers is the implementation of migrant workers family development (BK-TKI). According to the data, Blitar Regional Government has issued Regent Decree No. 188/135 / 409.012 / KPTS / 2009 concerning the Development of the Family Development of TKI of Blitar Regency covering the de-

velopment of harmony, business, and child development. According to information, there is still a lot of divorces after migrant workers return to their hometowns and there are still many migrant workers who have not been able to manage finances effectively indicating the programs that are not yet optimal.

## **5. Implications of the Pre-placement, Placement and Post-Placement of Migrant Workers**

The pre-placement, placement and post-placement of migrant workers have two implications, including positive and negative implications. First, the positive implications in terms of ensuring the protection of the rights and readiness of migrant workers in carrying out activities to work abroad to support economic security, second, the negative implication is that there are aspects that do not yet support the readiness of Indonesian labour migrants to work overseas, which is expected to disrupt the process of support for efforts to achieve economic security. Forms of negative implications include:

- a. Potential prospective migrant workers who are wrong in choosing a company  
Prospective migrant workers still have the potential to choose companies that are less credible because of the lack of information about companies that handle the departure of migrant workers. On the other hand, there are always parties who try to take the opportunity for particular interests during increasing public attention to become migrant workers. Mistakes in choosing a company, migrant workers can be disadvantaged, among others, if there is a problem; the company tends to avoid responsibility.
- b. Potential migrant workers experience problems in working abroad.  
Migrant workers still have the potential to experience problems in the workplace, among others, because part of the supply is still a formality and also not by the skills needed by the work user.
- c. The potential of migrant workers cannot yet manage their income.  
Business development that has not met the potential targets of migrant workers is less able to utilize funds optimally against the salary received from working abroad.
- d. Still lack psychological readiness aspects.  
The mental illiteracy of both the families left behind and the migrant workers who work abroad is still poorly prepared, especially in maintaining the relationship of the couple as husband and wife so that after returning their homeland they will experience divorce.
- e. Negative perspectives from outside countries regarding Indonesian migrant workers and labor.  
The low competitiveness of migrant workers has the potential to reduce employment opportunities or reduce the amount of salary when compared to workers from other countries.

- f. Lack of material defence awareness of the country  
The lack of material delivery related to increasing awareness of defending the country can affect understanding and even its implementation while working abroad.

## E. CONCLUSION

Based on the discussion, it can be concluded as follows:

1. Factors underlying Indonesian citizens seeking employment abroad are their initiative, encouragement of economic pressure, reasons for the level of education, market demand, and psychosocial support. The positive benefits of migrant workers that are felt most by migrant workers and their families, namely as the role of economic drivers and character development.
2. The problems that are most felt by migrant workers and their families include the lack of certainty in the time of departure, work and treatment that is not following the work contract, bear the family's longing, as well as the prejudice and potential divorce after returning to the homeland.
3. The pre-placement, placement and post-placement of migrant workers working abroad follows the procedures as mandated by the law, in addition to migrant workers also involve the role of government, companies, users/agents of partners, but in its implementation is still not optimal.
4. Implications for empowering Indonesian labour migrants have positive and negative nuances. First, the positive implications are that efforts have been made to guarantee the protection of the rights and readiness of migrant workers in carrying out work activities abroad. Second, negative nuances in the form of the existence of empowerment activities that have not been optimal so that it disrupts the process of support for efforts to achieve economic security.

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