

## CRITICAL DISCOURSE ON THE PROBLEM OF FOREIGN WORKERS IN INDONESIA

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### Abstract

This research was conducted to analyze the content of YouTube Channel Indonesia relating to the deliberations of the foreign labor (TKA). This analysis involves several people who discuss about issues of foreign labor. With regards to this method used is descriptive content analysis approach. This research takes the 15 videos that made the samples as the basis for the analysis of this content. The videos gained found will be in the transcript for analysis related to the phenomenon of foreign labor in Indonesia. The result of this analysis the existence of notable pros and cons against this issue.

**Key words:** Foreign Labor; Content Analysis; Phenomenon Of Foreign Labor in Indonesia

### 1. Introduction

Employment problems are currently still a polemic in society. The media are very aggressive in reporting on these employment issues, and the most recent one is the issue of foreign workers (TKA) in Indonesia. One of the issues that is getting more attention is the news about the proliferation of Foreign Workers (TKA) in Indonesia and is still a hot topic of discussion after photos and videos circulated on social media, one of which is in Morowali Regency, Central Sulawesi. These illegal foreign workers work in a number of industrial sectors, the types of work carried out by illegal foreign workers also vary. The model is, in a nickel processing company, there are workers from China who work as marketing, production operators, to cooks.

In the midst of the high unemployment rate in Indonesia, many foreign workers are imported from abroad. The entry of foreign investment into Indonesia which brings new tools and technology has an impact on increasing foreign workers to Indonesia. Some of these foreign workers are experts, professionals and machine operators who are imported from abroad. This employment issue is widely published on social media, if you look at one of the functions of social media itself, which is a means used to spread and convey information. The use of social media has become a basic need for individuals, groups, and organizations. The perceived benefits of using social media in the process of communicating, namely being able to open insights and follow developments that occur.

The development of social media users is currently very massive, marked by the relatively large number of people who have or use social media accounts. At this time it is very common if one person has an account Instagram, Twitter, YouTube and Others in one gadgets. Of the many social media accounts that are relatively fast growing, namely: YouTube. YouTube is one of the social media that uses a website that provides various videos ranging from video clips to films, as well as videos designed by the net community. YouTube itself where we are able to enjoy this public media by viewing videos or pictures that are involved and we know that YouTube This is very practical to use at this time YouTube present in mobile phone software. YouTube also provides a social interaction mechanism to assess how users think and view videos by voting, rating, favorite, share and comments this information is useful in studying the behavior of netizens. Its ability to extract opinions from the lines of text present in YouTube becomes very useful because it is used as a widely studied study (Ian Barber, 2010) in (Wirga, 2016).

This research uses social media YouTube to search for information about illegal foreign workers (TKA) in Indonesia, while later I will use information sources by taking into account the popularity and influence of figures. As for now, several prominent figures in Indonesia are responding to foreign workers (TKA).

## **2. Literature Review**

### **2.1 Labor**

Workers are people who can work to make goods or services to meet their own needs as well as the community, labor is used outside as well as in employment relationships, while workers are specialized in employment relationships, while workers are specialized in work relationships. This means that every worker is definitely a "labor", but every "labor" is not necessarily a worker (Arief, 2016). Meanwhile, according to (Rajagukguk & Gandhi, 2002). Those who carry out economic activities by doing work together with other people or independently.

### **2.2 Legal and Ilegal Labor**

Legal workers are foreign workers who work/employed in the territory of Indonesia with qualifications that meet the requirements given by the manpower party. If the foreign worker does not meet the conditions as stipulated in the legislation, then the foreign worker cannot be employed by the employer. The company must have written approval from the Minister of Manpower or an appointed official. What is meant is to employ foreign workers in the form of ratification planning use (RPTKA). Illegal workers are workers who violate the rules made by the workforce (Pramesti, 2015).

### **2.3 Foreign Workers**

It was stated in (Rahmawati, 2016) that the explanation of foreign workers according to Budiono (1995). Foreign Workers means that every person who is not an Indonesian citizen who can do work, in order to make goods or services to meet the needs of citizens in Article 1 paragraph (two) of Law number 13 of 2003 concerning Manpower, states that workers are people who can perform work to form goods and services to meet their own needs and needs the community itself (Vidhitasmoro, 2017). Furthermore, according to (Sudaryandono, 2017). Foreign workers who have a visa for the purpose of working in Indonesia, which is in accordance with the Constitution No. 13 of 2003 concerning Manpower. Giving jobs to foreign workers is something that goes against expectations, while in the country there are still many unemployed people. However, due to several factors, it is unavoidable to give jobs to these foreign workers.

According to Budiono in (Jazuli, 2018) there are several objectives of placing foreign workers in Indonesia:

- 1) Fulfill the need for skilled and professional workers in exclusive fields that the TKI has not been able to fill.
- 2) Increasing the speed of the national development process by accelerating the process of technology transfer or knowledge transfer, especially in the industrial sector.
- 3) Delivering the expansion of job opportunities for TKI
- 4) Increase foreign investment to support development capital in Indonesia.

## **2.4 Indonesian Workers**

Indonesian workers can be interpreted as residents of working age who are ready to carry out work, namely in the age range of 15-65 years. In accordance with Law No. 13 of 2003, labor is anyone who can do work to produce goods and services, both to meet their own needs as well as those of others or residents. (Soleh, 2017) While in (Arpangi, 2016) Indonesian workers are workers who work in a country where he is not a citizen of the country in the work area and for a long time. The work is referred to using the word TKI, namely every Indonesian citizen who meets the requirements to work abroad in an employment relationship for an exclusive period.

## **2.5 Problems of Indonesian Migrant Workers**

The current problem from various surveys conducted by BPS (Central Statistics Agency) is that the competitiveness of Indonesian workers is still very low. The low competitiveness is caused by the low quality of human resources as a result of the low level of education and low work competence and skill compatibility with job compatibility. In addition, the condition of the labor market is of low quality so that the productivity of workers is still considered low and the implementation of labor inspection and protection is still very low in Indonesia. This is also in accordance with the research that has been carried out by Purna et al (2010) in (Soleh, 2017). The low labor absorbed resulted in Link and Match (linkages and compatibility) in the world of education and the business world which has not been running properly and there are still unresolved problems. Efforts taken by the government in the problem of unemployment from time to time are taken through various approaches and development is based on economic growth (production-centered development). However, in reality, there are still many labor problems in Indonesia that the government has not been able to overcome (Wawa, 2005).

## **2.6 The Impact of Labor on Economic Growth**

Employment is one of the influential factors in the economy, especially in Indonesia. In Law Number 13 of 2013 concerning Manpower, Work means the way humans accept their dignity as a human being even though they are always faced with the lack of employment opportunities in Indonesia. In fact, if you recall the second goal, namely the goal in the 1945 Constitution, it can be interpreted that the state is responsible for increasing welfare as a result of which the right to work and a decent life means guarantees as well as constitutional rights for every citizen because by working will be able to increase one's welfare (Bintura, 2015). Indonesia itself has extraordinary human resources to produce TKI. This condition, he said, could not be separated from Indonesia's vast geography. Nevertheless, Mardjono said, with this potential, the Indonesian Migrant Workers were asked to always improve the quality of their skills by following the guidance provided by the government, in this case BNP2TKI, which was supported by the Regional Government through the Service (Al Mansur), (2013).

## **2.7 Social Media**

Social media is an online media, using its users to be able to easily participate, share, and build content including, social media and social media virtual global. (Basri,2017) this statement is supported by a statement from Carr and Hayes (2015) that social media is an internet-based media that allows users the opportunity to interact and present themselves, either immediately or delayed, further according to Thoyibie in (Cakranegara, 2013). Social media contains information, which is created by people who use technology, makes it easy to access and is intended for the needs of communication facilities, impact and interaction with others and with the general public. The existence of social media sites has different effects depending on how users use and utilize these social media sites (Firdaus, 2012). Yuliana et al (2011) also explain that social media is an understanding of the types of online media communication groups

- 1) Participation: Social Media encourages feedback and contributes to keep everyone interested.
- 2) Openness: Social media is open to provide feedback and participate, and encourage choices, provide comments and share information.
- 3) Dialogue: Social Media provides an opportunity for two-way communication between users and social media managers and in the end there will be 2-way communication.
- 4) Community: Social Media can create communities, groups quickly according to the company's wishes.
- 5) Connectivity: social media has been able to generate connectivity using social media as well as other websites.

## **2.8 The Influence of Social Media on Employment Issues**

It is undeniable that social media has a great influence in one's life. For people in Indonesia, especially young people, social media seems to have become a habit that cannot be abandoned every day, there is no day without opening social media, even for almost 24 hours it cannot be done. escape from smartphone. The rapid development of social media is also because people are now able to have their own media. Social media users can access using the internet network without large costs and can be done easily themselves (Febria, 2017).

The explosive point of the debate on foreign workers was when the Presidential Regulation No. 20 of 2018. The Presidential Regulation was deemed to have opened up the swift arrival of foreign workers to Indonesia. The coincidence with the political year leading up to the 2019 Presidential Election, the Presidential Regulation immediately became a hot issue. Even though the Government has reiterated that the purpose of the Presidential Regulation is none other than increasing the ease of investing in Indonesia. (Bead, 2018)

## **3. Methodology of Research**

Research is a process of collecting and analyzing data that is carried out systematically and logically to achieve specific goals (Cholid & Abu, 2015). The research method used in this study is a descriptive qualitative method using content analysis and for the time the research was carried out independently Cross section. In this study, researchers used Atlas ti as a tool that helps in analyzing the data. Atlas it is software capable of opening various types of data such as audio data, video data, and image data, as well as text data such as (articles, books, field information data, or interview transcripts). This allows us to triangulate with various types of data collection (Drijvers, 2012)

Atlas ti can help us organize, code, and analyze research data in an efficient and structured manner. Although it has advantages, (Friese, 2014) that Atlas ti is the same as software other qualitative data, not really to analyze the data thoroughly, just asimple tool that can help the process of analyzing qualitative data. The benefits of using Atlas ti are as follows, (Alvira & Hammound, 2012).

- 1) Used by researchers who publish through top journals, such as American Sociological Review, American Journal of Public Health, Criminology, and Journalof Marriage and Family.
- 2) Used in research in various disciplines.
- 3) Have interface flexible way to visually manage different types of data.Excellent for team research.
- 4) Able to copy multimedia files.
- 5) Able to do import survey data on line to analyze qualitative data.
- 6) Able to export data as SPSS, HTML, XML, or CSV file. Provide extensivemanuals, webinars, video tutorials, and online support

#### 4. Result and Discussion

##### 4.1 The Views of Indonesian Leaders Regarding the Polemic of Foreign Workers

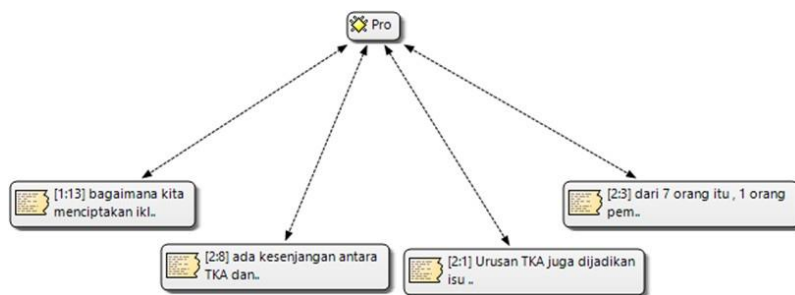
###### 4.1.1 Content Based Analysis Words Counting

**Table 1**  
**Content analysis based on Words Counting**

No	Word Count	Percentage	Words
1	47	29%	Foreign Workers
2	32	20%	Work
3	31	19%	Indonesia
4	19	12%	Laborer
5	17	10%	Morowali
6	17	10%	China
<b>Amount</b>	163	100%	

Based on table 4.1 it is explained that foreign workers are word counting highest in content analysis processing. The word "TKA" in this analysis appears as many as 47 wordsor if it is presented 29% in the total number of things according to the topics discussed in this study.

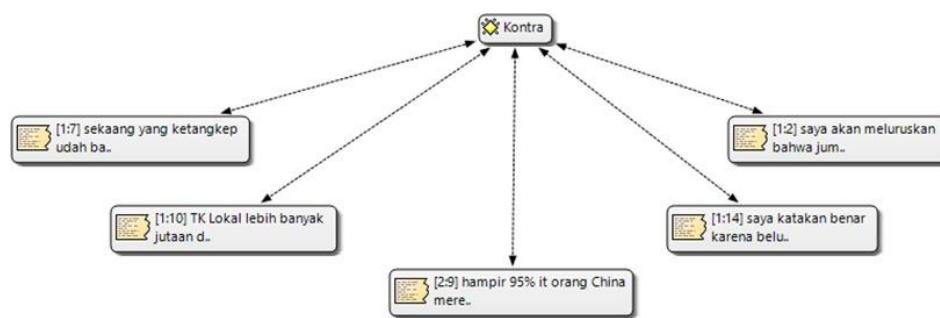
###### 4.1.2 Pro Comments About Foreign Workers In Indonesia



**Figure 4.1**  
Analysis Results network view on Pro Comments

From the comments pro results Quotation in content analysis using the Atlas.ti analysis tool above, it is known that foreign workers can be said to be necessary and needed by Indonesia, especially as experts for the process of technology transfer in the field of work that is not yet owned by local workers. The presence of foreign workers is expected to trigger companies in Indonesia to innovate and maximize the role of local workers, with a note that if the skills and abilities of local workers are said to be equivalent to foreign workers, this will be very beneficial if foreign workers really master and understand the technology and are able to transfer their expertise to the local workforce.

#### 4.1.3 Counter Comments About Foreign Workers In Indonesia



**Figure 4.2**  
Analysis Results network view on Contra Comments

From the comments pro results Quotation in content analysis using the Atlas.ti analysis tool above, the cost of using foreign workers can reach many times that of local workers. The salaries are high and the foreign workers still get additional facilities, namely:

vehicle and housing as well as health insurance, because it has become an initial investment agreement with the country that provides investment to Indonesia. And the company is expected to accelerate the process of switching to local workers.

In terms of communication, not many local workers know English as a universal language and many foreign workers violate the rules by not speaking Indonesian, so there are many problems for local workers to report the company's situation to the head office. So many foreign workers are trying to do transfer expertise to local workers, but most are frustrated that local workers cannot improve skills. Their work ethic and low discipline have made them unable to absorb expertise at a high level as a result of the plan to transfer skills to be ambiguous for this reason many strategic positions in the company are still held by foreigners.

## 5. Conclusion and Suggestions

### 5.1 Conclusion

Based on the results of the research and discussion in the previous chapter, from the issues that developed in the community, the researcher can draw the conclusion that there are 2 views of the figures towards TKA, namely: Pro opinion of TKA, namely the presence of TKA is expected to trigger

companies in Indonesia to innovate and maximize the role of the local workforce, provided that if skills and the ability of local workers has been said to be equivalent to foreign workers, this will be very beneficial if foreign workers properly master and understand the technology and are able to transfer their expertise to local workers To build an industrial area of course requires a lot of qualified local and foreign workers.

Contra's opinion against foreign workers is that the presence of foreign workers causes problems because the number is very large and threatens local workers. Foreign workers from China work not only as ordinary workers but until there are those who work as manual laborers and it is feared that due to lack of supervision, especially from the entry and exit of illegal foreign workers, it has the potential to cause an uncontrollable number of foreign workers entering, especially illegal foreign workers. The further impact of uncontrolled this can lead to reduced job opportunities for local workers and the impact of unemployment so that it can reduce people's purchasing power and in numbers the economy can increase but the welfare of the community will remain low.

## 5.2 Suggestion

The suggestions in this study are intended for the Government to pay attention to every foreign worker entering Indonesia and to further tighten the requirements for foreign workers entering Indonesian territory. Based on the data from this study, it can be used as a literature review for further researchers who are also interested in discussing the problem of foreign workers.

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