STRENGTHENING MIGRANT CARE: A COMPREHENSIVE APPROACH TO ENSURE WORKER PROTECTION AND SAFEGUARD THE RIGHTS OF INDONESIAN MIGRANTS

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ABSTRACT

Objective: Indonesia consistently sends Indonesian Migrant Workers (PMI) overseas as part of a policy to expand job opportunities despite numerous vulnerable cases. These instances range from workers not being paid their due wages to cases of violence, some of which tragically culminate in death. Economic conditions stand out as significant among the factors contributing to this situation. These conditions often serve as an attraction for the workers, highlighting the complexity of the issue. Ensuring the protection of migrant workers is also vital for the government, self-sustaining community institutions, and non-governmental organizations. This shows that the realization of worker rights protection requires urgent collaboration with various entities, such as Migrant CARE, a non-governmental organization actively contributing to the government’s efforts in protecting migrant workers.

Methodology: Therefore, this study aims to determine the role of Migrant CARE as a non-governmental agency in protecting workers, using a qualitative methodology through literature studies and documentation.

Findings: The results showed that Migrant CARE played a role in the protection of migrant workers through their patterns as creators and channels of knowledge via the analysis conducted on the issue of safety. This organization actively criticized government policies and contributed to the provision of public services through advocacy and policy implementation.

Implications/Value: It also suggested that the Indonesian government should strengthen the existing regulations related to the protection of migrant workers for a more comprehensive and accessible approach to resolving the issues encountered by migrant workers.

Keywords: rights protection, migrant workers, non-governmental organizations.

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REFORÇAR OS CUIDADOS AOS MIGRANTES: UMA ABORDAGEM ABRANGENTE PARA GARANTIR A PROTEÇÃO DOS TRABALHADORES E SALVAGUARDAR OS DIREITOS DOS MIGRANTES INDONÉSIOS

RESUMO

Objetivo: A Indonésia envia constantemente trabalhadores migrantes indonésios (PMI) para o exterior como parte de uma política para expandir as oportunidades de emprego, apesar de vários casos vulneráveis. Estes casos vão desde trabalhadores que não recebem os salários devidos a casos de violência, alguns dos quais culminam tragicamente na morte. Entre os fatores que contribuem para esta situação destacam-se as condições econômicas. Essas condições muitas vezes servem de atrativo para os trabalhadores, destacando a complexidade da questão. Garantir a proteção dos trabalhadores migrantes também é vital para o governo, as instituições comunitárias autossustentáveis e as organizações não governamentais. Isto mostra que a realização da proteção dos direitos dos trabalhadores requer colaboração urgente com várias entidades, como a Migrant CARE, uma organização não governamental que contribui ativamente para os esforços do governo na proteção dos trabalhadores migrantes.

Metodologia: Portanto, este estudo visa determinar o papel da Migrant CARE como agência não governamental na proteção dos trabalhadores, utilizando uma metodologia qualitativa através de estudos de literatura e documentação.

Constatações: Os resultados mostraram que a Migrant CARE desempenhou um papel na proteção dos trabalhadores migrantes através de seus padrões como criadores e canais de conhecimento através da análise realizada sobre a questão da segurança. Esta organização criticou ativamente as políticas governamentais e contribuiu para a prestação de serviços públicos através da defesa e implementação de políticas.

Implicações/valor: Sugeriu também que o governo indonésio deveria reforçar os regulamentos existentes relacionados com a proteção dos trabalhadores migrantes para uma abordagem mais abrangente e acessível para resolver as questões encontradas pelos trabalhadores migrantes.

Palavras-chave: proteção de direitos, trabalhadores migrantes, organizações não governamentais.

1 INTRODUCTION

Labor issues are a major concern for developing countries like Indonesia, particularly due to the yearly increasing need for jobs. This demand is driven by the country's high population growth, resulting in a rapidly expanding labor force. In fact, as of 2021, Indonesia's workforce was globally ranked 4th, following China, India, and Arab countries. To address this situation, the government has taken steps to create more employment opportunities by sending workers abroad. This initiative was first introduced in 1969, with the Ministry of Labor playing a significant role in implementing government policies for job placements (De Souza et al., 2023). Subsequently, in 1970, the Inter-Regional Inter-Region (AKAD) and Inter-Country Inter-Employment (AKAN) programs were introduced, which involved the active participation of the private sector.
The sending of workers abroad significantly impacts a country's economy and workforce. This is evident from the remittances received from overseas employees, which amounted to USD 9,427 million in 2020 (Hernandez-Coss et al., 2008). These remittances contribute to an increase in foreign exchange as foreign currency is transferred to Indonesia, thereby strengthening the value of the rupiah. Furthermore, the economic impact on the workforce is notable, as workers use their wages to improve their living conditions by building decent houses. This serves as capital for starting businesses, leading to the development of various sectors and an increase in people's income (Sasmoko et al., 2022). Considering the significant role these workers play as foreign exchange contributors, ensuring they are provided with maximum protection before, during, and after their work assignments (Marcos & María, 2023).

Indonesians also have the right to a decent living through work, as mandated in Article 27, paragraph 1 of the 1945 Constitution (Malkawi, 2023). This right is expressly stated in various national and international legal products, such as (1) the Universal Declaration of Human Rights, (2) the Declaration of Philadelphia, ILO Convention 97/1949 on Migration for Work, (3) the ILO Convention 143/1975 concerning Migrant Workers Convention, and (4) the 1998 ILO Declaration on Fundamental Principles and Rights at Work (Qubbaja et al., 2008). Based on the national rate, the government stipulated Law No. 13 of 2003 concerning Manpower and Law No. 18 of 2007 about the Protection of Indonesian Migrant Workers. Furthermore, "Indonesian Migrant Worker" was replaced by "Worker Indonesian Migrants" known as Pekerja Migran Indonesia (PMI) through Law Number 18 of 2017, encompassing the PMIs working for legal entities, individuals, fishermen, and ship crew members.

In implementing the established policies, the government has reportedly developed an institution known as the Indonesian Migrant Worker Protection Agency (BP2MI) to oversee and enforce the rules and regulations. This agency is tasked with the integrated protection of Indonesian Migrant Workers, as stated in Article 1, paragraph (26) of Constitution Number 18 of 2017. In this case, the government is responsible for protecting the workers through policies and establishing institutions. However, migrant workers continuously encounter various problems, ranging from mild to severe, such as unpaid wages, illness, human trafficking, and even death. In 2022, BP2MI obtained a total of 1853 complaints, with 52% and 48% resolved and still under process, respectively.
These data indicate that the government's role is insufficient in protecting PMI. In this case, cooperation needs to be obtained from various parties to minimize and eradicate the problems experienced by migrant workers (Moskalenko et al., 2023). The workers should also receive the most significant appreciation as attention and protection from the government and non-governmental organizations. The existence of non-governmental organizations is also crucial in developing a civil society capable of fighting for the rights of people in the state's life (Sukmana et al., 2022). From this context, the legal organization working without government dependence or influence is not directly provided. This leads to the formulation of several organizations, including NGOs, social foundations, as well as religious, youth, and professional-based companies.

Migrant CARE is an active non-governmental organization emphasizing the issues and problems encountered by PMI. This explains that the organization's mission is to encourage and realize a dignified life for the workers and their families. The programs possessed are also reflected in "CARE," namely counseling, advocacy, research, and education, with the Migrant Workers Care Village Initiative or Desbumi established in 2013. From this context, only a few migrant workers filed complaints to Migrant CARE due to their convenient complaint mechanism and established track record in handling cases and providing legal assistance. Therefore, this study aims to explain the Roles of Migrant CARE as a Non-Governmental Organization in the Protection of Indonesian Migrant Workers.

2 THEORETICAL FRAMEWORK

The protection of the rights of Indonesian migrants involves a complex interplay of legal theories and principles. This theoretical framework draws upon several key legal theories, including International Human Rights Law, Labor Law, State Responsibility, and Access to Justice, to develop a comprehensive approach to ensure worker protection and safeguard the rights of Indonesian migrants.

2.1 INTERNATIONAL HUMAN RIGHTS LAW

International Human Rights Law, particularly the Universal Declaration of Human Rights (UDHR) and the International Covenant on Civil and Political Rights (ICCPR), forms the foundation for the legal protection of the rights of Indonesian
migrants. These instruments emphasize all individuals' inherent dignity and rights, including migrant workers (UN General Assembly, 1948).

2.2 LABOR LAW AND ILO CONVENTIONS

Labor law, both at the international and national levels, plays a pivotal role in ensuring the rights of Indonesian migrant workers. Relevant International Labour Organization (ILO) conventions, such as Convention No. 97 on Migration for Employment and Convention No. 143 on Migrant Workers, provide important legal frameworks for labor migration governance (International Labour Organization (ILO), 1975).

2.3 STATE RESPONSIBILITY AND DUTY TO PROTECT

The theory of State Responsibility highlights states' obligation to protect their citizens' rights abroad. This principle is crucial in the context of Indonesian migrant workers, as it underscores the responsibility of the Indonesian government to safeguard their rights even when working in foreign countries (Shaw, 2003).

2.4 ACCESS TO JUSTICE

Access to justice is fundamental in ensuring Indonesian migrants have recourse when their rights are violated. Legal theories related to access to justice, including procedural justice and the right to an effective remedy, are vital in providing avenues for migrants to seek redress (Uvin, 2009).

2.5 NON-DISCRIMINATION AND EQUALITY

The principle of non-discrimination and equality underpins legal frameworks that protect Indonesian migrants from discrimination based on nationality or migrant status. The Convention on the Elimination of All Forms of Racial Discrimination (CERD) and the principle of equal treatment are central in this regard (UN General Assembly, 1965).

2.6 LABOR MIGRATION GOVERNANCE

The governance of labor migration, including the legal frameworks governing recruitment agencies and labor contracts, plays a significant role in protecting the rights
of Indonesian migrants. Legal theories related to governance, such as regulation and accountability, are relevant here (Sidin, 2023).

2.7 EXTRATERRITORIAL APPLICATION OF HUMAN RIGHTS OBLIGATIONS

The extraterritorial application of human rights obligations is essential in extending protection to Indonesian migrants working abroad. The theory of extraterritoriality involves holding states accountable for violations of human rights committed beyond their borders (Shelton, 2011).

2.8 TRANSNATIONAL LEGAL NORMS

Transnational legal norms, encompassing customary international law and soft law instruments, shape the legal landscape for the protection of Indonesian migrants. These norms help harmonize legal standards across borders and provide a basis for international cooperation (Klabbers, 2013).

2.9 CORPORATE ACCOUNTABILITY AND BUSINESS AND HUMAN RIGHTS

The role of corporations and businesses in the employment of Indonesian migrants is significant. The legal theory of corporate accountability and the emerging field of Business and Human Rights emphasize the responsibility of companies to respect human rights, including the rights of migrant workers (Ruggie, 2011).

2.10 CITIZENSHIP AND STATELESSNESS

Citizenship and statelessness issues may affect the rights of Indonesian migrants. Legal theories related to nationality, statelessness, and the right to nationality are relevant in addressing these challenges (UN High Commissioner for Refugees (UNHCR), 2012).

Drawing from these diverse legal theories, this theoretical framework provides a comprehensive legal approach to strengthening Migrant CARE and ensuring worker protection while safeguarding the rights of Indonesian migrants. It underscores the importance of international human rights, labor law, state responsibility, and access to justice in achieving these goals.
3 METHODOLOGY

This study employed a normative qualitative method, which aligns with the knowledge tradition fundamentally socially dependent on observations pertaining to human behavior and phenomena within specific areas or domains, as outlined by Kirk and Miller (Beck et al., 1991). A comprehensive approach encompassing statutory, conceptual, and historical elements was employed to construct a well-detailed and articulated perspective. This approach was rooted in examining relevant legal frameworks, specifically the Act on Protection of Migrant Workers and its associated derivatives. The conceptual and theoretical frameworks derived from legal science were also used to develop and enhance the analytical perspective (Marzuki, 2005). Furthermore, the secondary data consisting of primary, subsidiary, and tertiary laws were implemented in the analysis. Data materials were also obtained through the documentation studies conducted in libraries, the internet, and media institutions serving as relevant information sources. The processing technique involved inventorying, identifying, classifying, and systematizing the obtained materials to describe their structures. This was accompanied by analyzing the relevant data using a qualitative method, providing a descriptive depiction through words.

4 RESULTS AND DISCUSSION

4.1 THREATS TO OVERSEAS MIGRANT WORKERS

4.1.1 Worker Exploitation

Trafficking in persons was defined in the Palermo Protocol to the UN Convention against Transnational Organized Crime, distinguishing between its concepts and smuggling. In this context, trafficking in persons encompassed the recruitment, transportation, transfer, harboring, or receipt of individuals through various measures, such as force, coercion, deception, fraud, abuse of power, or vulnerability exploitation. It also involved the exchange of payments or benefits to obtain the consent of those having control over others toward exploitation. However, a lack of comprehensive evidence and detailed case studies was observed on this issue, with most available information originating from diverse regions, including Central, Eastern, and Western Europe, Israel, the Middle East, Russia, Turkey, Asian countries, and the United States (Arenas et al., 2023). This information was deeply unsettling, with abuse often occurring in chronic domestic labor shortages, specifically for seasonal tasks commonly found in the UK.
agriculture and horticulture industry. For instance, the National Farmers Union estimated an annual labor shortage of up to 50,000 people in this sector. As to the levels of trafficking for labor exploitation in Europe and elsewhere, only a few complex data were available. This was partly due to the relatively low attention to non-sexual exploitation trafficking. The involvement of non-governmental organizations (NGOs) was also minimal, with trade unions not prioritizing the issue. In addition, a lack of political will was found in investigating precarious workers' recruitment and working conditions.

The distinctions between trafficked and smuggled migrants were highly subtle in various practical areas, regardless of the best efforts of the Palermo Trafficking and Smuggling Protocol drafters to obtain a clear differentiation. This theoretically indicated that the elements of coercion and deception distinguished trafficking from smuggling at specific procedural stages, compared to the voluntary nature of the smuggled worker transaction. However, the distinctions were capable of becoming blurred in the field. After completing the assigned work, most migrants were threatened with deportation and dismissed without payment. Several cases also showed that most workers were sold to various employers. This proved that men were deliberately placed in forced labor situations and pressured to purchase freedom from their employers. When the workers were found fleeing from these situations, many were then pursued for debt repayment. Despite this, understanding the broader dimensions of modern trafficking for labor exploitation requires a very strenuous effort. This was because no actual knowledge was found of trafficking in various sectors, such as agriculture, construction, and service, regardless of the consensus highlighting the escalating prevalence of the issue. In this context, the issue was often linked to restrictions on migration (Plant, 2002).

4.1.2 Xenophobia and Racism in Placement Countries

Xenophobia is the attitudes, prejudices, and behaviors rejecting, excluding, and often vilifying people regarding their consideration as outsiders (Miller, 2018). Meanwhile, racism was an ideological construct conferring a position of power over others based on physical and cultural attributes, such as skin color and language (Miller, 2018). Although racism and xenophobia were different concepts, both were overlapping phenomena, with difficulties often encountered in differentiating them in many cases. This was because one commonly motivated and triggered the prevalence of the other. In many cases, the media frequently played a catalytic role in amplifying racist and
xenophobic narratives against migrant workers. During times of crisis, prejudice and contempt also became an emotional outlet for anxiety, driven by fear and ignorance. Furthermore, xenophobic narratives toward foreign nationals were persistent at individual, community, and systemic levels, manifesting through physical and verbal abuse, social exclusion, denial of goods and services, discriminatory restrictions, and quarantine policies. These policies included anti-migrant political rhetoric and social media discourse, with migrant workers commonly the target of the outrage.

The pre-existing vulnerabilities of migrant workers had multiple, multidimensional, and far-reaching impacts on their physical, economic, and psychological well-being. These conditions subsequently led to the development of deep ontological scars. From this context, women migrant workers commonly encountered multiple forms of intersecting discrimination and inequality, gender-specific restrictions in migration policies, precarious and informal employment, racism, and xenophobia. According to the International Federation of Domestic Workers, the urgent steps required to protect domestic workers' right to safe work were considered by providing them with training (Tafira, 2011). Female domestic workers could also be increasingly excluded from access to services and support, trapped in several locations by stay-at-home orders, and unable to escape exploitation, abuse, and violence. Moreover, the Durban Declaration proved that xenophobia and racism against non-citizens, specifically migrant workers, were one of the primary sources of contemporary racial abuse. This was because the workers were often discriminated against regarding housing, education, health, job and labor protection, income security, and social safety. The separate treatment of the labor migration governance from the immigration and resettlement systems also perpetuated systemic racism. By separating migrant workers from other immigrants, distinguishing, limiting, and cutting off their governance, rights, and mobilities from the permanent immigration system, the government developed an unequal playing field for those mainly originating from low-income countries in the South. Global. Moreover, the roots of racism and xenophobia against migrant workers depended on the labor migration governance system steeped in racial abuse, colonial history, and nationalist traps. This government structure developed xenophobic and racist sentiments at the individual and structural levels, with immediate resolution critical to challenging entrenched xenophobia and systemic racism (Mukumbang, 2021).
4.1.3 Limited Access to Justice and Legal Process

The complex situation of migrant workers and related protection issues required action on several fronts. Besides the coverage by law and enforcement, several mechanisms must be implemented to ensure fairness. In this case, a universal problem encountered by female and male migrant workers emphasized justice inaccessibility regardless of their protection by national laws or international human rights instruments. All workers, including migrants, should be able to participate effectively in the legal system regarding access to courts, appeal procedures, courthouses, and formal alternative dispute resolution mechanisms. The workers also need advocacy and non-legal support assistance, including early intervention and prevention mechanisms, forms of redress, and community-based justice.

A significant lack of awareness was observed among relevant law enforcement agencies, with migrant workers having limited opportunities to access or be informed about their rights. In this case, several organizations and committees advocated for governments to disclose information regarding measures employed or planned to notify workers about their rights, enhance access to courts and other pertinent bodies, and effectively enforce grievance-related judicial decisions. Moreover, a call for information was found regarding the number of complaints from male and female workers. This emphasized the discrimination based on race and gender and the remedies provided to address these issues (Wickramasekara, 2005).

4.2 PROTECTION OF INDONESIAN MIGRANT WORKERS

Employment development was needed for increased quality and contribution to improvement, protection rights, and the interest in emphasizing the honor and dignity of humans (Husni et al., 2020). This indicated that the implementation of worker protection should be ensured by the state, institutions, and agencies responsible for the distribution of migrant employees. In this case, the government played a crucial role by introducing comprehensive policies safeguarding workers' rights before, during, and after employment. These policies were in the Constitution of Employment and Law Protection Worker Migrant and derivatives (Asikin, 1994). However, established laws were formulated to serve the collective interest and should be adaptable to changing times. These laws were undeniably influenced by the various parties actively involved in
political activities, with alignment tendencies observed with social classes or interests (Aulia, 2018).

Changes were also observed to the employment cluster in the Create Work law repealed by Government Regulation instead of Law concerning Job Creation. This condition caused several complicated changes to the law and was generally acknowledged in the output media coverage. The complexity of the adjustments also signified that Law Number 13 of 2003 concerning Employment should be fully reissued rather than amended. This was because the only potential amendment could hinder public access to legal knowledge (Mahy, 2022). Therefore, identifying the necessity of crafting impartial laws and ensuring the effectiveness of constitutional provisions was essential. The process of formulating these laws also required careful attention to the underlying principles governing their structure and content (Anggono & Firdaus, 2020).

Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers was implemented to protect PMI (Indonesian Migrant Workers) from human trafficking, slavery, forced labor, violence and abuse, crimes against dignity, and other treatments violating rights (A. Abd. Hamid et al., 2016). The number of PMIs was also substantial, partly due to the emergence of numerous employment service companies. However, not all of these companies adhered to the set regulations, specifically labor service organizations, leading to migrant workers becoming victims of inadequate information (Asyhadie et al., 2022). Many workers also end up being treated improperly by their employers (Widiyahseno et al., 2018).

The economic conditions in specific countries were responsible for the less attraction for people, as other nations with higher income levels became more appealing as destination states. This economic disparity triggered international labor mobility, with the rising income in moderately developed countries enabling their residents to seek opportunities beyond national borders. Furthermore, global information accessibility and improved transportation systems contributed to the increased international mobility of labor (Shalihah et al., 2022). This indicated that income significantly and positively affected the preference to work abroad (Cindiana et al., 2022). In this case, several derogatory cases of violence were commonly considered, such as abuse, sexual harassment, punishment, non-payment of wages, and unilateral termination of employment (Rosalina & Setyawanta, 2020). This led to the necessity for comprehensive protection measures addressing issues related to the well-being of migrant workers.
throughout the entire employment cycle, starting from pre-departure to the completion of their work. Therefore, labor protection laws were fundamentally implemented to safeguard the honor, dignity, and fundamental human rights of people who were considered legal subjects (*natuurlijk persoon*) under the provisions of the law (Harahap & Hamid, 2020). The purposes of protecting migrant workers included the following (A. Hamid, 2020),

1. Ensure the enforcement and fulfillment of fundamental human rights as citizens and Indonesian migrant workers,
2. Ensure legal, economic, and social protection for Indonesian migrant workers and their families.

The state was internally obligated to protect and guarantee its citizens to obtain decent work at home and abroad regarding the principles of equal rights, democracy, social justice, gender equality, fairness, anti-discrimination, and anti-trafficking. From this context, the efforts to realize the privilege were achieved through the placement of migrant workers, with the implementation carried out due to human rights, legal protection, equal employment opportunities, and the provision of labor according to national needs (Adharinalti, 2012). Based on Zainal Asikin, labor protection was grouped into 3 (three) classes, namely (Asyhadie, 2007),

1. Economic protection, where safety emphasized sufficient income, specifically when workers were unable to work against their will due to illness,
2. Social protection protects occupational health and safety workers through guarantees and freedom to associate and join an organization. This protection was commonly referred to as social security,
3. Technical protection, namely labor safety, in the form of security.

Indonesia was obliged to protect the entire nation as stated in the 1945 Constitution, where the citizens need to be defended and protected by their constitutional rights to obtain legal safety and a decent livelihood. In this case, the PMIs (Indonesian migrant workers) were not exempted. The protection provided by the country of origin also played a crucial role in ensuring the well-being and rights fulfillment of migrant workers, regardless of their international safety, primarily through the International Convention on the Protection of Migrant Workers and Their Families. Moreover, the right to protection of these workers was enshrined in Law Number 18 of 2021 concerning the Protection of Indonesian Migrant Workers. This law established the procedures for the
placement of migrant workers, including the following: (1) pre-placement training, (2) a pre-departure program, (3) medical examinations, (4) worker protection measures, (5) dispute resolution mechanisms, (6) placement supervision, and (7) the protection of PMIs abroad while in Indonesia (Situmorang et al., 2021).

Administrative and technical protection was also obtained before prospective work of migrant workers by providing the following: (1) socialization, (2) social security, (3) access to capacity building through job training, (4) correct information about the job market, (5) placement arrangements and working conditions abroad, and (6) guidance and supervision. This showed that the protection during work was regulated in Article 21, where data collection and registration by the labor attaché or designated foreign service official were included. The regulation also included the following: (1) monitoring and evaluation of the employer, (2) work relations and working conditions, (3) facilitation of the fulfillment of migrant workers’ rights, (4) facilitation of the settlement of employment cases, and (5) the provision of consular services, mediation assistance, advocacy, and legal assistance. In this case, legal assistance was provided through establishing advocate service facilities by the Republic of Indonesia's central government and/or representatives. This assistance was provided according to the applicable laws of the destination country and international customs through the facilitation of legal representation and support and the help in repatriation processes. From this context, the protection provided did not absolve Indonesian Migrant Workers (PMI) from their criminal and/or civil liabilities. This was subsequently done in compliance with the destination country's laws (Widodo & Belgradoputra, 2019).

The observation of after-work protection encompassed several aspects, including the facilitation of the return to the area of origin, resolution of PMI unfulfilled rights, management of medical care and repatriation for sick or deceased workers, social rehabilitation and reintegration, as well as empowerment of PMI and their families. Law No. 18/2017 also addressed PMI's legal, social, and economic protection. This indicated that PMI would only be placed in countries having protective regulations and social security or insurance systems. Employment agreements were also expected to be established in Indonesia. Based on the social front, PMI protection centers and public reintegration initiatives were launched and implemented, with job training programs improved with competent instructors. From an economic standpoint, entrepreneurship
and financial education were also provided to PMI to manage remittances involving banks or non-bank institutions.

Based on Soleh, the protection of migrant workers was carried out through the following (Soleh, 2017): (1) increasing the understanding of the workers in using financial services, (2) equipping migrant workers with knowledge of their human rights, (3) increasing the role of local governments in supervision, and (4) expanding cooperation to improve protection with the government and other elements of society. The responsibility for placing and protecting these workers abroad also emphasized Government Regulation No. 59 of 2021 concerning implementing the Protection of Indonesian Migrant Workers. This was managed by the Central and Provincial Governments, Regency/City-Village Government, Ministry of Manpower, Indonesian Representative in the Destination Country, and the Indonesian Migrant Worker Protection Agency.

From these descriptions, some gaps were practically observed in protecting migrant workers due to the Standard Operating Procedures related to the country's limited supervision of labor activities. According to Hot Jungjungan, the authority of labor inspectors was required to supervise prospective migrant workers and channeling companies before the recruitment processes. The authority was also needed to increase the education and capacity of inspectors (Simamora, 2021). In line with this, Hartono and Jossi argued that resolving migrant worker protection issues was complex due to the complexity of safety with the emergence of unpredictable elements. Skills and expertise were also required to supervise Law No. 18/2017 and its derivatives strictly.

4.3 DOMESTIC POLICY ANALYSIS OF LEGAL PROTECTION FOR MIGRANT WORKERS IN INDONESIA

4.3.1 Law No. 39/2004 on the Placement and Protection of Overseas Workers

Law No. 39/2004 on the Placement and Protection of Indonesian Migrant Workers Abroad (PPTKLN Law) had shortcomings emphasizing less protection. This proved that the placement aspect of PMI (Indonesian Migrant Workers) was prioritized more in PPTKLN Law than in the protection phase. In this case, only 9 (nine) of 109 publications had provisions related to protection, namely Articles 77, 78, 79, 80, 81, 82, 83, and 85. These publications did not provide a clear and complete picture, leading to the observation of ambiguity. Furthermore, the articles of Convention 189, setting out the
basic requirements for protecting domestic workers' rights to decent working and living conditions, were not met by Law No. 39/2004. This showed that the families of the crew members and migrant workers were not covered by PPTKLN Law (undocumented migrant workers). From this context, insufficient regulations were observed to protect the rights of these workers fully. To improve the migrant worker system, the government was expected to be committed and consistent. PMI laws should also be tightened and updated to reflect global labor standards and avoid institutional duality.

Since Private Placement Executors had dominated the management of migrant workers, the involvement of local governments should be maximized. Based on the House of Regional Representatives of Indonesia (DPD RI), Act No. 39 of 2004 had 4 (four) weaknesses as follows,

1. Ineffective government protection mechanism,
2. Weak coordination between parties due to sectoral ego,
3. The spirit of the underlying regulations did not cover the protection of migrant workers abroad,
4. Private migrant worker placement companies played a more significant role in policy implementation and protection than local governments.

From these descriptions, the following shortcomings were also observed in Law No. 39 of 2004,

1. The treatment of migrant workers was not higher than a commodity,
2. Most of the provisions in the law addressed the placement of the workers,
3. The management of migrant labor migration was not transparent and consistent,
4. Government agencies handling migrant workers were prone to institutional conflict,
5. No community or local government involvement was observed in the management of the worker affairs,
6. Gender and other factors were not considered.

Based on these shortcomings, Law No. 39 of 2004 was revoked and amended by Law No. 17 of 2018.
4.3.2 Law No. 18/2017 on the Protection of Indonesian Migrant Workers

The Law on the Protection of Indonesian Migrant Workers was passed by the House of Representatives of Indonesia (DPR RI) on October 25, 2017. This decision showed the importance of protecting the workers inappropriately earning money abroad. According to Article 1 Paragraph 1 Number 18 of 2017, the protection of PMI was defined as all efforts to preserve prospective workers and their families in meeting the rights before, during, and after work in the legal, economic, and social fields. In this case, the state's role was adjusted with the existence of Law No. 18/2017, which prioritized the government's responsibility to protect migrant workers and reduce the role of the private sector in their placement and protection. This showed that the central and local governments were given significant responsibilities by Law No. 18 of 2017 to protect PMIs before, during, and after employment (pre-placement, during placement, and post-placement). Meanwhile, the private sector's responsibility was to manage the placement of the workers. This was in contrast to Law No. 39 of 2004, which provided an essential role to the private sector. From this context, the PTs representing the sector, Private Migrant Worker Placement Implementers (PPTKIS), were generally considered. Its extensive role was also commonly blamed on the migrant workers subjected to cruel abuse by their employers. For example, PPTKIS was required to acquire job training and master the destination country's language according to the established competency standards. However, PPTKIS had been assigning jobs to migrant workers without ensuring their readiness regarding language proficiency in the destination country. In this case, prospective workers were dispatched, with difficulties effectively operating and communicating (Husni et al., 2020).

Significant state involvement at the national and local levels also demonstrated the dedication to protecting PMIs and upholding their legal rights. This dominant state position reduced the private sector's exploitation of workers to maximize profits. Before the passage of Law No. 18/2017, the private sector dominated the administration of migrant workers, often leading to the abuse of their human rights. This was because the sector's participation in Law No. 39/2004 was dominant, from providing information, obtaining data on migrant workers, processing documents, organizing training/education/courses, pre-departure, shelter, medical examinations, departure, and return. Meanwhile, Law No. 18/2017 limited the private sector's role to providing return
By comparing Law No. 18/2017 with Law No. 39/2004, tremendous progress was observed. This indicated that the existence of more specific chapters and articles on migrant worker protection, rights, social security, central and local government responsibilities, one-stop integrated services, and PMI safety was progressive. Law number 18 of 2017 also contained the measures to protect Indonesian Migrant Workers (PMI), namely (1) pre-employment protection, (2) covering administrative protection, such as the accuracy and legality of placement documents and job descriptions, and (3) technical protection such as socialization and improving the standards of prospective PMI. According to Article 8, paragraphs (1), (2), and (3), the improvement was shown through education and training, Social Security, facilitation of the PMI proper fulfillment, increasing the role of functional labor introducers, placement support at one-stop integrated services, as well as guidance and supervision.

Protection in the workplace also consisted of monitoring and assessing employers, work, and working conditions and data collection and registration by labor attachés or foreign service officers. This indicated that actual facilitation ensured that the rights of Indonesian migrant workers were upheld, facilitated the settlement of labor disputes, and provided consular services, assistance, mediation, advocacy, and legal aid. Facilitation as representative services was also provided by the central government and/or representatives of the Republic of Indonesia, guardianship according to the country's laws, programs improving PMI services, and repatriation facilities (Husni et al., 2020).

4.3.3 Law Number 11 of 2020 concerning Job Creation

The Indonesian Migrant Workers Protection Law (PPMI Law) incorporated in the Job Creation Law had 4 (four) amended articles and 1 (one) new document. However, the changes provided negative latent impacts, such as adjustments to Articles 51 and 57 regarding P3MI business licenses and their extension, respectively. Based on these articles, the government adjusted P3MI (Indonesian Migrant Worker Placement Companies) to quickly obtain a company establishment license. However, P3MI often played an essential role in preventing migrant workers from leaving the country without permission or following applicable procedures. This allowed people to become gullible and vulnerable to the temptation of offers provided by placement companies due to a lack
of education and economic pressure. Many of these companies also carried out significant purchases and only hid economic goals without emphasizing legality or the interests of migrant workers. Although Indonesia had signed the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, the enslavement of these employees still occurred in many countries. In this case, the protection of Indonesian migrant workers was jeopardized by the lawmaker’s policy of simplifying the evaluation permit in the Job Creation Law (Article 51). This was done by eliminating the permit from the relevant Minister because the adjustment loosened the government supervision and review of P3MI, significantly affecting the placement of PMIs. The Job Creation Law did not explain the institution issuing the P3MI license, which was only provided by the central government.

Table 1. Compliance of Placement and Placement Support Agencies with Applicable Standards and Conditions for 2016 – 2018

<table>
<thead>
<tr>
<th>No</th>
<th>Lembaga Penempatan</th>
<th>Total Yandir Layan</th>
<th>Jumlah Lembaga</th>
<th>% Tidak Patuh</th>
<th>% Patuh</th>
<th>Total Yandir Layan</th>
<th>Jumlah Lembaga</th>
<th>% Tidak Patuh</th>
<th>% Patuh</th>
<th>Total Yandir Layan</th>
<th>Jumlah Lembaga</th>
<th>% Tidak Patuh</th>
<th>% Patuh</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Lembaga Penempatan</td>
<td>64</td>
<td>496</td>
<td>12.9</td>
<td>87.1</td>
<td>226</td>
<td>456</td>
<td>48.02</td>
<td>51.97</td>
<td>64</td>
<td>445</td>
<td>14.38</td>
<td>85.62</td>
</tr>
<tr>
<td>2</td>
<td>Lembaga Pendukung Penempatan</td>
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<td>449</td>
<td>12.9</td>
<td>87.1</td>
<td>1</td>
<td>486</td>
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<td>98.0</td>
<td>0</td>
<td>522</td>
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<tr>
<td>3</td>
<td>BLKN</td>
<td>22</td>
<td>92</td>
<td>23.91</td>
<td>76.09</td>
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<td>0</td>
<td>0</td>
<td>100</td>
<td>0</td>
<td>100</td>
<td>0</td>
<td>100</td>
</tr>
</tbody>
</table>


Based on the 2018 report from the National Agency for Placement and Protection of Indonesian Migrant Workers (BNP2TKI), many migrant worker placement companies not complying with applicable rules and regulations were still observed in Indonesia. This was used as a standard to identify and select every business needing to obtain an operating license as a P3MI. The policy governing the P3MI license renewal process (Article 57) was also important since the government had abolished the Job Creation Law’s requirement. In the PPMI Law, a placement company was granted a license for 5 (five) years, with the option of extending it once during 5 (five) years upon the proposal of the Agency. Before the Job Creation Law, the PPM listed 10 (ten) indicators of the need for P3MI business license renewal. However, data updating was only required after establishing the Job Creation Law, with the Business License capable of rendering P3MI supervision less effective. From this context, some of the problems of
protecting PMIs originated from dishonest recruitment, detention, departure, and even repatriation practices by rogue brokers and placement companies. Some examples of inadequate effective supervision also included the following: (1) extortion during the recruitment process, (2) obtaining wages not in line with the agreement, (3) living inadequately in the placement country, (4) experiencing problems during repatriation, and (5) ending up with incidents of human trafficking.

4.4 THE ROLE OF MIGRANT CARE IN THE PROTECTION OF INDONESIAN MIGRANT WORKERS

The sustainability of organizations in Indonesia was guaranteed in Article 28 of the 1945 Constitution, where everyone had the right to associate and assemble to express their thoughts orally, orthographically, etc. However, the freedom should emphasize the principle of Indonesia as a state of law for the various institutions and organizations to obey the constitution and applicable laws. Non-governmental organizations were also considered Lembaga Swadaya Masyarakat, which was often used to avoid the negative implications of its relationship with the government. As cited by Wei-Wen Chang, Fisher, and Maargues (Chang, 2005), Lembaga Swadaya Masyarakat differed in different cultures and political systems despite the increasingly diverse connotations of the term non-governmental organization. David Lewis also defined NGOs as voluntary associations concerned with changing a specific environment for the better.

In Indonesia, the position of community organizations was stipulated in Law No. 17 of 2013. This was defined as an organization voluntarily established by the community regarding a common will and ideal to participate in development processes toward achieving the objectives of the Unitary State of the Republic of Indonesia through Pancasila. In this case, several functions of community organizations were observed, as stated in Article 6 of Law No. 17 of 2003. This demonstrated that the organizations had the following functions: (1) served as channels for activities, coaching, and development of members to realize organizational goals, (2) helped to channel community aspirations, (3) emphasized community empowerment, (4) meeting social services, (5) encouraging community participation in maintaining and strengthening national unity, and (6) maintaining and preserving the norms, values, and ethics in the life of society, nation, and state.
As independent organizations without government intervention, the role of community organizations was capable of maximizing integrity in achieving organizational goals. According to the Big Indonesian Dictionary, a role is an action performed by a person in an event. Ari Ganja also mentioned five roles of public organizations as follows,

1. Knowledge sharers, due to conducting study and analysis capable of criticizing existing policies,
2. Disseminators of knowledge or scientific and technical information as recommendations for the preparation of legal products,
3. Policy, representing and improving specific issues mainly emphasized in a policy process,
4. The leading provider of public information, education, motivation, and attention to specific issues, such as international trade,
5. Contributors to the policy implementation process and the provision of public services.

According to David Lewis, the role of non-governmental organizations was classified into 3, namely economic, social, and political. These organizations were considered to have the empathy and ability to change the environment for the better. As quoted by Husain, Shepherd also stated that possessing the social groups capable of motivating the community toward empowerment was essential due to the government's top-down approach to development processes. In addition, 3 (three) models of the relationship between NGOs and the state were observed, including (1) the NGOs' highly participatory and prioritizing development-related activities, (2) the NGOs' active political activities, and (3) the NGOs' emphasis on community empowerment.

In this study, the NGO discussed was Migrant CARE, established in 2004. The programs initiated by this organization included the following,

1. Counseling, providing services and legal assistance for case handling to the PMI (Indonesian Migrant Workers)
2. Advocacy, strengthening local, national, regional, and global networks to advocate and ensure the implementation of migrant worker empowerment policies. Migrant CARE also used information technology to improve services and campaigns toward obtaining public support for safe migration,
3. Research, conducting analysis, and managing knowledge as documentation,
4. Education, organizing, and strengthening the critical awareness of PMIs and their family members about working and citizenship rights,
5. Desa Peduli Buruh Migran (Desbumi) initiative partnering in five provinces.

When associated with Law No. 18 of 2017, the existing programs at Migrant CARE represented three types of protection: legal, social, and economic. In this case, two issues became the strategy carried out by the organization,

1. For migrant worker advocacy: This prioritized the realization of the following: (1) Safe Migration Governance, (2) advocacy for amendments to legislation to achieve safe migration, case handling, and legal assistance, and organizing and strengthening critical awareness of migrant workers.
2. Strengthening the organizational and institutional capacity of Migrant CARE: This emphasized the following: (1) the development of internal organizational structures and systems, (2) the establishment of human resource capacity, (3) the development of Migrant CARE into a reference center related to the workers, and (4) establishment of policies and systems for the sustainability of Migrant CARE organizations.

Migrant CARE also opened an office in Kuala Lumpur, Malaysia, in 2015 to optimize advocacy for enforcing PMI rights. From this context, the formation of groups based on the area of origin, type of work, and job area was carried out to build an existing network in Malaysia, with a weekly routine agenda for sharing and discussing with Indonesian migrant workers. Victim assistance to the Indonesian Embassy, such as mediation, document processing (SPLP/Passport), and Check Out Memo (COM) analysis, was also carried out by Migrant CARE in Malaysia. This was because most migrant workers encountered injustice in every migration phase, specifically in the destination country. In addition, the problems frequently attached to the workers fluctuating yearly are depicted in Figure 1,
Figure 1. Type Case in Media Coverage 2019

According to Migrant CARE case assistance (2019), fraud, labor contracts, and document issues were vulnerable to Indonesian migrant workers. This indicated that non-procedural migration and its lack of enforcement law were in line with the criminal trafficking of persons, highlighting the injustice to migrant workers. The social background of the victim also experienced ignorance, as well as economic, social, political, educational, environmental, physical, and mental pressure. These conditions could affect the victim's psychological state, leading to being easily trafficked. Therefore, several underlying root causes should be addressed to prevent trafficking effectively. This involved the development of broader economic opportunities, as well as the promotion of community education and establishment. The enactment and enforcement of robust laws specifically targeting and combating human trafficking was also essential.

Based on these descriptions, the complexity of the problem caused various issues, including the exploitative brokers, sponsors, and agencies not caring about the rights and protection of Indonesian migrants. Network exploitation also involved the channel cross-company, often conflicting with jurisdiction law. This situation inherently contradicted the discourse on developing safe and affordable migration and the agenda for governance reform in protecting migrant workers. Moreover, Migrant CARE provided various
channels for lodging complaints, including phone calls, SMS, email, direct office visitation, or the organizational team visiting the victim in cases of illness. The following infographic highlights the range of assistance provided by Migrant CARE.

<table>
<thead>
<tr>
<th>No</th>
<th>Type Profession</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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<th>2018</th>
</tr>
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<tr>
<td>1</td>
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<td>90</td>
<td>87</td>
<td>46</td>
<td>68</td>
<td>67</td>
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<td>55</td>
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<td>7</td>
<td>4</td>
<td>7</td>
<td>35</td>
<td>7</td>
<td>10</td>
<td>44</td>
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<tr>
<td>3</td>
<td>Crew</td>
<td>2</td>
<td>7</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Cleaner</td>
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<td>3</td>
<td></td>
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<td></td>
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<td></td>
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<tr>
<td>5</td>
<td>Circumcision</td>
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<td></td>
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<td>Factory</td>
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<td></td>
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<tr>
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<tr>
<td>8</td>
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<tr>
<td>9</td>
<td>Breeder</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>10</td>
<td>Nurse Elderly</td>
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<tr>
<td>11</td>
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<tr>
<td>12</td>
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<td>3</td>
<td>1</td>
<td>4</td>
<td>3</td>
<td>9</td>
<td>3</td>
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</tbody>
</table>

Source: Migrant CARE, Migrant CARE Case Assistance Statistical Data (2020, p.6).

Migrant CARE was also actively monitoring the cases known or surfaced on social media aside from assisting with the reported issues. In 2010, Isti Komariyah, an Indonesian Migrant Worker (PMI), tragically became a suspected victim of violence by her employer in Malaysia, resulting in her untimely death. In this case, Migrant CARE conducted monitoring and discovered visible signs of injury and bruises on various parts of Isti’s body. This led to the firm assertion of the organization toward demanding that the Malaysian government assume responsibility for conducting a thorough and transparent legal process against the employer, adhering to the established mechanisms in the country. In addition, Migrant CARE emphasized the importance of ensuring that the rights of Isti as an employee were fully upheld and conveyed to her grieving family.

According to the Ministry Overseas database, a total of 217 (two hundred and seventeen) cases were observed, with Indonesian citizens encountering the threat of punishment leading to death. Among these cases, 79 (seventy-nine) had reached a decision, with 12 (twelve) being resolved. This included 7 (seven) and 5 (five) people being acquitted and having reduced sentences, respectively. Advocating against the death penalty was also one of the critical focuses of Migrant CARE advocacy efforts. Despite the threat of the death penalty, some workers died due to various factors, such as illness, suicide, ship sinking, work and transit accidents, and murder. Since the emergence of the Ruyati case in the media, many Indonesian workers have found themselves on death row,
awaiting execution in foreign countries of employment. In this case, Migrant CARE and an advocacy team from civil society conducted an investigation and provided specific facts. These facts demonstrated that the moratorium policy at that time was not effectively implemented, as workers supposed to be placed in Saudi Arabia were transferred to the wrong location. In this case, Ruyati’s tomb was incorrectly identified as being in Ma'la instead of the Sara'i cemetery. Furthermore, Ruyati’s physical condition in prison showed significant body wounds, prioritizing the high improbability of her having committed the alleged crimes or defended herself against persecution while working at the household of Omar Abdullah Omar al-Halwani.

The execution of Ruyati was conducted in violation of the principle of Mandatory Consular Notification, as stipulated in the Vienna Convention. This was because the Indonesian government was not officially notified, leading to Ruyati's family being utterly unaware of the execution. In this case, immediate concrete steps should be adopted to strengthen diplomatic protection for Indonesian migrant workers, prioritizing the release of hundreds of PMIs at risk of the death penalty. This step emphasized the avoidance of a recurrence of the situation encountered by Ruyati.

In assisting the PMIs, Migrant CARE did not discriminate based on the possession or non-possession of official documents. An example was the case of Sahir, a migrant worker in Malaysia diagnosed with tuberculosis. In this case, Migrant CARE continuously followed Sahir and reported his case to the Indonesian Embassy in Kuala Lumpur without documentation. However, official documents were commonly required when claiming workers' rights from the government. Based on this condition, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families legally bound governments to ensure that even undocumented migrants obtained equal pay, working conditions, and terms of work. Since international law theoretically held a significant position in the Indonesian legal system, its application was often practically limited (Palmer & Missbach, 2019).

In 2015, Migrant CARE also conducted a field analysis on PMI departure activities in Middle Eastern countries. In this case, the activities at the airport were designed as an advocacy tool to increase protection for Indonesian Migrant Workers. Based on the results, the lack of information on migration processes and procedures and the ignorance of PMI about their rights were the main problems experienced. To overcome these issues, the efforts carried out by Migrant CARE emphasized the direct
provision of departure procedures and rights information to PMI before leaving via brochures. This led to the establishing of a Migrant Workers Help Desk as a long-term advocacy tool with the Telephone Tree program, where PMI contacts were for interconnection.

Migrant CARE organized various workshops, including meetings with academics, to build synergy between activists and scholars regarding the advocacy for migrant workers. In 2018, a workshop on labor inspection for migrant workers was also held, focusing on implementing governance oversight throughout the employment process, from pre-departure to placement and beyond. Furthermore, Migrant CARE conducted socialization events on the 1990 Convention and ILO Convention 189 within several regions in 2015, such as Wonosobo, Central Lombok, Kebumen, Lembata, and Jember & Banyuwangi in Central Java, NTB, Central Java, NTT, and East Java, respectively. This was to provide a reference for harmonizing policies at all levels. Talk shows were also organized due to being considered crucial for reflecting on advocacy work in defending the rights of migrant workers. These initiatives strengthened the Migrant CARE driving force as part of the civil society movement, contributing to fulfilling human rights for workers.

The Migrant CARE Legal Aid Division also conducted Case Handling Training activities, where the participants were all stakeholders related to the workers. In this case, the role-playing methods or direct simulations about the issues experienced were used to unravel the existing problems. These issues included substandard wages, unilateral layoffs, being detained by employers or agents, marrying foreigners, arranging children's identity documents, and dying abroad. Moreover, Migrant CARE organized a panel discussion in 2019 involving candidates for the legislative assembly. In this activity, the panelists focused on encouraging the candidates to develop a policy environment friendly toward migrant workers. Based on the ratification of Law Number 18 of 2017, Migrant CARE conducted socialization events and discussions to promote public understanding and awareness of the policy. The electoral mechanism was also revised, with overseas elections conducted earlier. However, a challenge emerged in the form of low political participation among migrant workers. This led to the developing of an updated Political Education Module specifically tailored for Indonesian Migrant Workers.

To develop the involvement of academic activities in the protection of migrant workers regarding DESBUMI (Thematic Real Work Lectures in Villages Caring for
Migrant Workers), Migrant CARE worked with several universities. These programs emphasized five pillars: advocacy, institutions, data collection and information dissemination, empowerment, and economic model development. In this case, villages could carry out information, documents, case complaints, and economic empowerment services for full-time migrant workers, outreach, data collection, and village protective regulation formulation.

From these descriptions, the existence of DESBUMI was positively effective, specifically in the Indramayu community, where comprehensive support was provided to distressed PMIs. This included the workers having mental health issues, facilitating reintegration into society, and emphasizing economic empowerment through food product marketing and production. The existence of DESBUMI also increased awareness among migrant workers, encouraging them to report cases of mistreatment. In addition, the organization enabled the village government to obtain migration mobility data and develop regulations (awig-awig) to manage and ensure transparency in overseas work activities.

5 CONCLUSION

Based on the results, protection in Constitution No. 18/2017 was classified into social, legal, and economic, from pre-departure to during work and post-departure. Implementing this protection was commonly carried out appropriately, assuming the obligated parties were serious about implementing the set rules. The role of the government was also practically non-optimal in handling the problem of protecting Indonesian migrant workers. Furthermore, Migrant CARE originated with the programs developed to establish a dignified life for Indonesian migrant workers. According to Ari Ganjar, when associated with an organizational role, the organization also serves as a creator and disseminator of knowledge. This was observed through the analysis conducted on the issue of migrant worker protection, actively criticizing government policies. Migrant CARE also functioned as a contributor to the provision of public services through advocacy and policy implementation. Meanwhile, the organization had a social and economic role when classified regarding the protection in Law Number 18 of 2017. This was conducted by organizing workshops related to migrant worker protection issues, training, and discussions relevant to existing policies in Indonesia. The legal protection carried out by Migrant CARE was also performed by visiting the field to
provide information and advocacy to migrant workers before departure. This led to providing complaint services and assistance for the PMIs (Indonesian Migrant Workers), producing complaints, and appearing in the news. These results made the complexity of the workers' problems challenging for the government and civil society. Therefore, the parties should remain guided by Law Number 18 of 2017 and its derivative regulations in protecting operations. This emphasized the increment of synergy to realize equal rights and opportunities for migrant workers to acquire decent work and income.
REFERENCES


