



Legal Protection of Indonesian Migrant Workers to Achieve the Principles of Decent Work and Economic Growth in SDGs

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Abstract - Poverty is a major challenge to development in Indonesia, with the number of poor people reaching 28.01 million in 2016. Economic inequality between rural and urban areas worsens the situation, so that employment opportunities, including through sending Indonesian Migrant Workers (PMI) abroad, are one of the important solutions. PMI, the majority of whom are women, contribute significantly to the country's foreign exchange through remittances of up to hundreds of trillions of rupiah per year. However, challenges such as discrimination, exploitation, violence, and limited legal protection are still serious problems. The Indonesian government has sought better protection through Law No. 18 of 2017, bilateral cooperation, and integration of decent work principles in accordance with SDG 8, which includes pre-placement education, legal protection, and international cooperation. This study employs a normative legal approach by analyzing relevant laws and regulations to evaluate their effectiveness in protecting PMI. Interviews with stakeholders, including policymakers and migrant workers, provide practical insights to complement the legal analysis. Secondary data, including statutory regulations, court decisions, and academic literature, are examined narratively to assess existing policies and their implementation. The results show that the legal protection model for PMI has not fully guaranteed their security and welfare. Regulatory revisions are needed to address the rampant cases of violence and exploitation. Implementation of the principle of decent work requires the active involvement of the government, non-governmental organizations, and destination countries. Socialization of workers' rights must be strengthened to empower migrant workers in fighting for their rights. To enhance migrant workers' safety and welfare, regulatory reforms are urgently needed to address persistent issues of violence and exploitation. Strengthening enforcement mechanisms and cross-border cooperation is crucial to ensuring legal protection. An integrated policy approach that involves government, civil society, and international stakeholders is imperative to create a more effective protection framework and maximize PMI's contributions to national development.

Keywords: Decent work, Migrant workers, SDGs

I. INTRODUCTION

Poverty is still one of the challenges for development in Indonesia. In 2016, the number of poor people in Indonesia reached 28.01 million people or around 10.86%. Furthermore, based on its distribution, there is a tendency for inequality in poverty between rural and urban areas, where poverty is more commonly found in rural areas with a ratio of 11:20. The inequality in the distribution of poverty in Indonesia is an indication of the unequal development between cities and villages, which causes economic inequality (Suhartini et al. 2023) .

In relation to this, people in their lives need work to meet the needs of life and the survival of themselves and their families. Work is one of the important factors in human life and has an important meaning and benefits that are very much needed, by working a worker will have meaning in society, have useful activities, interact with other people, and be able to realize desires and ideals for themselves and their families (Suhartini et al. 2023) .

The existence of job opportunities is something very valuable for everyone. This job opportunity, someone will think forward to get a decent living for themselves and their families. In fact, from this job opportunity, positive thoughts arise for someone who is already in their productive age. Indonesia as part of a country in the world, this demands that in the era of globalization of trade and economic competition, it has a very central role in contributing and orderly improving the standard of living of humans. The most important thing in a person's life is getting a decent job for a decent living. Therefore, protection of workers is very important to be realized, in order to guarantee full human rights (Noviasari and Nurwati 2019) .

The ability and expertise of workers have a direct impact on their wages or salaries. However, modernization, technology, ideology, politics, and socio-economic factors can influence the labor market. Human needs continue to evolve, and these external factors shape labor demands and job opportunities (Suhartini et al. 2023) .

Indonesian Migrant Workers (PMI) is a government program aimed at reducing unemployment by utilizing overseas employment opportunities. Stated in the PMI/TKI Protection Law, this program provides opportunities for workers to get decent jobs and income while maintaining human rights and national laws. It also encourages international migration in accordance with legal provisions to improve community welfare (Aeni 2017) . One of the main drivers for migrant work is the significant wage difference compared to local employment opportunities. Migrant workers see overseas work as a means to improve their economic and social well-being (Suhartini et al. 2024)

Migration of Indonesian Migrant Workers has both positive and negative impacts on the country. On the positive side, it increases foreign exchange earnings, boosts investments in migrants' home regions, and improves household economic conditions. Remittances from migrant workers significantly contribute to the domestic economy. According to Migrant Care, remittances in 2019 amounted to IDR 169 trillion. However, there are also significant negative consequences, such as cases of abuse, extortion, and sexual harassment experienced by migrant workers during the departure process, employment abroad, and return to Indonesia. Despite these risks, the interest in working abroad remains high among Indonesians.

High economic inequality and limited job opportunities in the country encourage some people to seek opportunities abroad as migrant workers. This labor migration is not only a solution for individuals, but also has macroeconomic impacts, such as increasing the country's foreign exchange through remittances. However, behind these economic benefits, migrant workers, especially those working in the domestic sector, face various challenges, including exploitation and minimal legal protection. Therefore, it is important to ensure that existing regulations are truly able to provide effective protection for them.

Like two sides of a coin, the decision to become a migrant worker not only has a positive impact, but also has the potential to bring negative consequences. Migrant workers, especially those with low educational qualifications, generally work in the domestic sector which has high vulnerability due to low bargaining position. BNP2TKI reported that more than 70% of PMI are female workers, most of whom work in the domestic sector. Furthermore, some of these workers were reported to experience problems such as lower salaries than the work agreement, excessive workload, and physical, psychological, and sexual violence (Natalis and Ispriyarso 2018) .

Policies addressing the challenges of migrant labor deployment need continuous improvement to ensure migrant workers receive full protection, fair compensation, and safe working conditions. However, the safety of migrant workers has not received optimal protection. The government still struggles with ensuring legal protection, from the recruitment process to employment abroad and the return to Indonesia (Wijayanti 2019).

Although various regulations have been implemented, legal protection for migrant workers still faces challenges, especially in its implementation and effectiveness. Several studies have discussed the policy of protecting migrant workers in general, but there is still a gap in research on how the law enforcement mechanism works and the extent to which bilateral agreements have a real impact on protecting migrant workers. Therefore, this study

aims to analyze the effectiveness of regulations and implementation of legal protection for migrant workers and provide more comprehensive policy recommendations.

Over time, many Indonesian migrant workers have encountered problems abroad, including cases of employer violence, as seen in Saudi Arabia. Migrant workers are often associated with social issues as they navigate different cultural and legal environments. The debate on migrant workers revolves around economic benefits, worker welfare, and social justice. Migrant workers must balance domestic responsibilities with earning a living for their families, which presents a dual burden. They must also adapt to new norms and values to be accepted in their working environments. This phenomenon is crucial in shaping policies related to migrant workers (Wardiono and Izziyana 2019) .

SDGs or Sustainable Development Goals were formulated at the United Nations General Assembly attended by 193 heads of state in Rio De Janeiro, Brazil, in September 2015. The SDGs represent a global agenda that continues and expands upon the Millennium Development Goals (MDGs) implemented between 2000 and 2015. The SDGs contain 17 goals and 169 targets, integrating and balancing economic, social, environmental, and governance pillars. One of the key goals under the social pillar is Goal 8: promoting decent work and economic growth (Munasaroh 2022).

Based on this background, this study aims to answer several main questions: (1) To what extent have current regulations on the protection of migrant workers been implemented effectively? (2) What factors hinder legal protection for migrant workers? (3) What steps can be taken to strengthen legal protection for migrant workers through better policies? By addressing these questions, this study seeks to contribute to more effective policies that align with international standards for protecting Indonesian migrant workers. One of the SDG targets related to migrant worker protection is Goal 8, which emphasizes safeguarding workers' rights and promoting a safe and secure working environment. Migrant workers often face dual challenges due to their status as foreign employees. Indonesian migrant workers, especially those working abroad, require adequate legal protection to ensure that their work complies with agreements and provides a sense of security. The government must establish clear regulations in international labor agreements and implement an effective monitoring system to prevent worker exploitation. Additionally, education and counseling on workers' rights, along with safe reporting mechanisms, are essential. Cooperation with destination countries is also crucial, including special clauses in bilateral agreements to protect migrant workers' religious and cultural values. These steps will support their safety and well-being while contributing to the achievement of sustainable development goals (Fushshilat and Nurwati 2021).

II. METHOD

This study primarily follows a normative legal research approach, relying on literature study as the main method. However, it is complemented by interviews as a supporting tool, making it a normative-empirical legal research. Data collection techniques are carried out through library research with reference to primary legal materials such as the 1945 Constitution Article 27, various laws and regulations related to the protection of migrant workers, and policies related to sustainable development (SDGs). In addition, secondary legal materials in the form of books, scientific articles, and other relevant writings, as well as tertiary legal materials such as legal dictionaries and encyclopedias, are also used to provide additional explanations (Yumarni, Roestamy, and Suhartini 2020). The use of interviews as a supplementary tool in normative legal research follows the methodological approach suggested by Soekanto (2007), who argues that normative legal studies may incorporate empirical elements to validate findings.

Primary data were collected through interviews using a recording device or writing instrument, while quantitative data will be presented in tabular form if available. Data analysis was conducted using a narrative approach for qualitative data. This research was conducted in accordance with research ethics, including obtaining permission from related institutions.

III. RESULT AND DISCUSSION

History of the Development of Indonesian Migrant Workers (PMI)

Indonesian Migrant Workers (PMI) have played an important role in the national economy since the Dutch colonial era, when Indonesian workers, mostly men, were sent to plantations in countries such as Suriname and Malaysia. In the post-independence era, this migration pattern changed with more women involved, especially since the 1970s, when the government began to promote sending workers abroad as a strategy to reduce unemployment and increase foreign exchange (WDI 2022) . Along with the increasing global demand, especially in the Middle East and Asian countries, the government developed a regulatory framework to protect PMI, including Law No. 39 of 2004 and its update through Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers (BP2MI nd) .

However, the implementation of the policy is not without challenges, including complicated bureaucracy and limited access for migrant workers to legal protection. Data from 2019 shows that of the 276,553 migrant workers placed, 191,237 were women, the majority working in the domestic sector such as domestic helpers and elderly care workers. The main factor driving this phenomenon is the high global demand for female domestic workers, especially in countries such as Hong Kong, Taiwan, Singapore, and Saudi Arabia.

Challenges faced by migrant workers include discrimination, exploitation by placement agents, violence, and limited access to legal aid (Sigiro 2020) . The Indonesian government has taken steps to improve protection for migrant workers through pre-placement training, bilateral cooperation, and post-return economic empowerment.

The Relationship between Migrant Worker Protection and Economic Growth

Protection of migrant workers is not only relevant for workers' rights, but also has a significant impact on the national economy through remittances (Hidayat 2021) . Based on a report by Bank Indonesia, remittances from migrant workers in 2022 were recorded at more than USD 9.7 billion. The funds were used for family needs such as education, home repairs, and small business capital, which also increased purchasing power and local economic growth (Muslihatinningsih, Sinaga, and Istiyani 2020).

Table 1 Number of Migrant Workers for the Period 2019 – 2023

No	Labor force year	Number of Indonesian Migrant Workers	Information
1	2019	277,489	-
2	2020	113,436	Down 59.12%
3	2021	72,624	Down 35.98%
4	2022	200,761	Up 176.44%
5	2023	274,965	Up 36.96%

Source: Pusdatin BP2MI processed by Pusdatin Kemnaker

The decline in PMI numbers in 2020 and 2021 was due to the COVID-19 pandemic which limited labor mobility. However, the global economic recovery in 2022 and 2023 drove an increase in PMI numbers.

Strategies to Achieve SDGs Targets in the Context of Migrant Worker Protection

Migrant workers play a critical role in supporting the Sustainable Development Goals (SDGs), especially SDG 8 which aims to create decent work and inclusive economic growth. Key strategies implemented include:

1. National Protection Policy

Policies such as Law No. 18 of 2017 provide a legal basis for protecting the rights of migrant workers. The government has also established the One-Stop Integrated Service (LTSA) to facilitate the administration of migrant workers, although expansion of this service is still needed (Jatimiko 2023) .

2. International Cooperation

Indonesia has signed bilateral agreements with destination countries such as Malaysia and Saudi Arabia. International forums such as the ILO and the ASEAN Forum on Migrant Labour (AFML) are also used to promote global protection standards.

3. Strengthening Education and Information

Pre-placement training covers legal, cultural, and job skills aspects to enhance PMI readiness. Technologies such as mobile applications help PMI access legal information and violation reporting mechanisms.

Implementation of the Principle of Decent Work and Economic Contribution

The principle of decent work, as defined by the ILO, includes four main pillars: workers' rights, productive employment opportunities, social protection, and social dialogue. BP2MI data shows an increase in the number of female migrant workers, reaching 67.58% of the total migrant workers in January-April 2024 (Ikawati 2023) .

Table 2 Amount of remittances of Indonesian Migrant Workers (PMI) from 2015 to 2023 in millions of US dollars

Year	Remittance Amount (Million USD)
2015	8.325
2016	8,645
2017	8,761
2018	10,974
2019	11,435
2020	9,427
2021	9.164
2022	3.347
2023	12,845

Source: Bank Indonesia, Table V.31. Remittances of Indonesian Migrant Workers (TKI) by Country of Placement

The trend of remittances of Indonesian Migrant Workers (PMI) in 2015-2023 shows fluctuations influenced by global economic factors, domestic factors, and migration policies. Remittances increased from 8.325 million USD in 2015 to 11.435 million USD in 2019, reflecting a positive trend before the pandemic. However, the impact of COVID-19 in 2020 reduced remittances to 9.427 million USD, continuing to decline drastically in 2022 to 3.347 million USD due to the slowdown in economic recovery. In 2023, remittances jumped significantly to 12.845 million USD, supported by global economic recovery, easing of travel restrictions, and PMI contributions to the formal sector. This trend shows the importance of protecting and empowering PMI, including managing remittances through formal channels for optimal economic benefits and mitigating risks to external conditions, such as pandemics and changes in international policies.

Collaboration to Support Decent Work

The Indonesian government plays an important role in creating decent work for migrant workers through bilateral cooperation with destination countries. The work agreements designed include protection of workers' rights, fairness in wage provision, and guarantees of legal protection (Sitorus 2019) . International organizations such as the ILO also support these efforts by providing guidance and training to align national policies with international standards. Support from civil society and non-governmental organizations, such as Migrant Care, also strengthens the protection of migrant workers through education and training that

helps them understand their rights and risks in destination countries (Arista, Sardini, and Astuti 2014) .

Information technology is an important tool in supporting the protection of migrant workers. The online complaint application launched by BP2MI allows for fast and transparent case reporting, with more than 70% of cases resolved in less than a month in 2023. Studies by universities and research institutions also provide important data that helps the government identify the needs of migrant workers, such as competency-based training to increase competitiveness in the international market (Aisyah and Rahman 2022) . The private sector also contributes through corporate social responsibility (CSR), by providing training that is tailored to industry needs, especially in the manufacturing and service sectors.

At the international level, Indonesia plays an active role in global forums such as ASEAN and the UN to fight for the protection of migrant workers. The 2017 ASEAN Declaration on the Rights of Migrant Workers is one of the important achievements in increasing collaboration between countries. Innovations such as E-KTKLN also help improve migrant workers' access to their legal documents (Fadillah 2023) . With effective policies and synergy between various parties, Indonesian migrant workers can work in safer and more humane conditions, while making a significant contribution to national economic growth (Sulistiyono 2023).

A. Legal Protection Model for Indonesian Migrant Workers

Indonesia, as one of the largest migrant worker-sending countries, places the protection of Indonesian Migrant Workers (PMI) as a top priority. PMI have a significant role in the national economy, especially through remittances which are one of the sources of state income. In addition, PMI also function as ambassadors of the nation in destination countries, which contributes to strengthening bilateral relations and international cooperation. However, behind this important role, PMI often face various challenges, such as exploitation, discrimination, and human rights violations. To overcome these problems, the Indonesian government has formed various regulations aimed at ensuring the protection and welfare of PMI.

One of the main regulations is Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers , which provides a comprehensive protection framework from pre-placement, placement period, to post-placement. This law replaces Law No. 39 of 2004, by strengthening protection of human rights, regulation of placement procedures, and guarantees of health and safety of Indonesian Migrant Workers while working abroad. In addition, this law adopts the principles contained in international conventions on the rights of migrant workers and their families.

Government Regulation No. 59 of 2021 supports the implementation of PMI protection with a focus on pre-departure orientation, legal assistance during placement, and post-placement support. This regulation introduces a more effective oversight mechanism to ensure that placement agencies, employers, and related parties comply with legal obligations related to worker welfare. (Government Regulation (PP) Number 59 of 2021 concerning the Implementation of Protection of Indonesian Migrant Workers. nd) .

BP2MI Regulation No. 7 of 2022 issued by the Indonesian Migrant Workers Protection Agency (BP2MI) emphasizes the importance of preparation and support for migrant workers before departure. This regulation regulates recruitment standards, skills training, and the provision of information on workers' rights and obligations, so that migrant workers can avoid exploitation or fraudulent practices. Protection of Indonesian Migrant Workers (PMI) is regulated through Law No. 18 of 2017 concerning Protection of Indonesian Migrant Workers, which replaces Law No. 39 of 2004. This law provides a stronger legal basis for protecting the rights of migrant workers, from the placement process to protection while working abroad. Several main aspects of this law include protection of human rights, regulations on placement procedures, and health and safety guarantees while working in the destination country. In addition, this law also adopts several principles contained in international conventions regarding the rights of migrant workers and their families.

Migrant Worker Protection Stages

1. Pre-Placement

At this stage, the government emphasizes skills and language training tailored to the needs of the destination country. Language training includes not only vocabulary, but also the culture and work ethics that apply in the country. (H and Huda 2018) . In addition, PMI are given information about workers' rights, such as decent wages, social security, and vacation rights. (D 2020) . Supervision of placement agencies is carried out periodically to ensure that the recruitment process is carried out transparently and professionally. (B, T, and Nugroho 2021) .

2. Placement Period

Protection during the placement period is facilitated by Indonesian diplomatic representatives in the destination country, who provide legal advice and intervention in the event of violations of workers' rights. (Jermy 2020) . Diplomatic representatives are also tasked with monitoring the working conditions of migrant workers, ensuring that salaries are paid according to contract, and providing support in resolving disputes. (Magazine 2021) .

3. Post Placement

After returning to Indonesia, PMI are supported through social and economic reintegration programs. The government and non-governmental organizations provide further training and entrepreneurship programs, such as Productive Economic Enterprises (UEP) and New Entrepreneurs (WUB), to help PMI start independent businesses. (Purba 2013) . In addition, psychosocial services, including counseling and emotional support, are provided for migrant workers who experience trauma while working abroad (A 2020).

Challenges and Protection Strategies

Despite comprehensive regulations, migrant workers still face challenges, such as a lack of understanding of their rights, differences in legal systems between destination countries, and the existence of illegal agents who exploit workers. To overcome this, a more flexible and adaptive approach is needed, such as:

1. International Cooperation

Bilateral agreements with destination countries must be strengthened to ensure legal protection for migrant workers. Indonesia's active participation in international forums such as the International Labor Organization (ILO) is also important to encourage the implementation of global worker protection standards. (Indonesia nd) .

2. Digitalization of Services

The government has encouraged the use of technology to monitor the status of PMI placement and provide access to report problems through multilingual applications. This digitalization is expected to increase the effectiveness of supervision and communication between PMI and authorities. (Indonesia nd) .

3. Education and Eradication of Illegal Agents

Pre-placement education programs are essential to provide migrant workers with information about their rights and obligations, thereby reducing the risk of exploitation. Strict supervision of illegal labor agencies also needs to be increased, with strict sanctions for violators. (P 2021) .

With a more integrated and collaborative approach, legal protection for migrant workers can be strengthened, ensuring their welfare while working abroad while supporting national economic growth.

B. Evaluation of the Effectiveness of Policies and International Cooperation in Migrant Worker Protection

Indonesia has signed various bilateral agreements with destination countries for migrant workers, including Malaysia, Saudi Arabia, and East Asian countries. These agreements cover worker protection rights, employment contract provisions, and dispute resolution mechanisms.

However, the effectiveness of these agreements in practice remains a challenge that requires further evaluation.

Data from BP2MI indicate that despite an increase in the number of migrant workers receiving pre-placement training, many reported rights violations persist, such as delayed wage payments, excessive working hours, and workplace abuse. For instance, the 2016 bilateral agreement between Indonesia and Malaysia on domestic worker protection has not significantly reduced exploitation cases, as evidenced by a 2023 Migrant Care report highlighting continued abuse cases against Indonesian domestic workers in Malaysia.

Moreover, an evaluation of domestic policies, such as Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers, reveals implementation challenges at the regional level, including a lack of inter-agency coordination and limited access for workers to legal assistance abroad. Therefore, strengthening the monitoring system and enhancing the capacity of Indonesian diplomatic representatives to handle migrant worker cases in destination countries are crucial steps.

1. Policy Recommendations for Migrant Worker Protection

- a) Expansion of One-Stop Integrated Services (LTSA):
- b) LTSA should be expanded to more regions that send migrant workers to ensure equitable access to administrative and training services.
- c) The digitalization of LTSA services can be improved to provide migrant workers with easier access to information about employment contracts and their rights.

2. Strengthening Cooperation with Civil Society Organizations (CSOs):

- a) The government should establish strategic partnerships with CSOs such as Migrant Care to provide pre-departure education and advocacy services for migrant workers facing issues.
- b) Community-based legal assistance programs can be developed to help migrant workers access legal support more efficiently.

3. Evaluation and Revision of Bilateral Agreements:

- a) The government should conduct periodic audits of bilateral agreements and ensure that the protection mechanisms outlined in these agreements are effectively enforced by destination countries.
- b) Renegotiation of ineffective agreements should be pursued, emphasizing stronger worker protection and law enforcement mechanisms.

4. Enhancing the Capacity of Diplomatic Representatives:

- a) Indonesian embassies and consulates should be strengthened with legal experts and support staff specializing in handling migrant worker cases.
- b) A digital complaint service integrated with BP2MI and the Ministry of Foreign Affairs can help migrant workers report issues more efficiently.

C. Implementation of the Principles of Decent Work and Economic Growth in the SDGs for Indonesian Migrant Workers

In the context of the Sustainable Development Goals (SDGs), especially SDG 8 which focuses on decent work and inclusive economic growth, the protection of migrant workers is an integral part of government efforts. SDG 8 aims to create jobs that meet decent criteria, such as fair wages, safe working conditions, social security, and opportunities for skills development. Migrant workers often face work situations that do not meet these standards, especially those working in the informal sector, so the implementation of the principles of SDG 8 is very relevant. (Pont 2023) .

The Indonesian government has integrated the SDGs into the National Medium-Term Development Plan (RPJMN) to ensure the creation of decent employment for migrant workers, both domestically and abroad. One of the main focuses is to encourage the development of Micro, Small and Medium Enterprises (MSMEs) and utilize technology to increase more inclusive employment opportunities. Technology is also used to provide information to migrant workers regarding their rights, employment opportunities and the risks they may face (Creativepreneurship nd)

The implementation of the principle of decent work not only provides individual benefits to migrant workers, but also creates a multiplier effect for the national economy. With the increasing quality of work abroad, remittances sent by migrant workers become greater, which ultimately drives domestic economic growth. In addition, decent work also helps reduce domestic unemployment, provides opportunities for young workers, and increases the competitiveness of Indonesian workers in the international market.

Migrant Worker Protection Implementation Strategy

1. Protection of Migrant Workers' Rights

The Indonesian government continues to strengthen legal protection for migrant workers, especially to avoid exploitation and discrimination. Supervision of labor recruitment agencies and stricter legal mechanisms are strategic steps to ensure that migrant workers' rights are protected, including the rights of women working in the domestic sector who are vulnerable to violence.

2. Decent Work Policy Development

The government must ensure that migrant workers receive fair wages, access to social security, and safe working conditions. In addition, skills training relevant to the needs of the international labor market is a priority to increase the competitiveness of migrant workers abroad.

3. International Cooperation

Bilateral and multilateral cooperation with migrant workers' destination countries is important in ensuring their protection. The Indonesian government also actively participates in international forums such as the International Labor Organization (ILO) to promote migrant worker protection standards globally.

4. Eradication of Illegal Agents

Firm action in eradicating illegal agents is needed to prevent exploitation of migrant workers. Pre-placement education and training programs can help migrant workers understand their rights and avoid the risk of fraud.

5. Digitalization of PMI Services

The government has introduced a digital platform to monitor the status of PMI placement and make it easier for them to report problems. The application with multilingual features helps improve the effectiveness of communication between PMI and related authorities.

The Impact of Decent Work on Economic Growth

Decent work not only improves the welfare of migrant workers but also has a positive impact on the national economy. With higher incomes, migrant workers can increase their purchasing power, reduce poverty, and support local development. In addition, migration policies that focus on social, economic, and environmental sustainability ensure that economic growth does not compromise social rights or environmental stability in the destination country.

IV. CONCLUSION

The current legal protection model does not fully guarantee the safety and well-being of Indonesian migrant workers (PMI). An analysis of various legal frameworks, including Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers and its derivative regulations, reveals several shortcomings, such as weak monitoring mechanisms, lack of strict sanctions for violations, and limited access to legal assistance for PMI. In practice, PMI continue to face various risks, including physical and psychological violence, exploitation by recruitment agents and employers, and human rights violations. Concrete examples can be seen in cases of violence against PMI in the Middle East, labor exploitation in the domestic sector in East Asian countries, and reports of human trafficking involving international syndicates. Therefore, revising and strengthening existing regulations is necessary to make them more responsive to the needs of PMI. This includes enhancing human rights protection, improving transparent placement procedures, and ensuring health and safety guarantees in destination countries. Additionally, the implementation of decent work principles in the context of the Sustainable Development Goals (SDGs) must be strengthened through the involvement of all

stakeholders. Collaboration between governments, non-governmental organizations, and destination countries is essential in creating a safe working environment for PMI. Moreover, education and socialization regarding workers' rights should be improved so that PMI can better understand and advocate for their rights abroad..

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