

# IMPLICATION OF PRINCIPLES IN THE INTERNATIONAL CONVENTION ON THE PROTECTION OF THE RIGHTS OF MIGRANT WORKERS AND THEIR FAMILIES

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**Abstract** The imbalance between the number of labor force and the number of jobs makes employment opportunities abroad one of solution to reduce unemployment. Indonesia has established regulations relating to the placement of Indonesian Migrant Workers through Law Number 18 of 2017 concerning Protection of Indonesian Migrant Workers. Meanwhile, long before the formation of this law, an international agreement was made regarding the protection of migrant workers and their families through the International Convention on The Protection of The Rights of All Migrant Workers and Members of Their Families which was initiated on 18 December 1990 in New York, United States. This paper using normative legal research by conceptual and statute approach. In this research, an assessment of Law no. 18 of 2017 concerning the Protection of Indonesian Migrant Workers against compliance with the principles contained in the International Convention on The Protection of The Rights of All Migrant Workers and Members of Their Families was carried out. From the research, it is found that the Convention has been able to influence the legal norms in Law no. 18 of 2017 with the strengthening of human values through the principles and the existence of Indonesian Migrant Workers rights which do not only regulate Indonesian Migrant Workers themselves but also related to their family rights.

Keywords: Indonesian Migrant Worker; Convention; Protection

## I. INTRODUCTION

Work is a fundamental right for people. The State of Indonesia has recognized it and confirmed it through Article 27 paragraph 2 of the 1945 Constitution which is "Every citizen is entitled to a decent job and livelihood for *humanity*". From the phrase of the article, there are two fundamental things for citizens: 1) Right

to obtain employment; 2) Working in accordance with humanitarian eligibility standards.

These two things are of course the responsibility of the state to make every effort to make this happen (Pradana, Casman, & Nur'aini, 2020). The same is about people's right to work abroad. With the wider reach of individuals as well as inter-human associations that increasingly make formal boundaries abstract then the state needs to be fully involved in performing the function of protection for citizens. In the current

situation where economic conditions are not good in Indonesia as well as lack of job growth for the labor force, the potential for employment abroad becomes relevant to be an option (Al-Fatih, Ahsany, & Alamsyah, 2020).

According to data of the Central Bureau of Statistics (BPS) in 2020 it is known that the number of labor force as of February 2020 is 137.91 million people or in other words increased by 1.73 million people when compared to the same month in the previous year or February 2019. Meanwhile, the unemployment rate has also increased in the past year by 60 thousand people. This fact shows an imbalance between *supply and demand between* the number of graduates and the acceptance of the domestic job market. This condition demands an exit policy from *the* state to channel this workforce to be empowered and competitive and to be part of development (BPS, 2020b).

If you look further that there are still enough workers who are still graduates of elementary/junior high school not even schools that have difficulty to get workers amid the demands of increasingly complex work requirements. Data of the Indonesian Migrant Workers Protection Agency (BP2MI) shows that in 2019 for the placement of migrant workers Indonesia is still dominated by the workforce of junior high school graduates (110,440 people) and elementary school (88,881 2020, the placement of migrant workers Indonesia is still dominated by elementary and junior high school backgrounds until April 2020, namely 1,784 people (elementary school) and 382 people (junior high school) (BP2MI, 2020a).

BPS data for 2020 states that the labor force in 2020 is 137.91 million people consisting of people who have been working or out of work or unemployed. From the workforce of 137.91 million people, it shows that the unemployment rate is also still experienced by graduates of vocational school who are recorded as occupying first place in the category of Open Unemployment among other education levels which is 8.49 percent. This is quite ironic considering SMK was originally intended to prepare students for work ready (BPS, 2020a).

In fact, the migration process of Indonesians began a long time before even before the formation of the Republic of Indonesia, which was during the era of *forced planting or cultuur stelsel* where many forced displacements made by dutch trade partners to bumi putera to be employed in plantation areas belonging to the Kingdom of the Netherlands in its colonies including Suriname. The politics of the abolition of slavery in 1863 led to workers who had previously been

from Africa then freed themselves so that the need to replace the African workers was mobilized to bumi putera consisting of Javanese, Sundanese, Madura and Batak tribes to fill the work in Suriname (BP2MI, 2020b).

The prediction that Indonesia is one of the countries that will experience demographic bonus conditions is something that also cannot be underestimated. Demographic bonuses are defined as an increase in the number of working-age residents that is seen as an advantage despite the increase in the total population (Chandrasekhar, Ghosh, Roychowdhury:2006).

Indonesia is predicted to experience a surge in productive age, a condition in which the population with a range of 15 years to 64 years reaches a percentage of 70 percent of the total population (BPS, 2020c). This condition on the one hand has the potential for nation building but on the other hand is a threat when these conditions are not properly exploited and prepared. Demographic bonuses will be a problem when the growing productive age is not along with the growth of the employment sector. In this situation, the option to work abroad can be a promising alternative option as a medium of channeling the productive age population, because in addition to bonus demography in certain countries in the world including Indonesia, China and Korea there are also countries that are experiencing demographic decline.

The decrease in demographics is that the conditions in which birth is less than death or the population age of 65 years is more than the productive age then the job opportunities in the country will be open to be filled by foreign workers including Indonesian Migrant Workers.

There is a need for a jobs, historical facts of migration of Indonesians that have been running for a long time and also as a channel for the possibility of a surge in productive age in the country so that working regulation abroad becomes an alternative solution for citizens, then a good regulation is needed as a means of protection for Indonesian citizens abroad. Employment sectors opened overseas with high acceptance in Indonesian citizens to date are still dominated by jobs in the domestic worker sector in addition *to* a small part of the skilled *worker sector*. Domestic sector workers are also known as vulnerable sectors because they are in work areas termed 3D (*Dark, Dirty, Dangerous*) or dark, dirty and dangerous. Therefore, the need for effective protection is necessary so that protection of Indonesian citizens abroad can be carried out properly (Hidayah, 2020).

Indonesia has established regulations related to the placement of Indonesian Migrant Workers (formerly referred to as Indonesian Labor) through Law No. 18, 2017 on the Protection of Indonesian Migrant Workers, while on the other hand long before the establishment of this Law, an international agreement on the protection of migrant workers and families was reached through *the International Convention On The Protection Of The Rights Of All Migrant Workers And Members Of Their Families* (hereby called the "Convention") initiated on December 18, 1990 in New York United States.

This convention is a continuation and expansion especially in the employment sector which refers to *The Declaration on Human Rights, The International Of Covenant on Economic, Social and Cultural Rights, The International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child* (Collection, n.d.).

Therefore, this research aims to see the extent to which the principles of the international convention are applied in the regulation of Law No. 18 of 2017 in order to realize protection to Indonesia Migrant Worker. For this reason, this research takes the title "Implementation of Principles in The International Convention on The Protection of The Rights of All Migrant Workers and Members of Their Families In Law No. 18 Of 2017 in Efforts to Protect Indonesian Migrant Worker at Abroad."

The problem formulated in this research is how is the implementation of *the principles of the International Convention on The Protection of The Rights of All Migrant Workers and Members of Their Families* in Law No. 18 of 2017?

## II. Methodology

This type used in this study is a type of normative juridical legal research (*doctrine*) (Mahmudi, 2018). i.e. research that aims to find the truth based on normative scientific logic. Law as normative science has its own way or *sui generis* (Lambertus Johannes Apeldoorn: 1985) (Johnny Ibrahim, 2007). Due to its *doctrine* nature, this research will use library research techniques *both* physically by visiting bookstores and libraries and searching online. This research will focus on written regulations to find secondary data.

This research will use *statute approach, conceptual approach* and *comparative approach* (Peter

Mahmud Marzuki, 2014). The statutory approach is carried out to examine the application of the rules and principles of the law in Law No. 18 of 2017 relating to *the principles contained in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families*. The concept approach is done as a way to understand the concepts of protection for migrant workers in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and its ordinance in Law No. 18 of 2017 so that it is known its maturity in the establishment of its laws. A comparative approach is taken to know what is contained in the convention and in the regulations and what is not, so it is expected to be known which aspects of the principle are conformity and which are not yet.

## III. Results and Discussion.

The existence of conventions in the Indonesian legal system is recognized as part of international law. International law is defined as a law consisting largely of principles and rules of conduct against which countries feel bound to obey, and hence, are completely obeyed in general in the relationship between one another (Starke, 2018). These principles and rules include (Starke, 2018):

1. Legal rules relating to the proper functioning of international institutions or organizations, their relationships with countries and individuals; and
2. Certain legal rules relating to individuals and non-state entities to the extent that the rights and obligations of such individuals and non-state bada are important to the international community.

The current flow of globalization has little effect on relations between the countries of the world. The country's borders are increasingly being ignored and individual interactions are increasingly being seen. These changes inevitably touch on the legal interactions of not only states but individuals. The rapid flow of global information also adds to citizens' insights into ideas or rules and principles that apply internationally to then encourage the public to also apply in national regulations. International law as the foundation of relations between countries has also increased rapidly with the following (Dumoli Agusman, 2017):

1. The subject of the law is recognized as no longer just a country but also an international organization;
2. International law no longer only regulates the behavior of the state against other countries but also the state against itself i.e. the actions of the state

- towards citizens (Human Rights, the environment) and its territory or the choice of the state over its system of government (democracy or non-democracy) that is of concern to international law;
3. The state no longer has legal sovereignty because international law has placed itself as a reference to national law in the sense that national *law must be compatible* with international law (WTO).

The manifestation form of international law as the sources of rules and principles according to JG Starke is divided into five categories as follows (Starke, 2018):

1. Habits;
2. Treaties;
3. Decisions of courts or arbitral tribunals;
4. Legal papers;
5. Decisions or determinations of the organs of international institutions.

Regarding the convention as the material of this study, Damos Dumoli Agusman gives the understanding that the convention is a form of international treaty governing important and official and multilateral matters (Starke, 2018). Conventions are usually *law making treaty* with the understanding as the laying of rules or principles of law for the international community. J.G. Starke apparently has something in common in looking at conventions like Damos Dumoli Agusman. JG Starke Views convention as part of the treaty form. JG Starke divides it into 2 forms in the context of this treaty (Starke, 2018):

1. Treaties that make law (*law making*) that stipulate the rules that apply universally and generally;
2. Treaty contracts such as *a treaty between* two or only some countries concerning specific and exclusive matters concerning those countries.

The convention according to J.G. Starke enters into the context of a treaty that makes law because it contains universal international law rules, which, although universal in nature but also a "*framework convention*" that imposes obligations to establish legislation or offer choices in which relationship the state must apply the principles set forth in the convention (Nendy, Sanda, Arinta, & Al-fatih, 2020).

Indonesia has arrangements regarding this international treaty through the 1945 Constitution as well as through Law No. 24 of 2000 on International Treaties. In Article 11 of the 1945 Constitution it is mentioned that the President together with the House of Representatives can make agreements with other countries and for international treaties whose nature is

broad and fundamental to the Indonesian people can be made changes or the establishment of legislation with the approval of the House of Representatives.

Ratification, in accordance with the understanding in Article 1 paragraph 2 of Law No. 24 of 2020 is included as part of the ratification that is as binding on international treaties, in other words when Indonesia has ratified international treaties then Indonesia is bound by the international treaties. The convention on the protection of migrant workers and their families is loaded with human rights content in which its contents are a reflection of other conventions related to Human Rights such as the Universal Declaration of Human Rights.

As it is known that Indonesia is one of the countries that has ratified the convention on the protection of migrant workers and families through Law No. 6 of 2012 *concerning the Ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families or the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families or the International Convention on the Protection of the Rights of All Migrant Workers and Members of The Republic of Indonesia No. 5314..*

The regulation on the protection of migrant workers in the context of Indonesia is then further sharpened by the publication of *regulations that are lex specialis* namely Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers. Law No. 18 of 2017 begins by conveying the importance of respect for human rights, resistance to arbitrary actions, anti-discrimination and respect for human dignity in its consideran. In general Law No. 18 of 2017 consists of 13 Chapters and 91 Articles.

Some have mentioned that Law No. 18 of 2017 has actually been waiting for its presence for a long time, considering that actually its own international conference has been issued since December 18, 1990 and Indonesia has been the party that signed it since September 22, 2004 in New York United States which to the seriousness of Indonesia siding with the human rights protection of migrant workers. But ironically, the hope that the convention can be absorbed immediately in the new national legislation can be implemented in 2017 through Law No. 18 of 2017, so that after thirteen years since the ratified international convention on the protection of the rights of all migrant workers and their family members by the Government has just issued



regulations that are considered to have the spirit of the convention.

Law No. 18 of 2017 also requires the establishment of derivative regulations namely as many as 27 derivative rules consisting of 12 Government Regulations, 11 Ministerial Regulations, 3 Agency Regulations and 1 Presidential Regulation. Meanwhile, of the 27 required derivative rules, only a small part was formed, so it is conceivable how the process of protection of Indonesian migrant workers still has to go a long way in order to be fully implemented as the mandate of Law No. 18 of 2017.

The understanding of Indonesian migrant workers in Law No. 18 of 2017 is defined melalui through Article 1 paragraph 2 of Law No. 18 of 2017, yaitu namely "Indonesian Migrant Workers are every Indonesian citizen *who will, is, or has done a job by receiving wages outside the father's wil of the Republic of Indonesia*".

There appears to be a match of meaning and absorption of definition between convention and Law No. 18 of 2017 which is in the scope of time that *is will, medium or has been* and the phrase *receiving wages outside the territory of the Republic of Indonesia*. This is then also in the *breakdown* in the definition of Indonesia Migrant Worker protection in Law 18 of 2017 as stipulated in Article 1 paragraph 5 is as follows:

*The protection of Indonesian Migrant Workers is all efforts to protect the interests of prospective Indonesian migrant workers and/or Indonesian migrant workers and their families in realizing the guarantee of fulfillment of their rights in all activities before work, during the service, and after working in legal, economic, and social aspects.*

From the contents of Article 1 paragraph 5 of Law No. 18 of 2017 it is known that the period of protection for Indonesia Migrant Worker is an effort to ensure the fulfillment of Indonesia Migrant Worker rights held in 3 stages, namely before, during and after a Indonesia Migrant Worker is employed and bidang covers the legal, economic and social fields. The strengthening of time coverage clearly includes before, during and after work as the concept of migrant worker protection stipulated in the convention affirms the responsibilities of the state, implementing the placement of migrant workers as well as employers.

Actually, Law No. 18 of 2017 has almost completely absorbed the concept of exclusion of migrant workers

in the convention except one thing that is not confirmed by Law No. 18 of 2017 which is about *the phrase "Sailors and workers in offshore installations who do not have a residence permit and have done work activities and received wages in the country of placement"*.

According to the researchers it shows a high protective spirit against Indonesia Migrant Worker in Law No. 18 of 2017. The state chooses not to be rigid and dichotomy in the protection of its citizens, meaning the concept of the present state must be realized in all citizens regardless of the legality aspect, especially in the seafaring and workers in installation off un licensed beaches. Even if the government chooses to include this in the exception in Law No. 18 of 2017 then in fact the government could be out of hand against workers or sailors who are not licensed. According to researchers this is one of the advances.

The regulation of Indonesia Migrant Worker rights and obligations in Law No. 18 of 2017. is stipulated in Article 6 paragraphs (1) and (2). Family Rights Indonesia Migrant Worker is also regulated in Law No. 18 of 2017. This is a very positive development given that the family rights of this have never been regulated before including also never existed in Law No. 39 of 2004, whereas the role of the family is inseparable from the figure of the Indonesia Migrant Worker itself (Hakim & Ispriyarso, 2016). The departure of Indonesia Migrant Worker also has a social and psychological impact on his family in addition to the ability of Indonesia Migrant Worker families left behind in the management of Indonesia Migrant Worker income will be very influential in achieving the welfare of Indonesia Migrant Worker and his family. The protection of the Indonesia Migrant Worker family is also proof that Law No. 18 of 2017 has applied the principles that exist in the convention (Rahmatullah, 2020).

Recognition of the existence of Indonesia Migrant Worker family rights has also been held for a long time by the international community through The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families held on December 18, 1990. Indonesia also signed it on September 22, 2004 and has been enacted through Law No. 6 of 2012 (Collection, 2003) (Indonesia, 2013).

Philippus M. Hadjon argued that the Protection of the Law is the protection of dignity and dignity, as well as

recognition of the human rights of the subjects of the law under the provisions of the law of arbitrariness (Hadjon, 1987). That the award for dignity and human rights is emanating in a as protection of Indonesian Migrant Worker that as contained in Article 2 of Law No. 18 of 2017 namely equality, equality of rights, recognition of dignity and human rights, If it is critically aware then it can actually be known that there are developments in Law No. 18 of 2017 related to aspects of Indonesia Migrant Worker rights protection norms. There are principles that seem to be built on the desire to protect human dignity in Indonesia Migrant Worker, clean bureaucracy and also the task of improving the welfare of Indonesia Migrant Worker and families through sustainable coaching not only how to send Indonesia Migrant Worker to work but also when Indonesia Migrant Worker finish work and return home they can earn and be able to manage their income and grow their income through sustainable programs such as the empowerment of Indonesia Migrant Worker.

Furthermore, Law No. 18 of 2017 has mapped the legal norms of protection into three stages of protection of Indonesia Migrant Worker as mentioned in Article 7 of Law No. The stage of protection is a) Protection before work, b) Protection during work, c) Protection after work. Meanwhile, related to social, legal and economic protection contained in the convention is also spelled out in the protection and fulfillment of rights in three aspects, namely: law, social and economic in accordance with Law No. 18 of 2017 namely:

1. The legal aspect means that Indonesia Migrant Worker is protected in terms of its legality in its work. Article 31 of Law No. 18 of 2017 describes that the destination country must have regulations that protect TKA, have written agreements between governments and have held social security or insurance systems for foreign workers.
2. Social Aspect means that the government is obliged to do social protection to Indonesia Migrant Worker in the form of:
3. Provision of quality work training facilities;
4. Maximizing the role of accreditation and certification bodies;
5. Providing educators and trainers who master the field;
6. Re-social integration by providing skills Indonesia Migrant Worker and his family;
7. Create policies that protect women and children;
8. Providing facility or protect Indonesia Migrant Workers in the destination country.

9. Economic aspects are realized through the following:
10. Involvement of bank and non-bank financial institutions in *managing remittance* in both domestic and destination countries;
11. Providing insight into financial arrangements for Indonesia Migrant Worker and his family in order to be able to self-manage the results obtained; and
12. Providing entrepreneurial education.

The content of Article 37 of the convention is about the obligation of the state in providing information, migration procedures, legal requirements and provisions that cover the community or Indonesia Migrant Worker then Law No. 18 of 2017 responds to it by making changes that significant in terms of distribution of organizational and institutional authority in the implementation of the protective duties of Indonesia Migrant Worker. Each government, both central, provincial, district/city and even village, gets their share of duties and authority. This is not surprising because it is indeed Law Number 18, 2017 has a vision of expanding the role of the state in the protection of Indonesia Migrant Worker. The division of the role is divided into the duties and responsibilities of the central government, with the duties and responsibilities of the provincial government, with the duties and responsibilities of the district/city government (Sonhaji, 2019).

Law No. 18 of 2017 also mandates the establishment of a technical implementation organization for the protection of Indonesia Migrant Worker called the Indonesian Migrant Workers Protection Agency (BP2MI). B2MI's own task as article 4 of Presidential Decree No. 90 of 2019 is to implement the service policy in order to be integrated placement and support of Indonesia Migrant Worker. Meanwhile, its function is regulated in Article 5 of Presidential Decree No. 90 of 2019 which covers the implementation of policies, services, protection, issuance and revocation of recruitment permits of Indonesia Migrant Worker, and so on. In addition to the above duties BP2MI is also authorized to set the rules as the technical foundation of the process Indonesia Migrant Worker. Finally, in order to be departed, Indonesia Migrant Worker must adhere to the following requirements:

1. certificate of marital status, for the married attach a copy of the marriage certificate;
2. a husband or wife's license, parental license, or guardian's license known to the village chief;
3. certificate of work competency;

4. a healthy certificate based on the results of health and psychology examination;
5. passports issued by the local immigration office;
6. Work Visa;
7. Indonesian Migrant Worker Placement Agreement; Dan
8. Employment Agreement.

Law No. 18 of 2017 especially in Chapter IV Article 38 also mandates the establishment of One Stop Integrated Service (LTSA) in various regions, especially areas with high levels of placement of Indonesia Migrant Worker pockets of Indonesia Migrant Worker. The existence of LTSA is as a way to bring Indonesia Migrant Worker placement and protection process closer to the community by establishing *with the concept of one stop services* namely a Indonesia Migrant Worker simply come to one location and all related documents and so on since the registration process, fulfillment of documents and providing information about working abroad can be completed quickly and simply and cheaply (Consuello, 2020). In addition, there is also a complaint desk as a means of Indonesia Migrant Worker and his family make complaints and settlement cases that occur to him. The establishment of LTSA can be initiated by the local government.

Research observation on LTSA Banyuwangi, it is still not fully able to walk maximum. Desk-desk LTSA which should be occupied by related stakeholders such as Immigration, Employment Office, Health Facilities, Police, Financial Institutions, BPJS Ketenagakerjaan, Population Office is not yet fully filled. Indonesia Migrant Worker which should be served in one location, in fact still have to move around in an effort to obtain information and fulfill the requirements documents, this is confirmed in the UPT report of BP2MI Banyuwangi Office related services on LTSA Banyuwangi as of June 2020.

Regarding the smooth implementation of LTSA is also confirmed in bp2mi report that until 2020 has established 38 LTSA offices formed throughout Indonesia, but it turns out paradoxical with the number of Indonesia Migrant Worker who process in it. From the biometric data of fingerprints taken when Indonesia Migrant Worker published E-KTKLN it is known that as many as 68,504 Indonesia Migrant Worker are processed in LTSA spread throughout Indonesia, but from that amount is actually only 25% of the total placement that exists while the rest are still processed

separately in the sense in their respective stakeholder offices.

The mandate of Articles 25 and 28 of the Convention that gestures health protection and social security for migrant workers is then implemented by Law No. 18 of 2017 by placing the state directly responsible in its compliance through the establishment of a social security system of migrant workers.. The arrangements regarding social security of Indonesia Migrant Worker are found in the fifth draft of Law No. 18 of 2017.

Social security of migrant workers or so-called Indonesian Social Security Indonesia Migrant Worker is managed by the state through the Employment Social Security Management Agency (BPJS Ketenagakerjaan) as stipulated in Article 29 of Law No. 18 of 2017 which is followed by the issue of its derivative rules, namely Regulation of the Minister of Manpower No. 8 of 2018 on Social Security of Indonesian Migrant Workers (Zubaidi, Pratamab, & Al-Fatih, 2020). Law No. 18 of 2017 provides a much clearer demarcation related to the duties, functions and authority of stakeholders in the process of protection of Indonesia Migrant Worker as well as the spirit of the Convention. In addition, the empowering will be displayed by Law No. 18 of 2017 by placing the village government as the front of the process of protection of Indonesia Migrant Worker which previously this responsibility gathered largely on the central government. Through Law No. 18 of 2017, there are many distributions of functions from the Central Government to local governments such as Job Training for migrant workers, supervision, financing of migrant workers, solving migrant problems, data collection and empowerment of migrant workers and families as well as the delivery of work information.

#### **IV. Conclusion**

Protection of Indonesia Migrant Worker who are no longer just Indonesian migrant workers but also related to the family rights of Indonesia Migrant Worker of course this is in line with the principle in the convention that puts Indonesian migrant families as an integral part of Indonesia Migrant Worker itself.

Indonesia Migrant Worker placement mechanism also underwent simplification with the mandate of the establishment of One Stop Integrated Service (LTSA) in Law No. 18 of 2017 adjusting the demands of the Convention on the role of the state in the establishment of a pro-migrant worker policy as well as the obligation to provide accurate and fast information to Indonesia



Migrant Worker because right to information is one of the basic rights for migrant workers..

From the advantages above researchers still find some weaknesses among others there is still the potential overlap of the implementation of tasks among related institutions. When examined in relation to the division of authority carried out in Law No. 18 of 2017 it appears that there are still functions that are duplicated, for example is on the responsibility of the implementation of the task of empowering migrant workers and families, it turns out that the Ministry of Manpower as a regulator is also still doing empowerment works that are actually more suitable done by operators in this case BP2MI and local governments and villages.

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