

Are the Migrant Worker Empowerment Program's Objectives Effective?

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ABSTRACT

Due to the difficulties of obtaining work in Indonesia and the low level of education, some people have been forced to seek employment overseas. However, a good wage outside of Indonesia does not ensure that when they return to Indonesia, they would be self-sufficient with the money they have earned and will not have to work as migrant workers afterwards. The purpose of this study is to assess BPPPTKI Serang's empowerment program for Indonesian migrant workers. This research employs a qualitative approach as well as an evaluation approach. CIPP was employed as the evaluation model (Contexts, Input, Process and Product). This article focuses solely on the product and impact of this empowerment program, and it does not cover other aspects of CIPP. The study's findings revealed that, while the program's idea was excellent, the results were not. The majority of Indonesian migrant workers who return to work overseas demonstrate this. This, of course, goes against the program's stated goal of producing independent migrant workers once they've worked as migrant workers. In terms of concept, this program still has to be improved upon, particularly in the form of a post-program control procedure to encourage migrant workers to be more productive.

Keywords: migrant workers, CIPP, empowerment program, productive.

INTRODUCTION

Indonesia is one of the greatest nations in terms of sending its inhabitants to work in other countries, either at the request of the host country or as part of an active endeavor to implement the placement of Indonesian workers (hence abbreviated as TKI) seeking work in other countries. The unemployment rate will be high due to a lack of employment opportunities, despite the fact that work is a basic human need to meet all of life's necessities, and the dumbbells are guaranteed by the constitution, as stated in Article 27 paragraph 2 of the 1945 Constitution, "Every citizen has the right to work and a decent living for humanity.(Hadi, 2009)

The distribution of employees overseas for those who cannot be dispersed domestically is based on Law No. 13 of 2003, which provides that "every worker has the same chance to find a job without discrimination and is entitled to get the same treatment from employers without prejudice." Utilizing existing employment chances abroad is an attempt to address the problem of employees who are unable to compete domestically, and as mentioned (Sultana & Fatima, 2017), the number of existing foreign job opportunities is still relatively high.

According to a fact sheet provided by the World Bank, an expansion in a nation's economy would offer new job prospects for the local government, as happened in the 1970s when there was an oil boom in the Middle East, which included many migrant workers coming to the country, and now (Mulyadi et al., 2020). Male migrant workers go to Malaysia and Saudi Arabia, while female migrant workers go to Saudi Arabia, Malaysia, Kuwait, Singapore, Hong Kong, and Taiwan. Mia Amalia There are six destination countries for Indonesian migrant workers, both male and female. Male migrant workers go to Malaysia and Saudi Arabia, while female migrant workers go to Saudi Arabia, Malaysia, Kuwait, Singapore, Hong Kong, and Taiwan. According to Niriella (2014)migration is the movement of people form one place to another in order to find work or better living conditions.

According to Law No. 13 of 2003, manpower placement is separated into two categories:

1. Every Indonesian citizen who satisfies the conditions to work abroad in an employment connection for a specific amount of time while collecting wages. 13 of 2003, which stipulates that the employment of foreign employees is governed by legislation. The government passed Law No. 39 of 2004 concerning the Placement and Protection of Workers Abroad in compliance with this mission. b. Ensure and safeguard potential TKI/TKI from inside the country, in the destination country, until they return to Indonesia; this can be seen in the statistics on TKI placement from 2014 to 2018. Because TKI who are deployed overseas have a very poor level of education, they consume outcomes while working abroad.(Permatasari & Sugiharti, 2017)

The government, through BNP2TKI, protects retired TKI, as stated in UU RI number 39 of 2004, article 3-point a, which states that the workforce should be empowered and used optimally and compassionately. TKI is intended to be able to engage maximally in national development via empowerment and use. As a result, it is vital to assess BP3TKI Serang's Indonesian worker empowerment program.

LITERATURE REVIEW

a. Workforce

According to Chapter I Article 1 paragraph 2 of Law No. 13 of 2003 on Manpower, manpower is defined as "everyone who is able to labor to generate commodities and/or services both for their personal needs and for the community." The workforce is defined as 1. people who work or do something (Big Indonesian Dictionary, 1995).; 2. People who are capable of working both within and outside of the workplace. According to Sumitro Djojohadikusumo, the workforce consists of all those who are willing and able to work, including those who work for themselves, family members who are not paid, and those who labor for pay/wages/salaries. (Zenda, Rizki Herdian dan Suparno, 2017).(Abas et al., 2016)

b. Migrant Workers

Indonesian migration has happened for hundreds of years, peaking in the 1960s and 1970s and continuing now. Indonesian migrant workers depart for a variety of reasons, including: 1. A lack of career prospects; 2. Poverty; 3. The salary disparity between Indonesia and the placement nation. What does TKI stand for? According to Law No. 39 of 2004 Concerning the Placement and Protection of Indonesian Migrant Workers, TKI stands for any Indonesian citizen who satisfies the qualifications to work abroad in an employment connection for a certain amount of time and earn wages.(Gaye & Jha, 2011)

According to Article 2 of Law No. 39 of 2004, the principle of placement and protection of prospective TKI/TKI is based on the principles of integration, equality of rights, democracy, social justice, gender equality and justice, anti-discrimination, and anti-trafficking, with the following objectives: 1. Empowering and humanizing the workforce; 2. Assuring and protecting potential TKI/TKI from the moment they arrive in the country, the destination country, until they return to Indonesia; 3. Improving the welfare of migrant workers and their families.

c. Concept of Empowering Indonesian Migrant Workers (TKI)

In accordance with the government's wishes, 1.8 million problematic migrant workers/ overstayed Indonesian citizens from abroad will be repatriated in stages under the "Indonesia Calling" program, which aims to repatriate as many as 50,000 problematic migrant workers/overstayed Indonesian citizens from various countries, particularly Malaysia and Saudi Arabia, in 2015. To support the repatriation program for troubled migrant workers/overstayed Indonesian citizens, so that troubled migrant workers/overstayed Indonesian citizens, as well as their families, can manage/use the money earned from working abroad for productive purposes, allowing them to continue to earn income at home in the future. country.(Abas et al., 2016)

BNP2TKI will conduct out an empowerment program for retired problematic migrant workers/ overstayed Indonesian citizens and their families through the Deputy for Protection, concentrating on four (four) program areas: - Food security; - Creative economy industry; - Tourism sector; - Service industry.(Jaya & Subrata, 2014).

BNP2TKI, through the Deputy for Protection, implements an empowerment program for Retired problematic migrant workers/overstayed Indonesian citizens and their families in collaboration with various relevant ministries/agencies, academics, organizations Communities/NGOs Activating TKI, Industry/professionals, and Financial Institutions to achieve maximum results in realizing the empowerment of

Retired problematic migrant workers/overstayed Indonesian citizens and their families. This is being done in the hopes of making empowerment more focused, directed, and in line with the wishes and abilities of retired problematic migrant workers/overstayed Indonesian citizens and their families.

RESEARCH METHOD

Using evaluative approaches, this study takes a qualitative approach. Daniel Stufflebeam's evaluation model, the CIPP (Context, Input, Process, and Product) model, was employed as the research model. Interviews, observation, and documentation were employed as data gathering approaches in this study. According to Miles and Huberman, the data analysis approach employed in this study has three phases in processing qualitative data: data reduction, data presentation, and conclusion drafting.

The study data was gathered from all stakeholders engaged in the migrant worker empowerment program's execution, including migrant workers, BNPTKI officials, instructors, and central and regional manpower offices. Documents, observations, and interviews were used to gather information. After then, the data is analyzed, and conclusions are generated in order to understand it.

RESULTS

This study is an evaluation of the Retired problematic migrant workers/ overstayed Indonesian citizens and their Families Empowerment Program. Full-time Indonesian migrant workers, troublesome migrant workers, and 25 Indonesian Overstayers are among the participants. For Retired problematic migrant workers/ overstayed.

Indonesian citizens and their families, this empowerment takes the form of a debriefing. The study's findings are then stated in the following order, based on each assessment factor. It's also possible to put it this way:

1. Context Evaluation Results

The researchers' findings from the Context evaluation component of the evaluation study of the empowerment program for retired workers/troubled migrant workers/overstayers and their families were assessed based on the legal foundation, the principal purposes and objectives, and the activity's objectives.

The legal foundation for the empowerment program for retired workers/troubled migrant workers/overstayers and their families, according to the findings of the study, is the Legal Basis, which are assumptions drawn from the current laws and regulations that serve as the starting point (Robandi, 2005). The empowerment program for Retired workers/troubled migrant workers/overstayers and their families is based on the Law of the Republic of Indonesia Number 39 of 2004 concerning the Protection and Placement of Indonesian Migrant Workers Abroad, Government Regulation Number 3 of 2013 concerning the Protection of Indonesian Migrant Workers Abroad, and Regulation of the Head of The National Agency for the Placement and Protection of Indonesian Migrant Workers number 17. The placement and protection of potential TKI/TKI, according to the Law of the Republic of Indonesia number 39 of 2004, article 3. seeks to:

1. Empower and employ the workforce optimally and humanely, according to the Law of the Republic of Indonesia number 39 of 2004, article 3.

2. Ensure and safeguard potential migrant workers from within the country, the destination country, until they return to Indonesia.

3. Improving the living conditions of TKIs and their families.

In addition to Article 3, Chapter VI Article 77 paragraph 2 provides that the protection referred to in paragraph (1) is provided beginning with pre-placement, during the placement period, and ending with post-placement. As stated above in article 3 point 1 of Law No. 39 of 2004, which specifies that the workforce should be empowered and used optimally and compassionately in order to increase the welfare of Indonesian employees and their families. An empowerment program for retired TKI/TKIB/WNIO and their families was designed as part of the steps to empower and utilize TKI and their families.

The objective and purpose of the empowerment program for Retired workers/troubled migrant workers/overstayers and their families, according to the researcher's findings, is to transform the attitude of Indonesian Migrant Workers and their families from working overseas as TKI to becoming an entrepreneur/woman. They employ the results they obtain while working overseas for constructive rather than consumptive purposes. This empowerment program motivates TKI and their families and expands their perspectives so that they may perceive the potential in themselves and their environment to enhance their income and improve the well-being of themselves, their families, and the community.

The goal of the Retired workers/troubled migrant workers/overstayers Empowerment Program is to promote the well-being of TKI and their families so that they do not return to work as TKI. Collaboration with numerous government agencies, as well as other commercial partners and banks, can be used to realize the goals of the empowerment program for retired workers/troubled migrant workers/overstayers and their families.. TKI who have returned from overseas for a maximum of 5 (five) years (Retired workers/troubled migrant workers/overstayers NIO) and their families are the target activities of the Retired workers/troubled migrant workers/overstayers empowerment program, according to the researcher's findings. Monitoring and assessing can be done through the KKBM (Migrant Workers Family Community) or the city district office.

2. Input Evaluation Results

The findings from the input evaluation component of the empowerment program for retired workers/troubled migrant workers/overstayers and their families, as described in the previous sub-chapter (Chapter IVA.), include the availability of human resources, recruitment and selection patterns, materials/materials, facilities and infrastructure, media used, implementation organization, budget concept, and coordination.

The researcher's findings from the study's findings indicate that the availability of human resources from the empowerment program for Retired workers/troubled migrant workers/overstayers and their families is that Human Resources as participants are very important because the empowerment program will not work without the participants (TKI and TKI families). As a result, a minimum of 25 persons must participate in the empowerment program for retired TKI/TKIB/WNIO and their families in order for the information to be useful and efficient.

Because Banten is a TKI pocket, the availability of participants in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families is

not an issue. BP3TKI Serang created a database of the return of TKI in the attack area by classifying TKI who would become targets for participation in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families due to the huge number of participants in Banten as a result of the pockets of TKI. The committee (BP3TKI Serang) can assess what training is acceptable to deliver to Indonesian migrant workers from Banten based on regional potential and willingness of participants by classifying them based on regional potential and willingness of participants.

The pattern of recruitment and selection for the empowerment program for Retired workers/troubled migrant workers/overstayers and their families is that all BP3TKI Serang employees have the opportunity to become committees in carrying out the empowerment program activities for Retired workers/troubled migrant workers/overstayers and their families. HR managers of the empowerment program activities for retired workers/troubled migrant workers/overstayers and their families go through a selection procedure.

Materials/materials utilized in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families were created by BNP2TKI and given as a handbook to BP3TKI-BP3TKI in the region. Meanwhile, the resource individuals who have been decided and adjusted to what training is being carried out are preparing the practical material that will be presented to the participants of the empowerment program for retired workers/troubled migrant workers/overstayers and their families.

The facilities and infrastructure of the empowerment program for Retired workers/troubled migrant workers/overstayers and their families are facilities and infrastructure as supporting tools for all activities, including the empowerment program for retired workers/troubled migrant workers/overstayers and their families, based on the study's findings. The facilities and infrastructure used in the empowerment program activities for retired workers/troubled migrant workers/overstayers and their families are tailored to the DIPA BP3TKI Serang's budget.

The media used for the empowerment program for Retired workers/troubled migrant workers/overstayers and their families is the organizing committee providing media in the form of whiteboards, infocus, practice location, and other forms of media that will be used by the organizing committee in implementing the empowerment program for retired workers/troubled migrant workers/overstayers and their families. There must be an implementing organization for the empowerment program for Retired workers/troubled migrant workers/overstayers and their families, such as directors, coaches, committee leaders, and committees in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families.

The budgeting of program activities for the empowerment of Retired workers/troubled migrant workers/overstayers and their families through the DIPA BP3TKI Serang budget every year is the idea of budgeting and coordination of the empowerment program for Retired workers/troubled migrant workers/overstayers and their families.

3. Process Evaluation Results

The findings of the researchers from the process evaluation component of the empowerment program for retired workers/troubled migrant workers/overstayers and their families from the components of the activity implementation process, monitoring and supervision, curriculum compliance, and identification of hurdles and challenges.

The process of carrying out the activities of the Empowerment program for Retired workers/troubled migrant workers/overstayers and their families is to carry out the process of empowering workers/troubled migrant workers/overstayers and their families by identifying participants, training locations, and what training will be appropriate for training participants.

Participants who take part in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families will constantly be watched and supervised by forming Whatsapp groups, via phone, or by resource individuals as trainers who visit participants' areas entrepreneurial. BP3TKI Serang created a Whatsapp group including participants, committee members, and resource people.

The curriculum suitability of the Empowerment Program for Retired workers/troubled migrant workers/overstayers and their families is the Empowerment Program for workers/troubled migrant workers/overstayers and their families, which has been implemented and determined by the central BNP2TKI, and regional BP3TKI, including BP3TKI Serang, only carry out and deliver the existing curriculum. Participants in the empowerment program.

The committee always identifies obstacles the activities of the Empowerment program for workers/troubled migrant workers/overstayers and their families and to identify solutions, the head of the protection and empowerment section generally solves or it may be done as well. by starting a conversation among the members of the committee.

4. Product Evaluation Result

Researchers found that the component was more productive in utilizing existing income and abilities, improving welfare, and the migrant workers concerned did not return to work as migrant workers abroad after conducting research evaluating the empowerment program for workers/troubled migrant workers/overstayers and their families from the product component.

The findings of the study show that migrant workers are more productive in utilizing their current income and talents as a consequence of the empowerment program for retired workers/troubled migrant workers/overstayers and their families, according to the researcher. Giving the empowerment program for workers/troubled migrant workers/overstayers and their families is immediately more productive in utilizing their income and abilities are all returned to the motivation of the migrant worker and their families themselves, if the migrant workers and their families have motivation, they will apply it, but if they do not have motivation, the migrant workers who are participants will return again, but we have provided provision.

Participating in the empowerment program for workers/troubled migrant workers/overstayers and their families improves the welfare of the retired workers/troubled migrant workers/overstayers and their families. Participants see a rise in their well-being as a result of entrepreneurship, yet others fail owing to a lack of sincerity, cash limits, or lack of marketing access. After completing their empowerment program, the migrant workers in question do not return to work as migrant laborers in other countries. workers/troubled migrant workers/overstayers and their families are still migrant workers and their families are still returning to work abroad. This is because migrant workers were not serious or motivated to become entrepreneurs from the beginning, they simply followed them, and some of them wanted to return to work abroad as migrant workers from the beginning and had registered themselves. Migrant workers

who fail to operate their businesses and are not incorporated into the labor market are forced to return to work in another country

DISCUSSION

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CONCLUSION

The main purpose of the activity of empowering Retired workers/troubled migrant workers/overstayers and their Families, according to the study's goals and objectives, is to empower migrant workers who have returned to their homeland or families whose family members have left working abroad to become migrant workers. through migrant workers' own entrepreneurship or through the families of migrant workers whose family members work overseas so that they do not have to return to work as migrant workers. Aspects of the target participants in the Retired workers/troubled migrant workers/overstayers and their Families Empowerment Program.

Retired workers/troubled migrant workers/overstayers who have returned from abroad for a maximum of 5 (five) years b) Family is defined as a nuclear family (parents, husband/wife, children) who live under the same roof and are family members of workers/troubled migrant workers/overstayers. Because Banten is a migrant workers enclave, there are no issues with participants in the Program for the Empowerment of Retired workers/troubled migrant workers/overstayers and their Families being available. Furthermore, the regional organizing committee must gather data through primary and secondary data at the debarkation and regional enclaves of TKI origin, as well as categorizing participant data received through primary and secondary data into qualifications: 1. Participants with an interest in entrepreneurship, either on their own or as part of a larger group; 2. Domestic productive employees.

Characteristics of resource people The resource persons stated that in determining the resource persons to be used in the activities of the Empowerment Program for Indonesian migrant workers/troubled migrant workers/overstayers and their Families, the potential and willingness of the participants were seen in the participants who would participate and the training materials that matched the potential and willingness of the participants. The location for the Empowerment Program for Retired workers/troubled migrant workers/overstayers and their Families, participants, committee and resource persons, and materials are all aspects of preparation for the Empowerment Program for Retired workers/troubled migrant workers/overstayers and their Families.

In terms of boosting wellbeing, research shows that only a tiny percentage of individuals who did not pursue entrepreneurship enjoyed a gain in abilities. Due to various obstacles, such as finance, access to marketing, and migrant workers supervision, there is still a

desire for migrant workers who are participants in the empowerment program for Retired workers/troubled migrant workers/overstayers and their families to work overseas.

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