



Preventing the Exploitation of Indonesian Migrant Workers by Illegal Companies

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Abstract:

Background. Exploitation is the excessive, unfair, and unlawful use or exploitation of resources, labor, and other resources for personal or group gain. Legal protection for Indonesian migrant workers employed through AKAN or AKAD must comply with applicable law to ensure legal certainty. Exploitation prevention is achieved by ensuring Indonesian migrant workers understand the procedures and the companies that send them. Indonesian migrant workers must work through authorized companies and comply with applicable laws and regulations.

Aims. This study aims to determine the form of legal protection for Indonesian Migrant Workers and recommend efforts that can be made to prevent the exploitation of Indonesian Migrant Workers.

Methods. This research uses a normative juridical approach, which focuses on analyzing legal texts, legal norms, and applicable legal rules. The research concludes as follows: Preventing the exploitation of Indonesian migrant workers who will enter employment through AKAN (Inter-Country Work Agreements) and AKAD (Inter-Regional Work Agreements) requires Indonesian migrant workers to be more careful in selecting companies that will send them as Indonesian migrant workers and to understand the provisions of laws and regulations related to employment law, as they regulate their rights and obligations, thereby ensuring legal certainty.

Conclusion. This research is crucial for developing legal protection for Indonesian migrant workers. It serves as a scientific study that can be referenced by other researchers conducting similar research.

Implementation. It can also serve as a resource for the public to learn about Indonesian labor law.

Keywords: Exploitation of Labor, Indonesian Migrant Workers, Legal Protection.



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INTRODUCTION

Employment/labor issues have been persistent throughout history, from protection, wages, and welfare to industrial relations disputes and the development and supervision of labor. This is mainly due to systemic government weaknesses in implementing labor laws,

which tend to lead to irregularities. Furthermore, coordination and performance between government agencies are suboptimal and remain a serious concern. (Adrian Sutedi, 2009)

Protection of workers can be carried out in various ways, including through law enforcement efforts, increasing recognition of human rights, and providing protection in physical, technical, social, and economic aspects that are regulated in accordance with the norms applicable in the work environment. (Agusfiar Wahab Dkk. 1997)

Every human being has the right to have their needs met as part of human rights protected by international and national legal instruments, in order to guarantee access to resources that support welfare and human dignity. (Heri Noviadana, Tanti Kirana Utami, and Aji Mulyana, 2025). Work is one of the ways a person fulfills their needs in society. In addition to providing income to meet economic needs, work also plays an important role in shaping family dynamics and welfare. Article 27 of the 1945 Constitution states that every Indonesian citizen has the right to work and to a decent standard of living. Implementation of Article 27 requires concrete action from the government and international cooperation.

International labor migration generally occurs due to limited job opportunities within the country. Furthermore, the income gap between domestic and international employment encourages some productive-age individuals to seek employment abroad, including in Asia. This is driven by the availability of broader job opportunities abroad, particularly in sectors less attractive to local workers. As globalization facilitates the mobility of people, goods, and services between countries, Indonesia's labor migration patterns have also changed. Currently, the Indonesian workforce is no longer dominated by low-skilled workers, such as domestic workers and agricultural laborers, but also includes highly qualified professionals, including nurses and oil and gas experts. (Mita Noveria, 2017).

Based on Article 1 number (2) of Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers, "Indonesian Migrant Workers are every citizen of the Republic of Indonesia who will, is, or has done work for wages outside the territory of the Republic of Indonesia." With the presence of migrant workers abroad, the Indonesian government gains significant benefits, as it reduces unemployment and increases foreign exchange earnings.

According to the International Labour Organization, a migrant worker is a person who migrates, or has migrated, from one country to another with a view to being employed by someone other than himself, including anyone commonly recognized as a migrant for

work. (ILO, “Perindungan Dan Pencegahan Untuk Pekerja Migran Indonesia,” *Webapps.Ilo.Org* (2024))

On the one hand, technological advances facilitate access to information and simplify bureaucratic processes. However, on the other hand, this ease of access also opens up new opportunities that are not yet fully regulated by law, which specific individuals exploit to ensnare prospective Indonesian Migrant Workers (PMI) who find themselves in vulnerable positions. This situation often results in prospective PMI becoming victims of exploitation, discrimination, violence, and human rights violations. The complexity of these problems increases when they work in destination countries that lack strong legal protections, or when the national legal system is unable to provide optimal protection before departure, during employment, or upon return. (Nurul Handayani, 2025)

In the Republic of Indonesia Law Number 13 of 2003 concerning Manpower, it is emphasized that the development of the Indonesian people as a whole and the formation of a prosperous,, prosperous and equitable society both materially and spiritually based on Pancasila and the 1945 Constitution, places workers or laborers as parties who have an important role and position in the implementation of national development. (Sri Dewi Yusuf, t.t., 16, n.d)

In the workplace, reality shows that the rewards or wages received by workers or laborers are often not commensurate with the effort and contribution they provide. Determining fair wages in accordance with Sharia principles is no easy task. Many workers experience exploitation in the production process, such as receiving below-standard wages or facing the risk of workplace accidents without adequate protection. Islamic teachings prohibit all forms of exploitation. Conversely, a work system regulated by sharia should be able to protect workers, ensuring fair and timely wages for services rendered. Furthermore, Islam emphasizes the importance of law enforcement grounded in justice and humanitarian values, encouraging employers to consider moral and humanitarian factors in determining workers' wages.

State of the art summarizes the latest research and knowledge developments related to the legal protection of Indonesian migrant workers (PMI) and the issue of exploitation by illegal companies. A paradigm shift in the protection of migrant workers. The literature shows a shift from sectoral protection to comprehensive protection that includes pre-placement, placement, and post-placement. This is reflected in Law No. 18 of 2017 which updates the weaknesses of Law No. 39/2004. This article shows that protection must be

sustainable and human rights-based, especially regarding legal certainty, justice, and the elimination of exploitation. Exploitation as a multidimensional issue. Previous research has mapped forms of exploitation, such as forced labor, unpaid labor, overwork, physical/sexual violence, and human trafficking. International studies (ILO, Palermo Protocol) and national studies confirm that migrant workers are in a vulnerable position due to their lack of knowledge of migration procedures, weak regulations governing distribution companies, and a lack of state supervision. This article reinforces these findings by outlining the forms of exploitation and the legal basis for the protection of migrant workers.

The high risk of migrant workers recruited by illegal companies. The literature shows that illegal shipping companies are the most significant factor causing the exploitation of migrant workers. This article updates this picture by emphasizing the importance of selecting legitimate distribution companies through the AKAN/AKAD mechanism and regulatory supervision.

Limited law enforcement and low literacy among migrant workers. Previous studies have identified problems: a lack of legal socialization, migrant workers' lack of competence, weak bilateral diplomacy, and jurisdictional barriers. This article argues that migrant workers' legal literacy is key to preventing exploitation and assesses that legal protection must balance preventive and repressive measures.

LITERATURE REVIEW

Definition of Indonesian Migrant Workers

Payaman J. Simanjuntak stated that the workforce comprises those already working, currently working, looking for work, and those engaged in other activities, such as attending school and taking care of the household. It also includes everyone who can work, both within and outside employment relationships, to produce goods or services that meet society's needs. Meanwhile, according to Law No. 13 of 2003, the definition of labor is: A labor force is any person capable of performing work to produce goods and/or services, either to meet their own needs or those of the community. (Undang-Undang no. 13 tahun 2003 tentang Ketenagakerjaan)

Migrant workers are people who migrate from one region to another and work in that new location for a relatively long period of time, and remain permanently. Migrant workers are divided into two categories: internal and international. Internal migrant workers are people who leave their original place of residence to seek employment in a new location

within their home country. International migrant workers are people who leave their home country to seek employment in another country, generally in Indonesia. This definition refers to Indonesians who work abroad for a specific period. (Adnan Hamid, 2019)

Indonesian Migrant Workers (PMI) are Indonesian citizens who have worked, are working, or will work for remuneration outside the territory of the Republic of Indonesia. (Undang-undang no.18 tahun 2017)

From the definition above, it can be understood that migrant workers are Indonesians who work and receive wages outside the country or in other countries.

Exploitation and Human Trading

Many cases have befallen Indonesian migrant workers in the form of human trafficking in many countries, such as Cambodia, Vietnam, and others. Law Number 21 of 2007 concerning the Eradication of the Crime of Trafficking in Persons (TPPO) defines it as the recruitment, transportation, harboring, sending, transfer, or receipt of a person by means of the threat or use of force, abduction, confinement, forgery, fraud, abuse of power or a position of vulnerability, debt bondage, or the giving or receiving of payments or benefits for exploitation (Wira Pratama, 2023). Exploitation in the context of TIP includes various forms, such as sexual exploitation, forced labor or services, slavery or practices similar to slavery, oppression or extortion, the use of organs, and begging (Dahris Siregar et al., 2023).

In this issue, the government should not turn a blind eye, even if these migrant workers are illegal, because they retain their status as Indonesian citizens. Article 28D, paragraph (1), of the 1945 Constitution states that everyone has the right to recognition, guarantees, protection, and fair legal certainty, as well as to equal treatment before the law.

This article can be interpreted as meaning that the state is responsible for every citizen, regardless of time and place, especially for Indonesian citizens residing in other countries.

Illegal Indonesian migrant workers are divided into two categories: undocumented illegal Indonesian migrant workers and illegal Indonesian migrant workers who are victims of human trafficking. As a country based on law, the implementation of human rights is considered adequate if it meets the following requirements:

1. Human rights must be enshrined as positive law.
2. There must be legal procedures to uphold and protect these human rights.
3. There must be an independent judiciary as a free and independent judicial authority.

Furthermore, the recognition of human rights in national regulations can be seen in Article 3 of Law No. Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers states that the protection of Indonesian migrant workers aims to:

1. Ensure the fulfillment and enforcement of human rights as Indonesian citizens and migrant workers.
2. Ensure legal, economic, and social protection for Indonesian migrant workers and their families. (Wila Wahyuni, 2022)

Research gap.

Based on the content of the article, several research gaps can be identified:

1. Lack of studies highlighting exploitation through AKAN and AKAD.
Most studies discuss the protection of migrant workers in a general context, but the specific context of interregional (AKAD) and inter-country (AKAN) work agreements has not been extensively researched. This article shows the importance of this aspect, but there has been no in-depth study of its effectiveness in preventing exploitation.
2. Lack of evaluative research on the performance of PMI distribution companies. Previous legal research has primarily focused on regulation, but empirical analysis of legal vs. illegal distribution companies, supervisory mechanisms, and the effectiveness of sanctions remains lacking. This article highlights the importance of prudence in PMIs' company selection, but it lacks comparative data or analysis of the effectiveness of government supervision.
3. Gap in the study of migrant worker protection based on legal literacy. Many studies discuss the regulation and rights of migrant workers, but the role of legal literacy of migrant workers as an instrument of exploitation prevention is still rarely analyzed. This article shows the urgency, but does not provide a concrete model of legal literacy intervention.
4. Lack of integration between national legal perspectives and international standards. Some studies use the Indonesian or ILO legal frameworks, but few have integrated the two to assess implementation gaps. This article mentions international conventions, but has not conducted a systematic analysis of legal harmonization.

There has been no study that maps the exploitation patterns of migrant workers by work sector. The exploitation experienced by migrant workers varies between sectors (domestic, construction, manufacturing, and fishing vessels). This article has not elaborated on those differences, leaving room for further research.

This article contains several elements of scientific novelty that can be formulated as follows: Focus on preventing exploitation by leveraging legal understanding and verification of the shipping company. This article offers a preventive approach that emphasizes the education and legal literacy of prospective migrant workers as the primary strategy to prevent exploitation, rather than improving regulations or law enforcement after the incident. Emphasis on the importance of the legality of the distribution company in AKAN/AKAD. Previous research has discussed PMI protection in general, but this article emphasizes the legal status of the distributing company as a critical factor that determines the security of PMI.

The use of a normative approach to systematically map the forms of exploitation and the legal basis for the protection of migrant workers. This article categorizes exploitation—forced labor, unpaid labor, overtime, violence—and connects it to national and international legal frameworks in a structured manner. Contribution to the literature by emphasizing that the legal protection of migrant workers is the responsibility of the state, which is continuous (continuous protection). The novelty lies in the interpretation that protection does not stop at departure or repatriation, but is an inherent constitutional responsibility of the state throughout the cycle of labour migration. Provide practical recommendations grounded in positive law for the prevention of exploitation.

The article suggests concrete steps, such as prudent selection of distribution companies, understanding regulations, and strengthening legal protection, as preventive measures that can be applied directly.

METHOD

This research uses a normative juridical approach, which focuses on analyzing legal texts, legal norms, and applicable legal rules. This approach examines how the law should be applied and identifies relevant legal rules for a problem or case. (Martin Roestamy, 2024).

DISCUSSION

Preventing the exploitation of Indonesian migrant workers in employment

Problems that frequently arise in the workplace for Indonesian migrant workers include limited rights, unsafe and unhealthy working conditions, and discrimination based on race, religion, gender, or migration status. Migrant workers experience unfair treatment or neglect in accessing health services, education, or housing, and a lack of support and protection. (Noviadana, Utami, and Mulyana, 2023)

The phenomenon of exploitation in the workforce is widespread, both nationally and internationally. Migrant workers are no exception, as they are among those vulnerable to exploitative treatment. (Nur Aida Rifatul Akmaliah Rachman, (2023).

Many Indonesians migrate to work as domestic workers, while others are promised unskilled labor in factories, restaurants, home industries, and small businesses. Some of these migrant workers are paid little or no wages. While many Indonesians migrate to work as domestic workers, others are promised unskilled labor in factories, restaurants, home industries, and small businesses. Exploitation of migrant workers reflects acts of coercion and inhumane treatment by employers, manifested in inadequate working conditions, physical and psychological violence, and wage inequality, including inadequate or unpaid wages. The following are some forms of worker exploitation.

Forced Labor

Forced labor often results from human trafficking (or trafficking in persons). This involves the movement of individuals, usually across borders, for the purpose of exploitation. Human trafficking has been defined by the Protocol to Prevent, Suppress and Punish Human trafficking, especially Women and Children, which supplements the UN Convention against Transnational Organized Crime (Palermo Protocol) adopted in 2000. The Palermo Protocol distinguishes human trafficking from human smuggling through the elements of exploitation, deception, and coercion. It is important to understand that not all forced labor is the result of human trafficking. Furthermore, almost all cases of human trafficking result in forced labor (the exception being trafficking for organs). From the ILO's perspective, it is important to distinguish between forced labor, where forms of coercion and deception are used to restrain a worker, and substandard working conditions. The lack of viable economic alternatives that forces people to remain in exploitative employment relationships does not necessarily constitute forced labor, although it may constitute a position of vulnerability as defined by the Palermo Protocol. Therefore, external barriers that

may affect free and informed consent must be taken into account. Forced labor linked to migration and exploitative labor contract systems can be found anywhere in the world. For example, migrant workers from Indonesia, India, the Philippines, or other Asian countries may find themselves "tied" to labor contractors due to excessive costs and with little or no opportunity to change employers in the destination country. Key destination countries for Asian migrant workers include Singapore, Malaysia, and Middle Eastern countries. In Europe, labor agencies have come under increased scrutiny following reports of serious exploitation of migrant workers. The line between clandestine, illegal labor and organized crime is sometimes blurred. (Beate Andrees, 2008)

Wages not paid

Article 1, number 30 of Law Number 13 of 2003 concerning Manpower defines wages as the rights of workers/laborers received and expressed in monetary form as compensation from employers or employers to workers/laborers, determined and paid in accordance with an employment agreement, agreement, or statutory regulations, including allowances for workers/laborers and their families for work and/or services that have been or will be performed.

According to Article 1, paragraph (1) of the government regulation on wages, wages are the rights of workers/laborers received and expressed in monetary form as compensation from employers or employers to workers/laborers, determined and paid in accordance with an employment agreement, agreement, or statutory regulations, including allowances for workers/laborers and their families for work and/or services that have been or will be performed.

Wages play an important role and are a characteristic of a relationship called an employment relationship. In fact, wages are the primary purpose of a worker performing work for another person or legal entity. That is why the government is involved in addressing wage issues through various policies outlined in laws and regulations. Employers are required to pay wages to their workers regularly from the time the employment relationship begins until it ends. (Lalu Husni, t t n.d.).

The concept of a living wage is a combination of wages and the social security they entail. The elements to be considered in determining a living wage level must be in accordance with national practices and conditions, including: the needs of workers and their families, the general wage level in the country concerned, the cost of living, social security,

and the relative living standards of other social groups. Furthermore, economic factors, including the needs of economic development, productivity levels, and the need to achieve and maintain high employment levels, must be taken into account. (Oki Wahyu Budijanto, tt)

Non-payment of wages to migrant workers is a form of economic exploitation that clearly violates the principles of social justice and human rights. Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers affirms, in Article 6, that migrant workers have the right to fair treatment without discrimination and to wages in accordance with their employment agreements. Furthermore, ILO Convention No. 95 of 1949 concerning the Protection of Wages, ratified by Indonesia through Law No. 80 of 1957, affirms the state's obligation to guarantee full and timely payment of wages.

In many cases, migrant workers who do not receive their wages struggle to seek justice because they are outside Indonesian legal jurisdiction and face language, cultural, and legal barriers. Therefore, the government, through the Indonesian Migrant Workers Protection Agency (BP2MI), plays a crucial role in providing advocacy and legal assistance, and in establishing bilateral cooperation with countries of placement to ensure the effective protection of migrant workers' rights, including the right to wages. This issue demonstrates the need for stricter law enforcement, a transparent monitoring system, and strengthening the legal position of migrant workers from the recruitment process until their return to their homeland.

Excessive Working Hours

The Minister of Manpower's regulations cover a wide range of topics. Some of these include working hours, occupational safety and health, wages, severance pay, layoffs, leave, and other matters related to employment in Indonesia and abroad. These regulations issued by the Minister of Manpower and Transmigration are designed to ensure workers' welfare and maintain order. The workload each employee experiences in each company also varies. Some work from morning to afternoon, others work until late at night, and some even have to work on holidays. This depends on the company's field of operation. It is not uncommon for employees to work overtime when required.

Regulations concerning Employment are explicitly set out in Law No. 13 of 2003, Articles 77 to 85. Article 77, paragraph (1), of Law No. 13/2003 requires every employer to implement the working-hour provisions. These working-hour provisions regulate two

systems: 7 working hours per day or 40 working hours per week for 6 working days in 1 week; or 8 working hours per day or 40 working hours per week for 5 working days in 1 week.

In both working-hour systems, there is also a working-hour limit of 40 (forty) hours per 1 week. If the working hours exceed the specified working hours, the excess hours are considered overtime, and workers or laborers are entitled to overtime pay. The working hour provisions above also only regulate the working hour limit for 7 or 8 days per week and 40 hours per week, and do not regulate when the working time or hours begin and end. The arrangement of the start and end of working hours each day and during a week must be clearly regulated according to the needs of the parties in the Employment Agreement, Company Regulations (PP), or Collective Labor Agreement (PKB). (<https://disnakertrans.ntbprov.go.id/jam-kerja-menurut-undang-undang-no-13-tahun-2003-tentang-ketenagakerjaan/> “Jam Kerja Menurut Undang-Undang No,” n.d.)

One form of exploitation frequently experienced by Indonesian Migrant Workers (PMI) is excessive working hours without adequate compensation. Many PMI, particularly those working in the domestic sector, such as domestic workers, face working conditions that exceed reasonable time limits and lack adequate rest periods. This contradicts the principle of protecting workers' rights as stipulated in Article 77 paragraph (2) of Law Number 13 of 2003 concerning Manpower, which stipulates that regular working hours are 7 hours per day and 40 hours per week for six workdays, or 8 hours per day and 40 hours per week for five workdays.

In the context of migrant workers, Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers also affirms that every PMI has the right to humane treatment and decent working conditions, including adequate rest periods (Article 6 letter c). However, because many PMI workers in the informal sector live with their employers, working hour limits are often not respected. They often have to work from morning until late at night, without days off or overtime compensation, which is essentially a violation of the right to occupational welfare and health. This phenomenon also contradicts the International Labour Organization (ILO) Convention No. 1 of 1919 concerning Hours of Work (Industry) and the ILO Convention No. 189 of 2011 concerning Decent Work for Domestic Workers, which emphasize the importance of limiting working hours and guaranteeing rest periods for domestic workers. Although Indonesia has not ratified

Convention No. 189, its principles serve as a moral and international legal reference that should be incorporated into national policies.

1. Physical and Sexual Violence

Violence is an attack or invasion (assault) against a person's physical or mental integrity. (Titik Sumarti dan Ekawati Sri Wahyuni, (2003).

) In psychology, particularly social psychology, this violent act is called aggression. Myers, a prominent social psychologist, as quoted by Sarwono, explains that aggression is deliberate physical or verbal behavior intended to harm or harm another person.

The government has an obligation to protect migrant workers from the risks of human trafficking, forced labor, violence, harassment, crimes that threaten human dignity, and various forms of human rights violations. Indonesian migrant workers who are victims of sexual violence in Malaysia are afraid to report the incident to the authorities. They fear losing their jobs or being deported from the country. Their limited knowledge of migrant workers' rights often leads perpetrators to exploit their abuse. As a migrant worker-sending country, Indonesia has a responsibility to protect all its citizens outside of Indonesia. In Indonesia, the Crime of Sexual Violence is regulated by Law Number 12 of 2022. The rules in Malaysia are also regulated by the Malaysian Law Act 840, the Anti-Sexual Harassment Act 2022, and regulations related to sexual violence. An example of a case of sexual violence that has occurred in Malaysia was experienced by Lina (not her real name), a domestic helper from North Sumatra, who started working with her employer in September 2020. She experienced torture and rape by her employer, a fisherman. According to her statement, the victim was not only tortured by her employer but also by her employer's friends. Not only did she experience physical violence, but Lina also received a one-time salary of 900 ringgit and was forced to catch fish. Both countries are responsible for ensuring that any violations of migrant workers' rights are followed up on fairly and appropriately. Indonesia and Malaysia have signed a bilateral agreement that gave birth to a Memorandum of Understanding between the Government of the Republic of Indonesia and the Government of Malaysia Concerning the Placement and Protection of Indonesian Migrant Workers in the Domestic Sector in Malaysia, known as the PMI MOU. (Hisbul Luthfi Ashsyarofi Nafilatul Istihana, 2025)

Legal Protection Efforts for Migrant Workers from Exploitation

The Indonesian government, as a country based on the rule of law that upholds the principle of protecting its citizens, has enacted Law of the Republic of Indonesia Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers. This law was drafted as a renewal and improvement of the legal system based on the previous provisions, namely Law Number 39 of 2004, which was deemed unable to provide comprehensive protection for Indonesian Migrant Workers (PMI). Through Law No. 18 of 2017, the government introduced a new paradigm that emphasizes comprehensive and continuous protection, covering three main stages: pre-placement, placement period, and post-placement. In addition, Article 5 of this law stipulates that prospective PMIs must meet several basic requirements, including being at least 18 years old, having work competency, being in good physical and mental health, being registered in a social security program, and having complete and valid official documents.

Protection of Indonesian Migrant Workers (PMI) is a constitutional responsibility of the state that cannot be separated from the state's role in realizing social justice for all Indonesian people. This principle is expressly stated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia, which states that every citizen has the right to work and a decent living for humanity, and is reinforced by Article 28D paragraph (1) which guarantees fair treatment and protection before the law. (UUD 1945)

Countries cannot leave their citizens working abroad (as part of the global workforce) to struggle alone with the various vulnerabilities they face. Therefore, the state is required to be present at every stage of labor migration: from pre-placement, placement, to post-placement, as part of a comprehensive and sustainable protection system. (Wahyuni Kartikasari, 2020)

The function of legal protection is to ensure the fair fulfillment of workers' human rights by both the government and employers, thereby preventing unlawful or arbitrary actions. Legal protection is divided into two primary forms: preventive and repressive. Preventive legal protection is intended not only to prevent violations or losses to workers, but also to equip Indonesian Migrant Workers (PMI) with knowledge of the rules and regulations in the country where they work. Thus, if an undesirable event occurs, workers can take appropriate action. This preventive protection is carried out continuously without time or location limits. Meanwhile, repressive legal measures are carried out after a problem arises or by local authorities, such as surveillance, arrest, detention, examination, or other

legal processes. In this case, the Republic of Indonesia's Representative Office abroad provides legal and consular assistance so that migrant workers receive fair treatment in accordance with their rights. Both forms of protection are generally regulated in employment agreements, which set out the parties' rights and obligations and provide dispute-resolution mechanisms for future disputes. In general, legal protection for Indonesian migrant workers (PMI) is a government effort to provide guarantees and legal certainty for citizens working abroad. In the context of public law, preventive legal protection enables the public to raise objections before government decisions become final, with the aim of preventing disputes from arising. Repressive legal protection, on the other hand, aims to resolve disputes that have already occurred. (Moh.Astiwi Inayah Aman Toto Dwijono Nizar, N (n.d.).

CONCLUSION

The research concludes as follows: Preventing the exploitation of Indonesian migrant workers who will enter employment through AKAN (Inter-Country Work Agreements) and AKAD (Inter-Regional Work Agreements) requires Indonesian migrant workers to be more careful in selecting companies that will send them as Indonesian migrant workers and to understand the provisions of laws and regulations related to employment law, as they regulate their rights and obligations, thereby ensuring legal certainty.

Implication

This research is crucial for developing legal protection for Indonesian migrant workers. It serves as a scientific study that can be referenced by other researchers conducting similar research. It can also serve as a resource for the public to learn about Indonesian labor law.

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