



The Role Of The Manpower Office in Preventing Illegal Labor in Sampang Regency

Mohammad Hori¹, Sri Roekminiati², Ika Devy Pramudiana^{3*}, Supto Pramono⁴

¹⁻⁴Program Studi Ilmu Administrasi Publik, Universitas Dr Soetomo, Surabaya, Indonesia

Korespondensi Penulis : ika.devy@unitomo.ac.id*

Abstract. *This research is a descriptive qualitative research, data collection techniques using interviews, observations, and documentation. The purpose of the study is to describe the role of the Manpower Office in the prevention of Manpower and to find out what obstacles are experienced by the Manpower Office in the context of preventing Illegal Labor in Sampang Regency. The research informant is the Head of the Office, Head of Placement and Expansion of TKI of the Sampang Regency Manpower and Transmigration Office. Data analysis uses an interactive model. The results of the study show that the Sampang Regency Government Manpower Office has a role as a regulator carried out through the provision of socialization and counseling to the community, providing supervision for normative issues to be handled. The role as a mediator is carried out by collecting data on prospective migrant workers who register themselves. The role as a facilitator is to respond to incoming reports and will later be handled according to existing procedures and regulations. The obstacles of the Manpower and Transmigration Office in the context of preventing Illegal Labor in Sampang Regency consist of Internal Obstacles related to the instability of this system as evidenced by the dual functions of BNP2TKI. Weak coordination between government agencies in charge of managing migrant workers. Weak supervision of PJTKI whose operational permits have expired. External obstacles include background, educational factors, knowledge/experience, condition of prospective kindergartens, low quality of human resources from prospective migrant workers*

Keywords: *Role, Illegal Labor, Manpower Office*

Abstrak. Penelitian ini merupakan penelitian kualitatif deskriptif, teknik pengumpulan data menggunakan wawancara, observasi, dan dokumentasi. Tujuan penelitian adalah untuk mendeskripsikan peran Dinas Tenaga Kerja dalam pencegahan Tenaga Kerja dan mengetahui kendala apa saja yang dialami Dinas Tenaga Kerja dalam rangka pencegahan Tenaga Kerja Ilegal di Kabupaten Sampang. Informan penelitian adalah Kepala Dinas, Kepala Penempatan dan Perluasan TKI Dinas Tenaga Kerja dan Transmigrasi Kabupaten Sampang. Analisis data menggunakan model interaktif. Hasil penelitian menunjukkan bahwa Dinas Tenaga Kerja Pemerintah Kabupaten Sampang mempunyai peran sebagai regulator yang dilakukan melalui pemberian sosialisasi dan penyuluhan kepada masyarakat, memberikan pengawasan terhadap permasalahan normatif yang akan ditangani. Peran sebagai mediator dilakukan dengan melakukan pendataan terhadap calon buruh migran yang mendaftarkan diri. Peran sebagai fasilitator adalah menanggapi laporan yang masuk dan nantinya akan ditangani sesuai prosedur dan peraturan yang ada. Kendala Dinas Tenaga Kerja dan Transmigrasi dalam rangka pencegahan Tenaga Kerja Ilegal di Kabupaten Sampang terdiri dari Kendala Internal terkait belum stabilnya sistem ini yang dibuktikan dengan dwifungsi BNP2TKI. Lemahnya koordinasi antar instansi pemerintah yang bertugas menangani pekerja migran. Lemahnya pengawasan terhadap PJTKI yang izin operasionalnya telah habis. Hambatan eksternal meliputi latar belakang, faktor pendidikan, pengetahuan/pengalaman, kondisi calon TK, rendahnya kualitas sumber daya manusia calon TKI.

Kata Kunci : Peran, Tenaga Kerja Ilegal, Dinas Tenaga Kerja

1. INTRODUCTION

Working across national borders is a global phenomenon as well because of globalization itself. Working or becoming a migrant worker abroad is now a choice for many people, including Indonesian citizens. Not only citizens of developing countries work abroad but citizens of developed countries also do it. The difference probably lies in the field of work

entered. Citizens from developing countries tend to be more workers in the field of manual work that relies more on muscles, while citizens from developed countries generally become workers in fields that rely on the brain. According to the records of the Indonesian National Agency for the Placement and Protection of Labor (Badan Nasional Penempatan dan Perlindungan Tenaga Kerja Indonesia - BNP2TKI), the sending/departure of migrant workers abroad in 2022 there are 21,005 people, in 2023 there are 28,027 and in 2024 there are 23,197 people. If referring to data from the Ministry of Foreign Affairs (Kemenlu), currently there are 4.8 million Indonesian citizens/TKI abroad.

The large placement of migrant workers abroad has an impact on the emergence of new problems. These problems are often difficult for migrant workers and the government to face. Based on a report by the Indonesian Migrant Workers Defenders Consortium, there are very complex problems when placing migrant workers in the country of placement. This problem is experienced by documented migrant workers (legal) and undocumented migrant workers (illegal). The problem of migrant workers is mostly experienced during recruitment, at shelters, arriving in the destination country, and returning home to their home areas (Syafa'at et al, 2002).

These various protection issues require a more serious attitude from the government in providing legal protection for migrant workers who are abroad and urging the destination country to provide guarantees for their existence. Foreignadigm regarding migrant workers as foreign exchange heroes is a paradigm that seems as if migrant workers are a trading commodity, like profitable merchandise, even though they are human beings, and their basic rights that must be protected by the state are also attached. The government on behalf of BNP2TKI seeks to prevent and solve problems that start from recruitment to retirement. However, the thing that has quite an influence on the emergence of the problem of migrant workers is due to the low quality of work of migrant workers, the knowledge they have, and the information obtained by the workforce related to administrative and work requirements. The low government protection for migrant workers also adds to the complexity of their problems. Especially the protection of migrant workers in the destination country. The government has tried to prevent the emergence of problematic migrant workers, some of the efforts that have been made are making agreements with the local government in the form of a Memorandum of Understanding (MoU). Finally, the President of the Republic of Indonesia even established a special institution, namely the National Agency for the Placement and Protection of Indonesian Workers (BNP2TKI). In addition, the Ministry of Foreign Affairs through Indonesian representatives abroad (Indonesian Embassy and Consulate General of the

Republic of Indonesia) has made efforts to improve services, by adhering to the paradigm of "serving the people" and recently formed a special task force called Citizen Services. Meanwhile, the role of the Ministry of Social Affairs so far has only been limited to assisting the repatriation of problematic migrant workers from embarkation ports in border areas to their areas of origin and organizing therapy for victims of violence at Trauma Centers in the country.

Looking at the phenomenon of migrant workers, the role of the government in dealing with migrant worker problems is still considered not optimal. The role of the government is needed from the beginning, which starts with the recruitment process. Because from the beginning of this process, prospective migrant workers will be given provisions and preparations to work abroad. In East Java, there is a Technical Implementation Unit for Indonesian Placement and Protection Services (Unit Pelaksana Teknis Pelayanan Penempatan dan Perlindungan Tenaga Kerja Indonesia - UPT P3TKI) Surabaya. The Surabaya P3TKI UPT has the task of carrying out the selection, placement, departure, and transfer of workers abroad.

Based on data from the Indonesian National Agency for the Placement and Protection of Workers (BNP2TKI), the sending/departure of migrant workers abroad, East Java Province ranks first as a province that has a workforce working abroad until August 2024, which is 56,422. The number of TKI placements is evenly distributed in almost all districts and cities in the province of East Java. Various problems arise with illegal migrant workers, the East Java Provincial Government through the Indonesian Labor Placement and Protection Service Unit (P3TKI) together with the Manpower and Transmigration Office (Disnakertran) and related agencies, continue to strive to prevent the rise of illegal migrant workers by looking for new breakthroughs so that illegal migrant workers can build their hometowns.

Based on data from the Migrant Workers Protection Agency, in August 2024 compared to August 2023 there was a decrease of 29 complaints (from 172 to 143 complaints) or a decrease of 16.86%. Complaints from Indonesian Migrant Workers for the August 2024 period are concentrated in Malaysia, Taiwan, Hong Kong, Saudi Arabia, and Singapore. Complaints in the five countries reached 94 complaints or 65.73% of all complaints. The province with the most complaints of Indonesian Migrant Workers is West Java Province with 42, which experienced an increase of 29.37% from the previous month which amounted to 35. The most common complaints include PMIGagal Departure, Social Security for Indonesian Migrant Workers, and Indonesian Migrant Workers Want to Be Repatriated.

Various programs have been implemented by the government to prevent the rise of illegal migrant workers, both through the Indonesian National Agency for Placement and Protection of Workers (BNP2TKI), the Indonesian Placement and Protection Service Unit

(P3TKI) and the Manpower and Transmigration Service (Disnakertran). One of the programs run by the Sampang Regional Government in preventing the rise of illegal migrant workers includes the provision of intensive allowances for migrant workers who return home and are ready to build a business in Sampang, with an allowance of between Rp 1 to Rp 4 million. The Sampang Regional Government also collaborates with the East Java Provincial Government, including the Social Service to provide guidance and training for former illegal migrant workers who have problems.

Based on this background explanation, this study aims to find out the role of the Manpower Office in the prevention of Manpower in Sampang Regency, as well as to find out the obstacles experienced and what efforts are made by the Manpower Office in the context of preventing Illegal Labor in Sampang Regency

2. THEORETICAL FRAMEWORK

The role of the government in community development is very broad, ranging from operational services to ideological and spiritual matters (Ndraha, 2007). In running the government, the main tasks that must be carried out are three essential functions, namely "service, empowerment, and development." Based on this relationship, service will produce justice in society, and empowerment will encourage community independence and development will create prosperity in society (Ryaas, 2000)

Role is a dynamic aspect of position or status, if a person exercises his rights and obligations in accordance with his position, then he has carried out a role. So, the role determines what a person should do in relation to his position in society (Soekanto, 2000). In relation to national development, the government has several specific functions: a. The government is a stabilizer, both in maintaining political stability, economic stability and socio-cultural stability. b. The government as an innovator in the field of state/government administration; conceptual innovation in ideas regarding development; as well as innovation in systems, procedures and labor. The government is a pioneer in various aspects of the nation's life. With pioneering in one field, it will have a positive influence on other fields.

The role of the government in the context of labor is as a regulator who regulates it. Arrangements regarding the limits of work activities, the number of wages that must be determined and job security. The government is the holder of control of labor regulations by paying attention to the interests of the parties, in this case it can benefit all related parties. Each party knows the rights and obligations and is in the corridor of enforcement of labor rules.

In Indonesia, industrial relations are related to all parties involved in employment relations in a company regardless of gender, membership in trade unions/labor unions, and types of employment. Industrial relations should also be viewed not only from the simple requirements of the organization's work regulations, but also from broader social, political and economic relations (viewed comprehensively). In other words, Industrial Relations must be combined with the social, political and economic fields, the three cannot be separated from each other or each cannot stand alone. In the Labor Law no.13 of 2003 article 16 it is stated that the definition of Industrial Relations is a system of relationships formed between actors in the process of producing goods and/or services consisting of elements of entrepreneurs, packserja/buruh dan pemerintah didasarkan pada nilai-nilai Pancasila dan Undang-undang 1945.

The definition of labor in article 1 number 2 of Law No. 13 of 2003 concerning employment is every person who can do work to produce goods or services to meet the needs of themselves and society. The definition of labor according to Law No. 13 of 2003 concerning employment that the definition of labor or manpower includes residents who are already or are working, who are looking for work and who do other jobs such as schools and taking care of households.

According to Juniarta (2002), Illegal Indonesian Workers are Indonesian Workers who enter or depart from a country illegally, can be grouped into: a) Illegal stay: A person who has a valid immigration permit but the validity period has expired, such a person is called overstaying. b) Illegal entry: A person who enters a country illegally, that is, does not go through an immigration official examination using documents or travel documents and/or visas or are forged. c) Illegal entry and illegal stay: A person who enters both illegally and illegally

Parties related to the implementation of the placement of workers abroad consist of prospective workers who want to work abroad, implementers of the placement of private migrant workers in the form of PT and have permits from the Minister of Manpower, the Manpower Office, Business Partners and TKI service users (Husni alu, 2009). The definitions of these parties are: 1) Indonesian Worker Candidates or called TKI candidates are any Indonesian citizens who are qualified as job seekers who will work abroad and are registered with Regency/City Government agencies responsible for employment. 2) Private TKI Placement Implementer is a legal entity that obtains written permission from the Government to provide TKI placement services abroad. 3) Business Partner is an agency or business entity in the form of a legal entity in the destination country that is responsible for placing TKI in the

User. 4) TKI Service Users are government agencies, Government Legal Entities, Private Legal Entities, and/or Individuals in the destination country that employ TKI.

3. RESEARCH METHOD

Research on the Role of the Manpower and Transmigration Office in the prevention of Illegal TKI was carried out using qualitative research. The research method to be used is a qualitative descriptive research method. The descriptive method is a method of examining the status of a group of people, an object, a condition, a system of thought or a class of events in the present (Nazir, 2003). The data collection techniques in this study include Interviews, Observations, Documentation. The informants in the study included authorized officials, namely the Head of the Sampang Regency Manpower and Transmigration Office, the Head of the Placement and Expansion of TKI of the Sampang Regency Manpower and Transmigration Office. The data analysis technique in the study using interactive model analysis was developed by Miles et al., (2014) with three procedures, namely data condensation, data display, and conclusion drawing.

4. RESULTS AND DISCUSSION

The Role of the Manpower Office as a Regulator in the Prevention of Illegal Workers

The presence of the government and the existence of the government is something urgent for the process of people's lives, both in a group and as individuals. The early presence of the government is to regulate and protect the community so that it is always in a safe and orderly state and when the community wants a form of life outside of government regulations, then that is when various forms of social problems will arise. Problems that grow and develop in society will gradually be touched and touched by the state administration as an urgent problem to be solved by the government.

Based on findings in the field, labor conditions and problems related to illegal migrant workers are certainly inseparable from the role of the government. The local government, especially the Sampang Regency Workforce, is an important party as a government agency that makes policies. As a regulator, the role of the Diversity Service as an intermediary institution in the prevention of Illegal TKI by providing advice through authorized staff, providing policies through the Regent's decision, conducting mediation and conducting field supervision. The main function of the government is in establishing or drafting labor regulations and regulations so that the placement of migrant workers runs according to the rules and does not cause problems.

As a Regulator of the Sampang Regency Manpower Office provides counseling and information In order for job opportunities abroad to be known by the wider community, the district/city Manpower Office together with the Placement and Protection of TKI must carry out socialization or counseling. The matters that need to be conveyed in the socialization or counseling are: (1) the requirements and documents needed to work abroad, (2) the rights and obligations of prospective migrant workers/migrant workers, (3) the situation, conditions, and risks in the destination country, and (4) protection procedures for migrant workers. This socialization or counseling is very important because it can be the first filter in the recruitment stage, where people who feel they do not meet the requirements will not get themselves to the Manpower Office.

Socialization and Overseas Worker Placement Program is an extension activity that aims to provide explanations, descriptions, understanding of migrant workers and registration procedures in accordance with applicable procedures. Socialization activities and Overseas Worker Placement programs are carried out by the Sampang Regency Manpower Office and other agencies, for example, the National Agency for the Placement and Protection of Indonesian Workers I, the Education Office, the Health Office, etc.

This counseling or socialization is carried out by the Directorate of Transmigration together with the Private Indonesian Worker Placement Implementer or other related agencies. This counseling activity was shown to the public and job seekers. Counseling or socialization to the community is carried out in collaboration with the apparatus or urban villages. This activity is carried out face-to-face or counseling using brochures. Direct counseling is usually held at the village office with the participation of community members. In addition, there is also counseling carried out at vocational schools and high schools. Counseling is provided with the aim of providing explanations or information related to prospective migrant workers and how to correct procedures for registration. According to the Head of Labor Placement and Transmigration

The problems that occur to migrant workers do not necessarily stem from the mistakes of prospective migrant workers but also occur in the Implementation of Private Indonesian Worker Placement. Unofficial Labor Service Companies are one of the factors that can trigger problems. To pressure the unofficial Implementer of Private Indonesian Worker Placement, the Directorate of Transmigration carried out control. For the Private Indonesian Worker Placement Implementer who is not officially eaten, the Child Migration Directorate gives a warning/reprimand so that it immediately takes care of the permit, and if it turns out that the Private Indonesian Worker Placement Implementer does not carry it out, then the Private

Indonesian Worker Placement Implementer will be sanctioned by the Directorate of Transmigration, namely by paying a fine by the company or being dissolved/closed. This is done to avoid the implementation of illegal placement of Private TKI (PPTKIS) from becoming more widespread and detrimental to prospective TKI candidates. So that prospective migrant workers will use the right path in registering to become migrant workers and reduce the risk of problems experienced by migrant workers abroad.

The Role of the Manpower and Transmigration Office as a Mediator in the Prevention of Illegal TKI

As a mediator, the role of the Manpower and Transmigration Office as the first agency to collect data on prospective migrant workers who register themselves and as an informant in accordance with their duties. In terms of information submitted to prospective migrant workers, based on the Regulation of the Minister of Manpower and Transmigration, Number PER.14/MEN/X/2010 concerning the Implementation of the Placement and Protection of TKI Abroad it is stated that there are 3 phases to become a TKI, namely from the process of Registration, Recruitment and selection. According to Article 8 paragraph 1 of the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number PER.14/MEN/X/2010, in the process of registering job seekers who are interested in working abroad must register with the Regency/City Office free of charge (Article 8 paragraph 2)

As an effort to increase the protection of migrant workers, said Muhaimin, the Government continuously improves the handling of placement and protection of migrant workers from pre-placement, placement and post-placement, both domestically and abroad. Regarding the number of TKI Candidates whose departure is taken through shortcuts or non-procedural, the function of the Non-Procedural TKI Prevention Task Force in 21 locations has been inaugurated as the government's spearhead as an effort to prevent the departure of TKI in a non-procedural manner. With the inauguration of the Non-Procedural TKI Prevention Task Force, it is hoped that it can increase the placement of a more qualified workforce to work in the formal sector or legal entity users, as well as eliminate various problems of migrant workers that have occurred so far.

The findings of the study show that the implementation of the handling of deported Illegal Indonesian Workers carried out by the Sampang Regency Social Service of Labor and Transmigration begins by coordinating with the Consulate General of the Republic of Indonesia (KJRI) in the destination country of TKI, where the Indonesian Consulate General will convey information about the existence of illegal TKI who will be deported. Furthermore,

the Social Service, Labor and Transmigration will immediately wait for the Illegal migrant workers who are deported at the port and collect data for the deported migrant workers. Where this data collection aims to find out the origin of deported Illegal TKI. After collecting data on illegal migrant workers, the Manpower and Transmigration Office collaborated directly with the Social Service to create jobs

The cooperation policy is very important for the Sampang Regency Social, Labor and Transmigration Service where the steps of the Sampang Regency Social, Labor and Transmigration Service in reducing the number of unemployed in Sampang Regency are very important in providing counseling or socialization to the community or the unemployed to fill existing job vacancies both within the region and outside the region. Then, the Department of Social, Labor and Transmigration also conducts or carries out labor training in accordance with the demand of the job market in accordance with the expertise or skills possessed by job seekers. There are many factors that affect the strategy to run well. By creating jobs for job seekers, it will be possible to minimize the existence of illegal Indonesian workers who are looking for work abroad

The job training program is one of the activities carried out by the Penta Division of the Manpower, Transmigration and Social Service of Sampang Regency every year. This program provides opportunities for the people of Sampang Regency to improve their quality and productivity through the knowledge, skills, and facilities provided. The facilities provided to participants during the job training program are transportation money, snacks, lunch, and stationery needed. Until now, many people are only oriented to the facilities provided when participating in job training, without realizing that the purpose of job training is to equip job seekers with knowledge and skills. These things are one of the applications of the role of the Manpower, Transmigration and Social Service of Sampang Regency as stabilizers, innovators, modernizers, pioneers, and implementers.

The job training carried out by the Manpower, Transmigration and Social Service of Sampang Regency is indeed a non-formal education, but in its implementation, it is still enforced to maintain discipline and compliance of participants. One of the rules instilled in participants is the obligation to always attend activities during the job training. If unable to attend, it is mandatory to provide a valid permit. The participant's ability to master the material and his compliance with the rules will determine the final assessment in the participant's graduation.

The Sampang Regency Manpower and Transmigration Office plays a role as a mediator in the job training program, because it aims to prevent the existence of illegal migrant workers

due to the lack of employment and reduce the unemployment rate so that it is expected to be able to realize changes in the social conditions of the community. The role of the mediator is carried out in various ways, including planning the type of job training by analyzing and selecting the capabilities of the workforce with the needs of the job market, as well as teaching knowledge and skills for the workforce gradually and continuously.

Through the implementation of the job training program, job seekers will be equipped with knowledge and skills, so that the Manpower and Transmigration Office and the Sampang Regency Social Service hope to produce productive human resource output. The basis of the Sampang Regency Manpower and Transmigration Office in implementing this program is the existence of a clear vision and mission about the future expectations of the workforce, so that the Manpower and Transmigration Office is always future-oriented.

The policy of suppressing the existence of Illegal TKI through this job training program is a choice of action made by the Sampang Regency Government which is authorized in the field of employment, namely the Manpower and Transmigration Office as an effort to carry out government duties related to employment issues. The job training program was decided as one of the strategies to realize the goals of the Sampang Regency Government, minimizing the number of unemployed and illegal workers working abroad.

The Role of the Manpower and Transmigration Office as a Facilitator in the Prevention of Illegal TKI

The function of the facilitator, the government, in this case the Directorate, plays a role by responding to incoming reports and will later be handled according to existing procedures and regulations. The Directorate of Labor helps solve the problem of illegal migrant workers. The role of the Social Service, Labor and Transmigration in preventing and handling Illegal Indonesian Workers is divided into 4 parts, namely data collection and shelter of deported illegal migrant workers, protection of deported illegal migrant workers while in shelter, provision of health facilities for sick illegal migrant workers and facilities for the return of migrant workers to their areas of origin, and placement of illegal migrant workers who want to return to work abroad legally.

The availability of jobs in Indonesia which is very minimal provided by the government causes migrant workers who have been deported to want to return to work abroad. The Indonesian government does not prohibit deported migrant workers who want to return to work abroad. However, to be able to return to work abroad must go through the established procedures. So that when migrant workers work according to procedures, they will get

protection both before, during and after working abroad. Because if they do not work officially, the government cannot provide protection. Therefore, for migrant workers who have been deported and still want to return to work abroad, the government, in this case, the Social Service, Labor and Transmigration, must handle these migrant workers well, starting from making documents again in accordance with procedures, providing socialization related to working abroad legally and relocating migrant workers abroad

In accordance with the Law of the Republic of Indonesia Number 39 of 2004 concerning the Placement and Protection of Indonesian Workers Abroad. Therefore, the State or Government is obliged to protect migrant workers both before, during and after working abroad. This is done so that the rights of migrant workers can be protected. Likewise, illegal migrant workers who are deported from abroad must be protected so that they are not used by irresponsible individuals. Deported Illegal TKI who are still being handled will continue to be monitored and protected even though they are already in shelters. This is done so that migrant workers are not incited and brought by brokers, so that fraud and human trafficking do not occur.

The handling of illegal migrant workers deported from abroad is an obligation of the government to take care of it, as stipulated in Law of the Republic of Indonesia Number 39 of 2004 concerning the Placement and Protection of Indonesian Workers Abroad Article 75 paragraphs 1 and 2. The article stipulates that migrant workers who are repatriated from abroad will receive facilities from the government in the form of health facilities and repatriation facilities to their areas of origin. So, it is an obligation for the Social Service, Labor and Transmigration in providing health facilities for migrant workers who are sick while in Nunukan and providing facilities for returning to the area of origin of migrant workers for free, the cost of which is borne by the central government and local governments using the State Budget and Regional Budget.

Obstacles of the Manpower and Transmigration Office in the Context of Preventing Illegal Labor in Sampang Regency

In carrying out its role, namely preventing and providing treatment to Illegal TKI, the Sampang Regency Manpower and Transmigration Office experiences obstacles or obstacles generally related to the community itself as job seekers who eventually become Illegal TKI. Generally, it is related to the lack of public knowledge about the risks of becoming an Illegal TKI. In every implementation of the placement of migrant workers abroad, there must be obstacles encountered in the recruitment process of migrant workers. The obstacles faced by

the Sampang Regency Manpower Office consist of Internal Obstacles and Institutional Constraints. Internal obstacles related to the system of placing migrant workers abroad do not have an established pila (steady and fixed) are a very significant obstacle in the implementation of the placement of migrant workers abroad.

The findings of the study show that other obstacles are bureaucratic problems and administrative problems. Bureaucracy often hampers the process of placing migrant workers abroad. This is for example, it is difficult to negotiate a foreign worker card (KTKLN) or other requirements. Similarly, administrative problems often hinder prospective migrant workers who will look for a job. Administrative problems that hinder for example, the many administrative requirements that must be met such as ID cards, permits from parents, marriage certificates, passports, and the like. Supposedly, if there are already passport requirements, other identity requirements are only as optiinal. This administrative requirement in turn burdens a fairly high cost for prospective migrant workers. This fairly high cost for most prospective migrant workers causes them to cancel their intention to work abroad because they do not have enough capital.

The internal obstacle faced is the weak coordination between government agencies in charge of managing migrant workers. The weak coordination results in many problems that are neglected or slow in the process. Another internal obstacle is the lack of supervision of PJTKI managers. Many PJTKI have expired business licenses. In addition to internal obstacles, external obstacles are also faced by the Sampang Regency Manpower Office. It is known that there are problems in the pre-placement period of Indonesian workers, including: background, educational factors, knowledge/experience, the condition of prospective migrant workers who are vulnerable to the negative influence of labor speculators (brokers) to work abroad, limited accurate job market information, weak law enforcement system against perpetrators of violations of the work norms of placement of Indonesian workers and there are still irresponsible migrant worker brokers and individuals, not distributing TKI candidates to official PJTKI and competition between placement implementers.

The general external obstacle is the low quality of human resources from prospective migrant workers, this is very risky for the workforce itself and causes problems for migrant workers in the future. Many migrant workers experience violence because of poor communication due to the language skills of prospective migrant workers. The existence of a government program through the Directorate of Labor has not helped the government in terms of reducing unemployment, but it is felt that it has not been enough to lift the economy of the community. This is because the cost of becoming a worker abroad is not cheap and it requires

a lot of money considering that people who are generally Indonesian workers are people with middle to lower economic capabilities. To reduce the amount of costs, the prospective migrant workers themselves prefer to go through the illegal route because the procedure is very easy, fast and the cost is cheap.

Efforts made by the Sampang Regency Manpower Office to overcome existing obstacles

The efforts made, namely Socialization and PTKLN Program are counseling activities that aim to provide explanations, descriptions, understanding of TKI and registration procedures in accordance with applicable procedures. Socialization activities and PTKLN programs are carried out by the Sampang Regency Directorate of Transmigration and other agencies, such as BNP2TKI, Education Office, Health Office, etc. The forms of socialization activities are:

- 1) Job vacancy information services to the public, especially job seekers who come to the Disnakertrans office. Job seekers will come to the Disnakertrans office to look for information. Job seekers will later be given services or explanations by the job vacancy provider. If job seekers are interested in becoming a migrant worker, later the Head of Job Vacancy Provider will show job vacancies abroad
- 2) Counseling to the Community is carried out by the Directorate of Transmigration with PPTKIS or other related agencies. This counseling activity was shown to the general public and job seekers. Counseling or socialization to the community is carried out in collaboration with the apparatus or urban villages. This activity is carried out face-to-face or counseling using brochures. Direct counseling is usually held at the village office with the participation of community members. In addition, there is also counseling carried out at vocational schools and high schools. Counseling is provided with the aim of providing explanations or information related to prospective migrant workers and how to correct procedures for their registration

Another effort carried out is the control of PPTKIS which is unlicensed or illegal. The problems that occur in migrant workers do not necessarily stem from the mistakes of prospective migrant workers but also occur in PPTKIS. Unofficial Labor Service Companies are one of the factors that can trigger problems. To suppress unofficial PPTKIS, the Directorate of Transmigration carried out control. For PPTKIS that is not officially eaten, the child Disnakertrans gives a warning/reprimand so that the PPTKIS immediately takes care of the permit, and if it turns out that the PPTKIS does not carry it out, the PPTKIS will be sanctioned by the Disnakertrans, namely by paying a fine by the company or being dissolved/closed. This

is done to avoid the implementation of illegal placement of Private TKI (PPTKIS) from becoming more widespread and detrimental to prospective TKI candidates. So that prospective migrant workers will use the right path in registering to become migrant workers and reduce the risk of problems experienced by migrant workers abroad.

Furthermore, the efforts made by the Sampang Regency Manpower Office are the examination of prospective TKI documents. Registration of prospective migrant workers can be done through the local PPTKIS or outside the region. However, for registration carried out outside the region, prospective migrant workers must first request a letter of recommendation from the Manpower and Transmigration Office of the region of origin. When prospective migrant workers ask for a letter of recommendation, the Directorate of Transmigration conducts an examination of the prospective migrant workers given by PPTKIS where the prospective migrant workers register. Currently, the Directorate of Transmigration checks the status of the related PPTKIS, whether the PPTKIS really has a permit or not.

The Sampang district manpower office conducts cooperation between Government/Private Agencies/Related Institutions. Cooperation is carried out by the Directorate of Transmigration to provide protection to migrant workers or prospective migrant workers. This collaboration activity was carried out in the context of socialization about the PTKLN (Placement of Overseas Workers) program. Where in its implementation, this activity is submitted to Law Number 39 of 2004 concerning the Placement and Protection of Indonesian Workers Abroad

5. CONCLUSION

The Sampang Regency Government Manpower Office has a diverse role in dealing with problems caused by Illegal TKI, namely as a regulator, mediator and facilitator. The role of regulation is carried out through the provision of socialization and counseling to the community and providing information and places for workers to be housed as well as providing supervision for normative issues will be handled by the field of supervision by looking at the situation in the field and if there are cases of illegal migrant workers. The role of mediator of the Sampang Regency Directorate conducts data collection on prospective migrant workers who register themselves and as an informant in accordance with their duties. The role as a facilitator is to respond to incoming reports and will later be handled according to existing procedures and regulations. The Directorate of Labor collects data and shelters for deported illegal migrant workers, protects illegal migrant workers who are deported while in shelters, provides health facilities for sick illegal migrant workers and facilities for the return of migrant

workers to their areas of origin, and the placement of illegal migrant workers who want to return to work abroad legally.

Obstacles to the Manpower and Transmigration Office in the context of preventing Illegal Labor in Sampang Regency consist of Internal Obstacles and External Obstacles. Internal Obstacles Related to the Instability of this system are evidenced by the dual functions of BNP2TKI which should function as executors (implementers) of the placement of migrant workers, also function as regulators and even supervisors. Weak coordination between government agencies in charge of managing migrant workers. Obstacles to supervision of PJTKI whose operational permits have expired. In addition to internal obstacles, external obstacles are also faced by the Sampang Regency Manpower Office, including background, educational factors, knowledge/experience, condition of kindergarten candidates, low quality of human resources from prospective migrant workers, this is very risky for the workforce itself and causes problems for migrant workers in the future.

REFERENCES

- Arikunto, S. (2002). *Prosedur penelitian suatu pendekatan praktek*. Rineka Cipta.
- Husni, L. (2009). *Pengantar hukum ketenagakerjaan Indonesia*. Raja Grafindo Persada.
- Juniartha, H. (2002). *Fungsi imigrasi untuk mendukung pelaksanaan pengiriman tenaga kerja Indonesia*. Akademi Imigrasi.
- Miles, M. B., Huberman, A. M., & Saldana, J. (2014). *Qualitative data analysis: A methods sourcebook* (3rd ed.). Sage Publications.
- Nazir, M. (2003). *Metodologi penelitian*. Ghalia Indonesia.
- Ndraha, T. (2007). *Pembangunan masyarakat: Mempersiapkan masyarakat tinggal landas*. Bina Aksara.
- Ryaas, R. M. (2000). *Makna pemerintahan: Tinjauan dari segi etika dan kepemimpinan*. PT. Mutiara Sumber Widya.
- Soekanto, S. (2000). *Sosiologi: Suatu pengantar*. PT Raja Grafindo Persada.
- Syafa'at, R. (2002). *Menggagas kebijakan pro TKI*. Pusat Pengembangan Hukum dan Gender Fakultas Universitas Brawijaya.
- Undang-Undang Republik Indonesia No. 39 Tahun 2004 tentang Penempatan dan Perlindungan Tenaga Kerja Indonesia di Luar Negeri.