

# Technology Adoption Problems as Bureaucracy Streamlining Tools in Indonesian Migrant Worker Protection

**Ida Irawati**

Departement of Public Admisnitraton, Faculty of Law, Social and Political Sciences,  
Universitas Terbuka, Indonesia. (email: [ida.irawati@bpk.go.id](mailto:ida.irawati@bpk.go.id))

## Abstract

The globalized economy has significantly impacted labor migration, with Indonesian migrant workers being a prominent example of this trend. This study explores the effectiveness of recent legislative reforms and technological advancements aimed at improving the protection and management of IMWs. Despite substantial efforts, including the enactment of Law No. 39 of 2004 and Law No. 18 of 2017, and the introduction of digital systems such as SIAPkerja, SSKO P2MI, SIMKIM, and Portal Peduli WNI challenges persist. Complaints from IMWs have continued to rise, highlighting gaps in the current protection framework and the integration of information systems. The study reveals that technology has not yet fully succeeded in streamlining the bureaucratic processes of IMW due to persistent issues such as constant changes in the information system, the continued requirement for uploading government-issued documents during the registration process for IMW, integration problems between systems, such as SIAPkerja, SSKO P2MI, SIMKIM, and Portal Peduli WNI, as well as underutilization of these technologies. This research employs a qualitative approach through document analysis, and in-depth interviews. A sustainable and consistent system is needed to avoid confusing service users. Furthermore, full integration between technology system must be prioritized to create a unified, real-time information flow.

## Keywords:

integration; migrant; protection; technology

## Introduction

The globalized world has facilitated the unrestricted flow of transnational capital across borders (Lin, 2018). The rapid globalization has led to the unregulated movement of people across national boundaries. One of the impacts of globalization is the labor market that is not constrained by national borders. There are at least five factors driving the increase in labor migration which are economic factors, social factors, environmental factors, policy-related factors and psychological factors (Panda & Mishra, 2018; Iqbal & Gusman, 2015; Anggara et al, 2024). Indonesia is one of the largest countries exporting its citizens for work abroad, driven both by the demand from host countries and the proactive efforts of placement agencies seeking job opportunities overseas. The destinations for Indonesian migrant workers (IMW) include various countries such as Malaysia, Hongkong, Japan and other locations (Gunawan & Iskandar, 2022; Palmer, 2019; Duraisingam et al, 2024).

Although overseas employment can offer decent jobs and income, working abroad often presents challenging conditions for migrant workers (Auethavornpipat, 2017). This often results

in migrant workers filing complaints with relevant authorities (Bal et al, 2017). Types of complaints include requests for repatriation, unpaid wages, failed departure, deaths in the host country, fraudulent job offers, overstays, human trafficking, illness, placement fees exceeding the agreed structure, communication breakdowns, illegal recruitment practices, passport or document retention, deportation/repatriation, and hospitalization or sickness of migrant workers (BP2MI, 2023; Farida et al, 2019).

The emergence of various issues related to the protection and placement of IMW has led the government to address these concerns. Consequently, in 2004, the government introduced a policy to tackle these issues through Law No. 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Abroad (Law No. 39/2004). This legislation aims to resolve and provide solutions to the problems that have long affected Indonesian society in general, and specifically, the Indonesian government and migrant workers. Despite this, the implementation of the law has not yet provided optimal protection for migrant workers, leading to the need for revisions. The persistent issues and inadequacies in protecting workers' rights prompted the necessity for legislative updates to improve the effectiveness of these protection measures.

BP2MI (2023) reported that between 2020 and 2022, a total of 5,498 complaints were received, with 1,811 in 2020, 1,700 in 2021, and 1,987 in 2022. In 2023, 1,999 complaints were recorded (BP2MI, 2024). This data reveals an overall upward trend in complaints from 2020 to 2023, except for a decrease from 2020 to 2021. The increase in complaints over the years may reflect growing awareness among migrant workers about their rights and the channels available to report grievances. However, it is important to note that these figures only include complaints formally recorded by BP2MI. Many issues faced by migrant workers remain unreported, particularly those involving illegal migration, which often prevents workers from accessing formal complaint mechanisms (Suyanto et al, 2020).

The provisions regulating the placement and protection of IMW under Law No. 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Abroad have not fully met the protection needs of IMW (Muin, 2015). This law lacks comprehensive guidelines on the division of responsibilities and authorities among central government, regional governments, private entities, and non-governmental organization in a proportional manner (Wijayanti & Windiani, 2017; Kunarti et al, 2023). The absence of clear delineation in roles and responsibilities has led to gaps in the protection framework, causing challenges in ensuring adequate safeguarding and support for migrant workers (Khalid & Savirah, 2022).

In 2017, Law No. 18 of 2017 was enacted, which emphasizes a greater role for the government while reducing the role of private entities in the placement and protection of IMW

(Eriyanti et al, 2022). This law also establishes institutional protection by delineating the responsibilities and authorities of the Ministry of Manpower as the policy maker and BP2MI as the policy implementer (Aguswidah et al, 2020). In addition, the law also outlines the involvement of other parties, such as the Indonesian Representative Offices abroad. These offices are responsible for receiving reports on the arrival, presence, and repatriation of migrant workers (Khotimah, 2023). Regional governments also play a role by providing job order information from Indonesian Representative Offices, employers, and business partners abroad. They offer integrated one-stop services and facilitate the departure and return of IMW (Nola, 2016). To provide easier, affordable, fast, and secure placement and protection services as required by Law No. 25 of 2009 on Public Services, agencies managing migrant workers have introduced several innovations, including new applications (Aguswidah et al, 2020). BP2MI has launched the Sistem Komputerisasi Pelindungan Pekerja Migran Indonesia (Sisko P2MI), an upgrade from the previous Sistem Komputerisasi Tenaga Kerja Luar Negeri (SISKOTKLN), which improves efficiency in monitoring, reporting, and addressing issues related to migrant workers (BP2MI, 2024). The Ministry of Manpower operates the Siap Kerja system to facilitate job matching, training, and placement, helping job seekers access information on vacancies, skill development, and career guidance, and allowing employers to find suitable candidates (Yanuaryta, 2024). In line with Ministerial Regulation No. 5 of 2018, the Ministry of Foreign Affairs (Kemenlu) has developed the Safe Travel and Portal Peduli WNI systems to manage services for Indonesian citizens abroad, with Safe Travel covering stays of less than six months and Portal Peduli WNI for longer stays (Dharosa & Rezasyah, 2020). Additionally, the Ministry of Law and Human Rights (Kemenkumham) operates the Sistem Informasi Manajemen Keimigrasian (SIMKIM), which supports immigration management by collecting, processing, and presenting data to enhance visa issuance, border control, and administrative efficiency (Bakri & Ridwan, 2021).

Despite various legislative reforms and technological innovations aimed at improving the protection and management of IMW, challenges and issues related to their protection persist. The hypothesis of this study is that the current legislative framework and innovations in migrant worker management are insufficient to fully address the protection needs of IMW, leading to ongoing issues despite recent reforms and technological advancements. Therefore, this study examines how effective are the recent legislative reforms and technological innovations in addressing the protection needs and challenges faced by IMW abroad, and what additional measures are necessary to enhance the management of IMW.

## **Methods**

This study employs a qualitative approach with a socio-legal method to evaluate the effectiveness of legislative reforms and technological innovations in the protection and management of IMW. Data is collected through document analysis, in-depth interviews, and direct observations of policy and technology implementation. Document analysis includes a review of legislative regulations such as Law No. 39 of 2004 and Law No. 18 of 2017, as well as associated systems and applications, including the Sisko P2MI, Siap Kerja, SIMKIM, and Peduli WNI.

In-depth interviews are conducted with key stakeholders, including officials from BP2MI, the Ministry of Manpower, and representatives from the Ministry of Foreign Affairs and the Ministry of Law and Human Rights. These interviews aim to gather firsthand insights into the challenges faced during policy and technology implementation and to explore the experiences and perspectives of those involved in migrant worker protection.

The data collected from various sources are analyzed thematically to identify patterns, key issues, and the strengths and weaknesses of the existing systems. This approach aims to provide a comprehensive overview of the effectiveness of policy reforms and technological innovations in enhancing IMW protection and to identify additional measures needed to improve the management and protection of IMW.

## **Result and Discussion**

In relation to the information technology utilized, several issues have been identified as follows:

1. The constant changes in the information systems

The constant changes in the information systems used for managing the placement of IMW have become a significant issue in the sector. In 2019, the Ministry of Manpower launched the Employment Information System (Sisnaker), an online platform designed to provide integrated services. Sisnaker operates as a digital ecosystem, enabling all types of public services and employment-related activities, whether at the central or local government level, to be coordinated. It allows for collaboration across organizational boundaries, bringing together information systems from various ministries, agencies, and local governments. This system aims to improve the planning, implementation, evaluation, and management of labor development in Indonesia, ultimately creating a unified national labor market.

Sisnaker consists of 16 integrated employment services, including 12 technical labor services and four supporting services, all accessible through a single portal: [www.kemnaker.go.id](http://www.kemnaker.go.id). These services cover areas such as training, apprenticeships, foreign labor

management, mandatory labor reporting for companies, certification, career guidance, and productivity enhancement. The four supporting services include procurement, news, labor data, and regulatory information. Sisnaker is thus a comprehensive platform intended to facilitate communication and coordination between stakeholders in the labor sector.

In early 2022, the Ministry of Manpower rebranded Sisnaker as SIAPkerja, which integrated four major digital employment services: Skillhub, which focuses on improving the skills of Indonesia's workforce; Sertihub, a certification service for job seekers; Karirhub, which connects job seekers with employers; and Bizhub, a service for those interested in becoming independent workers. SIAPkerja aims to provide a more streamlined and user-friendly digital ecosystem, allowing for easier access to employment services for individuals, companies, and governmental organizations.

Despite the existence of such systems, integration issues remain. In 2013, the National Agency for the Placement and Protection of Indonesian Workers (BP2MI) launched the Overseas Employment Computerization System (SISKO TKLN). This system was designed to record and manage data for prospective migrant workers. However, in 2023, SISKO TKLN was replaced by a new system, SISKO P2MI, in line with regulations from the Ministry of Manpower and BP2MI. The new system incorporates advanced technology, such as biometric verification, to ensure that migrant workers attend necessary training before departure. This system culminates in the issuance of an e-PMI, which serves as an official identification document for migrant workers abroad.

2. Uploading documents issued by the government is still required in the registration process for IMW

Document uploads are still required during the pre-departure process, including documents issued by state agencies, such as electronic ID cards, family cards, and marriage certificates, as well as immigration documents like passports and work visas. Although document verification is conducted online, original documents may still be requested by verifiers. The pre-departure process for IMW is regulated by BP2MI Regulation Number 7 of 2022 and BP2MI Regulation Number 8 of 2023 concerning pre-employment procedures for prospective IMWs. According to these regulations, prospective IMWs who intend to work abroad must create a Sisnaker account at their respective District/City offices. Once registered, IMWs are provided with a Sisnaker account.

To obtain this account, they must fill in their personal data as per their electronic identity card and provide their current address if it differs from the one on the identity card. Additionally, they must upload several documents: a) an electronic ID card and/or passport, b) a family card, c) a contactable phone number, d) an email address, and e) a recent passport-sized photo. This

information is then validated and sent to Sisko P2MI. IMWs can depart through three mechanisms: via P3MI (licensed recruitment agencies), through their own company (for specific employees), or as individuals. Regardless of the mechanism, the following stages must be completed: a) registration, b) selection, c) document submission, d) pre-departure orientation, e) biometric fingerprint recording, and/or f) departure.

For those placed by P3MI, registration is conducted online through Sisnaker, where prospective IMWs select the P3MI, choose their desired job position, and upload the required documents, including: 1) a marital status certificate (for those married, a copy of the marriage certificate), 2) a spouse's or parent's consent letter, certified by the village head or equivalent, 3) a work competency certificate, 4) a health certificate, 5) a national health insurance card, and 6) any other documents required by the destination country. These documents are verified by officers at the One-Stop Service for Migrant Workers or the District/City Office or BP3MI. Verified documents are accessible to the Provincial/District/City Office, the local government of the prospective IMW's area of origin, and the relevant P3MI.

For company-specific departures, the company must obtain written permission from the Minister of Manpower or an authorized official. The company's permission and IMW data are sent to Sisko P2MI, and the company is granted a Sisko P2MI account for pre-departure procedures. Companies with a Sisko P2MI account must upload the following documents: a) passport, b) work visa, c) assignment letter or employment contract, d) proof of social security membership, and e) a permit from the Minister or an authorized official.

For individual departures, IMWs select the destination country, complete their personal data, and upload the required documents, including: 1) a marital status certificate, 2) a spouse's or parent's consent letter, 3) a work competency certificate, 4) a health certificate, 5) a national health insurance card, 6) a copy of the job offer letter from a legal employer, 7) the employer's profile, 8) the employment contract, 9) proof of social security membership, 10) a work visa, and 11) a declaration of responsibility for any employment risks. These documents are verified by designated officers online.

Additionally, the pre-departure process is governed by BP2MI Regulation Number 2 of 2023 on Guidelines for Pre-Employment Stages for IMWs placed by BP2MI, as amended by BP2MI Regulation Number 9 of 2023. According to these regulations, prospective IMWs placed by BP2MI must create a Sisko P2MI account and select job opportunities. Account creation involves filling in personal data such as the national identification number, full name, date of birth, email address, mother's name, and phone number. Once the account is created, IMWs can select their preferred job opportunities.

After logging into Sisko P2MI, IMWs select job opportunities and upload the required documents, including: 1) family card, 2) marital status certificate (for those married, a copy of the marriage certificate), 3) a spouse's or parent's consent letter, 4) a work competency certificate, 5) a health certificate based on a medical check-up, and 6) a national health insurance card. BP2MI will then issue a registration receipt for IMWs who have uploaded the necessary documents, which must be presented during document verification. Verification is conducted by verifiers through Sisko P2MI, who may request original documents if needed to confirm their authenticity.

### 3. Integration Issues in Employment Information Systems

Despite the creation of multiple employment information systems, they have not yet been fully integrated. SIAPkerja, designed to connect with systems from other ministries and institutions, still faces challenges in providing a seamless experience. The integration of SIAPkerja with SSKO P2MI is critical to streamline the placement and protection process for migrant workers, enabling them to access information and services more efficiently. However, as it stands, these systems do not function in harmony, which leads to inefficiencies.

For instance, prospective IMWs who have completed the necessary documents and requirements often have to register through various systems. They may start by obtaining an e-ID and passport recommendation at their local Manpower Office (Disnaker) or a one-stop service center (LTSA). This process requires the applicant to register for an AK-1 (Yellow Card) through SIAPkerja. Once they obtain the AK-1, the next step is to re-register at the LTSA or Disnaker office for an e-ID, which is processed through SSKO P2MI's biometric system. This lack of integration between SIAPkerja and SSKO P2MI causes delays and increases the complexity of the registration process.

Moreover, SSKO P2MI is supposed to be connected with the Immigration Management Information System (SIMKIM) from the Ministry of Law and Human Rights to facilitate passport verification, departure tracking, and return monitoring. Since 2020, BP2MI and the Ministry of Law and Human Rights have been collaborating under a Memorandum of Understanding (MoU) to integrate these systems. However, challenges remain, especially in tracking migrant workers once they have arrived in their destination countries. For instance, while SIMKIM can confirm up to 30,000 migrant workers' passport and border-crossing data per day, it is still unable to provide real-time information on workers who have crossed immigration checkpoints at international airports.

Similarly, SSKO TKLN, the predecessor of SSKO P2MI, used to be integrated with the Civil Administration Information System (SIAK) for national identification number (NIK) validation. However, since 2019, this integration has been discontinued, leading to manual

validation processes. As a result, migrant workers are now required to obtain validation from local civil registration offices or district offices, further complicating the process.

There is also a cooperation agreement between the Ministry of Foreign Affairs and BP2MI to exchange data between SSKO P2MI and the Peduli WNI portal. This agreement covers the placement and protection of migrant workers, but the implementation is still incomplete. For example, while the Peduli WNI portal includes a feature for WNI (Indonesian citizen) reporting, it lacks a specific classification for IMWs, and key data such as placement records and company information are not always available on the portal.

#### 4. Underutilization of Information Systems

Despite the existence of these systems, they are often underutilized. One of the main issues is the incomplete digital management of job orders for IMWs. A job order, or demand letter, specifies the number of migrant workers needed by employers. These orders must be verified by the Indonesian embassies or consulates in the host countries before being submitted to BP2MI. However, job orders are still frequently processed manually, with documents either uploaded through a system or physically delivered to representatives for verification.

Some job orders are managed using applications like the Indonesian Migrant Worker (IMW) system in the Middle East, SIPERMIT in Malaysia, or the Foreign Domestic Workers (FDW) system in Singapore, all of which are designed to integrate with SIAPkerja. However, not all job orders are handled digitally, and some are still processed manually through SSKO P2MI. This inconsistency creates delays and confusion in the job order processing system.

Similarly, the process for registering IMWs through SIAPkerja is also not fully digital. Before applying for overseas jobs, job seekers must obtain an AK-1 (Yellow Card) from their local Manpower Office, a document indicating their status as a job seeker. They must also secure a passport recommendation letter, which is required for passport issuance. Once they have completed the registration process at their local Manpower Office, job seekers can apply for an e-ID through SSKO P2MI. In practice, however, the SIAPkerja data cannot be directly transferred to SSKO P2MI's biometric system, requiring workers to register again. This double registration adds unnecessary complexity to the process.

## **Conclusion**

The adaptation of technology within the management and protection systems for IMW is still in a transitional phase, and it has not yet fully succeeded in streamlining the bureaucratic processes as intended. Using the framework of the Stage of Technology Adaptation Theory, it is clear that the current systems, such as SIAPkerja and SSKO P2MI, are in the "Implementation"

stage but have not yet reached the "Routinization" or "Institutionalization" phases, where technology is fully integrated and becomes part of everyday operations.

In the Initiation phase, the government recognized the need for more effective and transparent digital systems to manage the complex placement and protection process for IMWs. This led to the development of various platforms like Sisnaker, later rebranded as SIAPkerja, and the creation of SSKO P2MI by BP2MI. These efforts aimed to provide comprehensive services from job matching to verification and protection, leveraging technology to simplify workflows.

However, in the Implementation stage, while these systems are operational, the lack of integration between them highlights a key barrier to achieving the desired efficiency. For example, the disjointed processes between SIAPkerja and SSKO P2MI, requiring double registration and manual job order verification, demonstrate that the full potential of digitalization has not been realized. Furthermore, the challenges in data integration with other critical systems such as the Immigration Management Information System (SIMKIM) and the Peduli WNI portal reflect a broader issue of technological silos within the bureaucratic framework.

The Confirmation stage, in which the technology proves its value and is widely accepted, has not been fully reached. The ongoing manual processes, coupled with incomplete data exchanges between these systems, indicate that the bureaucracy remains somewhat resistant to the full transformation digital systems can offer. In this stage, users (both governmental bodies and IMWs) should experience seamless, efficient workflows, but this is not yet the case.

To move beyond the current stage of adaptation, further efforts are needed to institutionalize these digital platforms. A sustainable and consistent system is needed to avoid confusing service users. Furthermore, full integration between SIAPkerja, SSKO P2MI, and external systems like SIMKIM and Portal Peduli WNI must be prioritized to create a unified, real-time information flow. Furthermore, ensuring that these platforms are user-friendly and accessible to all relevant stakeholders is critical for achieving the final stages of the adaptation process. Only then will these technological innovations be able to fully deliver on their promise of reducing bureaucratic delays and improving the efficiency of migrant worker management in Indonesia.

---

## References

- Agusmidah, Wijayanti, A., & Shalihah, F. (2020). *Pelindungan Pekerja Migran Indonesia Berdasarkan UU No 18 Tahun 2017*. Medan: Yayasan Al-Hayat.
- Anggara, R., Mulyana, S., Gayatri, G., & Hafiar, H. (2024). *Understanding the motivations of being Indonesian migrant workers*. *Cogent Social Sciences*, 10(1). <https://doi-org.ezproxy.ugm.ac.id/10.1080/23311886.2024.2333968>
- Auethavornpipat, R. (2017). *Assessing regional cooperation: ASEAN states, migrant worker rights and norm socialization in Southeast Asia*. *Global Change, Peace & Security*, 29(2), 129–143. <https://doi-org.ezproxy.ugm.ac.id/10.1080/14781158.2017.1293021>
- Bakri, A., & Ridwan, A. (2021). *Evaluasi kualitas aplikasi sistem informasi manajemen keimigrasian (SIMKIM) versi 2.0 berbasis web menggunakan metode Human Organization Technology Fit (Studi Kasus pada Kantor Imigrasi)*. *Faktor Exacta*, 14(1), 14-21. <http://dx.doi.org/10.30998/faktorexacta.v14i1.8630>
- Bal, C. S., & Gerard, K. (2017). *ASEAN's governance of migrant worker rights*. *Third World Quarterly*, 39(4), 799–819. <https://doi-org.ezproxy.ugm.ac.id/10.1080/01436597.2017.1387478>
- Badan Pelindungan Pekerja Migran Indonesia. (2023). *Data penempatan dan pelindungan PMI, tahun 2023*. Pusat Data dan Informasi.
- Badan Pelindungan Pekerja Migran Indonesia. (2024). *Laporan kinerja BP2MI tahun 2023*. Biro Perencanaan dan Kerja Sama.
- Dharosa, T., & Rezasyah, T. (2020). *Upaya perlindungan WNI oleh pemerintah Indonesia melalui pendekatan diplomasi digital (2014-2019)*. *Padjadjaran Journal of International Relations*, Vol. 2 No. 1, 105-118, <https://doi.org/10.24198/padjir.v2i1.26055>
- Duraisingnam, T. J., Veerakumaran, B., Arumugam, M., Muniandy, S., & Rafique, R. B. (2024). *Right to education for children of Indonesian migrant workers living in plantations in Sabah – understanding the gap*. *International Journal of Migration, Health and Social Care*, 20(3), 459-475. <http://dx.doi.org/10.1108/IJMHSC-01-2024-0001>
- Eriyanti, L. D., Makmur, M. H., & Intansari, D. A. (2022). *Indonesia's political position on the protection policy of migrant workers in ASEAN*. *Jurnal Ilmu Sosial dan Ilmu Politik*, 26(1), <https://doi.org/10.22146/jsp.64224>
- Farida, E., Rahayu, & Wijaningsih, D. (2019). *Politics and legal philosophy of Indonesian migrant worker protection: Case study in Malaysia*. *International Journal of Scientific and Technology Research*, 8(11), 2002-2004.
- Gunawan, B. F. X., & Iskandar, K. (2022). *The illegal network of foreign workers: The missing Indonesian migrant workers in Japan*. *Budapest International Research and Critics Institute-Journal*, 5(2), 8583-8595, <https://doi.org/10.33258/birci.v5i2.4639>

- Hartono, D., & Samsuria, I. K. (2021). *Legal protection of Indonesian migrant workers: International law, national regulations and contemporary problems*. International Journal of Criminology and Sociology, 10, <https://doi.org/10.6000/1929-4409.2021.10.101>
- Iqbal, M., & Gusman, Y. (2015). *Pull and push factors of Indonesian female migrant workers from Indramayu (West Java) to work abroad*. Mediterranean Journal of Social Sciences, 6(5), 167-174. <https://doi.org/10.5901/mjss.2015.v6n5s5p167>
- Khalid, H., & Savirah, A. (2022). *Legal protection of Indonesian migrant workers*. Golden Ratio of Law and Social Policy Review, 1(2), <https://doi.org/10.52970/grlspr.v1i2.20116>.
- Khotimah, W. N. (2023). *Peran perwakilan diplomatik dalam perlindungan terhadap pekerja migran Indonesia di luar negeri dalam perspektif hukum internasional*. Recht Studiosum Law Review, 2(1), 34-39. <https://doi.org/10.32734/rsr.v2i1.11461>
- Kunarti, S., Afwa, U., & Hartini, S. (2023). *Strengthening Migrant CARE: A comprehensive approach to ensure worker protection and safeguard the rights of Indonesian migrants*. Journal of Law and Sustainable Development, 11(12), e1454-e1454. <https://doi.org/10.55908/sdgs.v11i12.1454>
- Lin, M. (2018). *Transnational capital/labour flows adapting labour market policy to a transformed employment structure*. Social Sciences, 7(3), 94-114. <https://doi.org/10.11648/j.ss.20180703.11>
- Muin, F. (2015). *Perlindungan hukum terhadap tenaga kerja Indonesia (tinjauan terhadap UU nomor 39 tahun 2004 tentang penempatan dan perlindungan tenaga kerja Indonesia)*. Jurnal Cita Hukum, 3(1), <https://dx.doi.org/10.15408/jch.v2i1.1838>
- Nola, L. F. (2016). *Upaya pelindungan hukum secara terpadu bagi tenaga kerja Indonesia (TKI)*. Negara Hukum, 7(1), 35-52.
- Palmer, W. (2019). *International migration and stereotype formation: Indonesian migrants in Hong Kong*. Journal of International Migration and Integration, 21, 731-744, <https://doi.org/10.1007/s12134-019-00680-1>
- Panda, S. S., & Mishra, N. R. (2018). *Factors affecting temporary labour migration for seasonal work: A review*. Management Research Review, 41(10), 1176-1200. <http://dx.doi.org/10.1108/MRR-04-2017-0104>
- Suyanto, B., Sugihartanti, R., Sutinah, Hidayat, M. (2020). *Bargaining the future: A descriptive study of the lives of the Indonesian illegal migrant workers*. Journal of International Migration and Integration, 21, 185-204, <https://doi.org/10.1007/s12134-019-00710y>
- Wijayanti, H., & Windiani, A. (2017, April). *Legal protection and advocacy for Indonesian migrant worker*. In Proceedings of the 2nd International Multidisciplinary Conference 2016 (Vol. 1, No. 1).

Wiryawan, I. W. G. (2023). *Analysis of illegal Indonesian migrant workers protection based on Law Number 18 of 2017 concerning Indonesian migrant workers*. Russian Law Journal, 11(1S), 274-278.

Yanuaryta, E. I., Nukyanto, D. P., & Setiawan, A. (2024). *International labour migration in digital era: Implementation of Indonesian migrant workers placement services*. Journal of Government and Politics (JGOP), 6(1), 40-58. <https://doi.org/10.31764/jgop.v6i1.24356>