



DOI: <https://doi.org/10.38035/gijlss.v3i3>
<https://creativecommons.org/licenses/by/4.0/>

The Urgency of Legal Harmonization and Increasing Access to Justice to Prevent Discrimination and Violations of the Rights of Indonesian Migrant Workers

Muhammad Zarkasih¹, Mohamad Tohari², Wieke Dewi Suryandari³

¹Universitas Darul Ulum Islamic Centre Sudirman Guppi, Indonesia,
zarkasih.ut17@gmail.com

²Universitas Darul Ulum Islamic Centre Sudirman Guppi, Indonesia,
mohamadtohari.undaris@gmail.com

³Universitas Darul Ulum Islamic Centre Sudirman Guppi, Indonesia,
wiekedewi11@gmail.com

Corresponding Author: zarkasih.ut17@gmail.com¹

Abstract: Migrant workers have fundamental rights to a safe working environment, fair treatment, and protection from exploitation and discrimination, as stipulated in Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers and various international legal instruments. However, in practice, violations of migrant workers' rights still often occur, including the lack of occupational safety standards, unilateral wage deductions, late salary payments, and discrimination based on race, gender, and immigration status. Weak supervision and law enforcement in both countries of origin and destination leave migrant workers vulnerable to inadequate working conditions. The employment contract as a binding legal instrument between employers and workers should be the basis for protection for migrant workers, but its implementation is often ineffective due to the imbalance of power between workers and employers. Therefore, this study highlights the importance of strengthening the supervision mechanism for employment contracts, increasing access to legal aid, and cooperating between sending and receiving countries to ensure the effective implementation of migrant worker protection standards. Efforts such as improving the complaint system, education on workers' rights, and increasing bilateral and multilateral cooperation need to be continuously carried out to ensure that migrant workers can work in safe, fair, and dignified conditions.

Keywords: Migrant workers, Labor, Legal Protection

INTRODUCTION

Migrant workers play a crucial role in the global economy, especially as the backbone of various industrial sectors in destination countries (Kesumadewi, 2024). They fill the workforce gap in fields that are less in demand by local workers, such as construction,

manufacturing, and the domestic sector. With their increasing numbers, migrant workers are one of the main factors in maintaining the economic stability of recipient countries, both on a macro and micro scale.

Migrant workers also have a significant impact on their home countries through remittances or sending money to families in their hometowns (Hamdi, 2023). These remittances not only improve the welfare of recipient households but also drive national economic growth by increasing people's purchasing power and encouraging investment in various sectors, such as education and property. In many cases, remittances from migrant workers are the main source of foreign exchange for developing countries (Arsad, 2024).

The most dependent sectors on migrant workers include construction, manufacturing, and domestic services (Ramadhano, 2023). In the construction sector, migrant workers are often the main workforce in urban infrastructure development. In the manufacturing industry, they fill jobs in factories that require large numbers of workers at relatively low costs. Meanwhile, in the domestic sector, many migrant workers work as domestic helpers or caregivers, whose roles are very important in supporting the balance of social life in the destination country (Sophianti, 2025). The dependence of these various sectors on migrant workers shows how much they contribute to the global economic system.

Migrant workers often face various forms of exploitation in the destination country, ranging from wages that are far below standard, and inadequate working conditions, to working hours that exceed reasonable limits (Noveria, 2021). Many people do not have a strong bargaining position in negotiating employment contracts, making them vulnerable to labor rights violations. Some migrant workers also experience physical, psychological, and sexual violence, especially in the domestic work sector which does not have a strict supervision system (Angelia, 2024).

One of the biggest challenges faced by migrant workers is the lack of access to legal protection. Many of them do not understand their rights, especially due to language barriers and a lack of information about legal mechanisms in the countries where they work (Kania, 2024). When facing problems such as violations of employment contracts or discrimination, migrant workers often have difficulty obtaining legal assistance, either due to limited funds or fear of deportation or threats from their employers. This further exacerbates their powerlessness in the face of exploitation (Rahmawati, 2020).

Migrant workers are often trapped in an opaque recruitment system were highly dependent on employment agencies and employers (Ashilah, 2024). High recruitment costs, unfair wage deduction practices, and detrimental work agreements leave many workers trapped in poor working conditions with no way out. Although there are regulations designed to protect them, weak law enforcement in both sending and receiving countries means that many violations continue to occur without strict sanctions. As a result, migrant workers continue to be a group vulnerable to injustice and exploitation in the global employment system (Immadudin, 2024).

In Civil Law, the aspect of employment contracts has an important role in providing legal protection to migrant workers. An employment contract is the basis of the legal relationship between workers and employers, which regulates the rights and obligations of both parties (Sitorus, 2022). In this contract, aspects such as wages, working hours, benefits, and working conditions must be explained in detail so that migrant workers get legal certainty. However, in practice, many migrant workers do not have clear employment contracts or are forced to sign unfavorable agreements (Jahari, 2023). Therefore, civil law regulations that regulate the validity and enforceability of employment contracts are critical to protect them from abuse. In this law, employers have a legal obligation to fulfill the rights of migrant workers, such as paying decent wages, providing adequate rest time, and providing a safe working environment (Arifin, 2024). If the employer violates this obligation,

migrant workers can claim their rights through civil law, either by filing a lawsuit in court or through other dispute resolution mechanisms (Irawan, 2024). Unfortunately, in many cases, migrant workers have difficulty in claiming their rights because of barriers to access to justice, such as limited funds, fear of threats from employers, or lack of understanding of the legal system of the country where they work.

Civil law also provides various dispute resolution mechanisms that can be used by migrant workers to enforce their rights, such as mediation, arbitration, and litigation (Malipolla, 2023). Mediation and arbitration are often faster and cheaper alternatives to litigation in court. However, the effectiveness of these mechanisms is highly dependent on cooperation between the sending and receiving countries. Therefore, both countries need to establish bilateral agreements that guarantee civil legal protection for migrant workers, including recognition of employment contracts, dispute resolution mechanisms, and legal protection for violated workers' rights (Syafrianto, 2004).

This study has strong relevance to strengthen legal protection for migrant workers through a civil law perspective. By analyzing the form of employer responsibility towards migrant workers, this study can provide a clearer understanding of the legal obligations that must be fulfilled by employers in employment relationships. In addition, the identification of various forms of contract violations that often occur in migrant worker employment relationships will provide a concrete picture of the problems faced and legal loopholes that still need to be fixed. Based on these findings, this study will also formulate legal recommendations that can be implemented to improve protection for migrant workers, through strengthening regulations, improving dispute resolution mechanisms, and bilateral cooperation between sending and receiving countries. Thus, this study contributes to creating a more just and effective legal system for protecting the rights of migrant workers.

METHOD

This study uses a descriptive-analytical method with a normative legal approach combined with case studies to understand legal protection for migrant workers from a civil law perspective. The data used in this study are sourced from legal literature, labor regulations, and real cases involving migrant workers so that they can provide a comprehensive picture of the legal challenges they face. The analytical technique applied is a legal analysis, namely by examining various relevant legal regulations, including provisions of employment contracts and employer responsibilities, and evaluating the implementation of legal protection for migrant workers in practice. With this approach, the research is expected to identify existing legal gaps and provide recommendations that can strengthen the legal protection system for migrant workers.

RESULT AND DISCUSSION

Forms of Employer's Responsibility Towards Migrant Workers in Civil Law

Employers have a legal obligation to create a safe and healthy working environment for migrant workers. Civil law principles stipulate that the employment relationship between migrant workers and employers must be based on a fair agreement and meet occupational safety and health standards (Cahyaningrum, 2016). Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers provides a legal basis for the fulfillment of migrant workers' rights, including the right to a decent and safe working environment. Article 6 of the Law states that migrant workers have the right to receive safety and security protection, both while working and when they return to Indonesia.

As part of their responsibilities, employers are required to provide adequate health facilities and personal protective equipment (PPE) by the applicable occupational safety standards in the destination country (Maskat, 2022). Migrant workers must also have access

to clear information regarding working conditions, job risks, and their rights and obligations as stipulated in the employment agreement. The non-compliance of employers can increase the work risk accidents and occupational diseases, which are often experienced by workers in the construction, manufacturing, and domestic sectors. Therefore, it is critical for sending and receiving countries to ensure that occupational safety standards are implemented effectively.

In practice, there are still many cases of violations of occupational safety standards that are detrimental to migrant workers. An example is the case of migrant workers in the construction sector who experienced fatal accidents due to a lack of personal protective equipment and dangerous working conditions. Some workers also experience diseases due to exposure to chemicals or unhygienic working environments (Rohmah, 2023). Although there are regulations governing employer obligations, weak supervision, and law enforcement often leave migrant workers vulnerable to exploitation and poor working conditions. Thus, there needs to be a stricter oversight mechanism and broader legal access for migrant workers so that they can claim their rights if violations occur.

An employment contract is a binding legal instrument between employers and migrant workers, which regulates the rights and obligations of both parties during the employment period. In civil law, an employment contract has binding force as an agreement in general so that both employers and workers are required to comply with the agreed provisions. For migrant workers, Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers emphasizes that migrant workers have the right to obtain a clear and legally binding employment agreement. Article 6 of the Law states that every migrant worker has the right to receive wages by the standards applicable in the destination country or following the work agreement that has been signed. It aims to ensure that workers receive fair treatment and are not exploited.

However, in practice, there are still many violations related to the payment of wages and working hours of migrant workers. One of the problems that frequently occurs is unilateral wage deductions by employers or labor agents, which are often performed on the grounds of administrative costs or other deductions that are unexplained in the work contract. In addition, late salary payments are a problem that is often complained about by migrant workers, especially those who work in the domestic or construction sectors. Many migrant workers are required to work beyond the specified working hours without being given overtime compensation under applicable regulations.

Violations of this work contract indicate the weakness of the law enforcement mechanism in protecting the rights of migrant workers. Therefore, it is critical to strengthen supervision of the implementation of work contracts, both from the sending and the receiving countries of migrant workers. In addition, the government must ensure that migrant workers have access to legal assistance in the event of a breach of contract. Steps such as improving complaint mechanisms, increasing cooperation between countries, and educating migrant workers about their rights need to be continuously implemented so that migrant workers can work more safely and obtain their full rights by applicable civil and labor laws.

Migrant workers are often the target of discrimination in the workplace, whether based on their race, gender, or immigration status. This discrimination can take the form of different treatment in wages, longer working hours compared to local workers, and limited access to health and welfare facilities. In addition, female migrant workers often face gender-based discrimination, such as harassment in the workplace or Reproductive rights restrictions. Vulnerable immigration status also makes migrant workers more vulnerable to exploitation, especially if they work undocumented or are completely dependent on their employers for their stay permits.

To protect migrant workers from exploitation, international and national laws have regulated prohibitions on forced labor, abuse, and extortion by employers. Law Number 18 of

2017 concerning the Protection of Indonesian Migrant Workers emphasizes that migrant workers have the right to humane treatment and freedom from all forms of exploitation. In addition, the International Labor Organization (ILO) Convention on Migrant Workers also emphasizes that all workers, regardless of immigration status, must be treated fairly and must not be victims of human trafficking or forced labor. These provisions aim to ensure that migrant workers can work in a safe environment, free from threats or unfair pressure.

If they experience discrimination or exploitation, migrant workers have several legal channels that they can take. They can file a complaint with the Indonesian government representative abroad, such as the Embassy or Consulate General, to obtain legal assistance. Additionally, they can also access complaint mechanisms in the countries where they work, either through local labor institutions or human rights organizations engaged in the protection of migrant workers. It is important for countries sending and receiving migrant workers to increase cooperation in dealing with these cases of discrimination and exploitation so that the rights of migrant workers can be effectively protected and they can work safely and with dignity.

Forms of Contract Violations That Often Occur in Migrant Worker Employment Relations

Contract violations in migrant worker employment relations often occur in various forms that are detrimental to workers. One common violation is unilateral wage deductions by employers or recruitment agents, which are often carried out without a clear legal basis. In addition, some migrant workers also do not receive the benefits promised in their employment contracts, such as food allowances, housing, or health insurance. This makes their living conditions even more difficult, especially for workers who are already abroad and have limited access to claim their rights.

Additionally, wage deductions are another form of violation that often occurs in unilateral changes in work duties without the worker's consent. For example, a worker who is contracted as a domestic assistant is forced to do other work such as working in the fields or in the employer's family business. There are cases where workers are transferred to a different work location than that promised in the contract without receiving additional compensation or protection. These changes in work duties and locations not only violate the employment agreement but also often have a negative impact on the physical and mental well-being of migrant workers.

Contract violations also include working conditions that differ from those promised, such as working hours that exceed legal limits. Some migrant workers are forced to work more than stipulated in the contract, without receiving overtime pay or adequate rest. This not only violates labor laws but also risks workers' health. In some extreme cases, workers experience exploitation in the form of forced labor without the option to resign because their passports are confiscated by their employers. Situations like this highlight the importance of strict supervision of the implementation of employment contracts and stronger legal protection mechanisms for migrant workers.

One of the main causes of contract violations in migrant worker employment relationships is the imbalance of power between employers and workers. In many cases, migrant workers are in a weaker position because they depend on their employers for housing, wages, and work permits. This situation makes it difficult for them to reject unilateral policies from employers or demand rights that have been agreed upon in the employment contract. In addition, some employers also use threats of dismissal, deportation, or confiscation of documents as a tool to pressure workers to accept unfair working conditions.

The lack of supervision and law enforcement from the governments of the destination country and the workers' home country are also factors that exacerbate contract violations. In some countries, the legal system protecting migrant workers' rights is weak or not effectively implemented, so employers who violate their contracts often do not receive strict sanctions. In addition, in many cases, labor inspectorates do not have strong enough mechanisms to monitor the working conditions of migrant workers, especially those working in the informal sector such as households or agriculture. As a result, many cases of contract violations go undetected or do not receive fair resolution for workers.

Another factor that causes contract violations is migrant workers' ignorance of the contents of their employment contracts and their rights. Many migrant workers go abroad with limited knowledge of the labor laws in their destination countries. This is often exploited by recruitment agencies or employers to create employment contracts that benefit them and harm workers. In addition, some migrant workers sign contracts without understanding their contents due to language barriers or minimal access to legal information. Therefore, education and counseling regarding workers' rights and the contents of employment contracts are important steps to reduce the risk of violations and exploitation of migrant workers.

Migrant workers who experience violations of their employment contracts have several legal channels to claim their rights. One way that can be taken is through the labor court in the destination country, where workers can file a lawsuit against an employer who violates the contract. In addition, some countries provide labor arbitration mechanisms as an alternative to resolving disputes that are faster and more efficient than the litigation process. If workers face obstacles in accessing legal channels in the destination country, they can also seek assistance from Indonesian government representatives, such as the Embassy or Consulate General, who can facilitate mediation or provide legal protection in accordance with Law Number 18 of 2017 on the Protection of Indonesian Migrant Workers.

International labor organizations, NGOs, and state institutions also play an important role in providing advocacy for migrant workers who experience contract violations. Organizations such as the International Labor Organization (ILO) and various NGOs working in the field of workers' rights often assist migrant workers by providing legal assistance, policy advocacy, and awareness campaigns regarding workers' rights. At the national level, institutions such as the Indonesian Migrant Workers Protection Agency (BP2MI) also have a role in handling employment contract disputes by providing complaint services and legal assistance. Collaboration between these various parties is key to ensuring that migrant workers receive justice and preventing repeated contract violations in the future.

Legal Recommendations to Improve Protection for Migrant Workers

Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers is the main legal instrument that regulates the rights and obligations of migrant workers, recruitment agencies, and the role of the government in providing protection. However, an evaluation of the implementation of this law is needed to identify weaknesses, such as weak supervision of employment agencies and ineffective dispute-resolution mechanisms. In addition, the protection provided in domestic regulations must be implemented effectively in the destination country, so that migrant workers not only receive protection during the recruitment stage but also their work abroad.

Efforts to harmonize the law between Indonesian regulations and laws in destination countries are an important aspect in improving the protection of migrant workers. Differences in employment policies, legal systems, and protection standards in destination countries often result in legal uncertainty for migrant workers. Therefore, the government needs to enter into bilateral agreements or multilateral cooperation to ensure that the rights of migrant workers are recognized and respected in the countries where they work. This harmonization also

includes provisions alignment regarding working hours, wage standards, social security, and dispute resolution mechanisms that are fair and accessible to migrant workers.

Improving the standard of employment contracts is also a strategic step in protecting migrant workers. Employment contracts must clarify the rights and obligations of workers and employers, including provisions regarding wages, working hours, benefits, and decent working conditions. In addition, employment contracts must be made in a language that is understood by workers and officially registered to have a stronger legal force. The government, through the Indonesian Migrant Workers Protection Agency (BP2MI), also needs to ensure that employment contracts are drafted fairly and avoid clauses that are detrimental to migrant workers, so that the potential for exploitation and rights violations can be minimized.

More effective law enforcement to protect migrant workers requires improving the oversight mechanism for recruitment agencies and companies that employ migrant workers. Many cases of violations of migrant workers' rights begin with a non-transparent recruitment process, where workers are often given misleading information about employment contracts and working conditions in the destination country. Therefore, stricter supervision of recruitment agencies is needed, including the obligation to ensure that employment contracts are by appropriate regulations and do not contain clauses that are detrimental to workers. The government also needs to strengthen the reporting system for migrant workers so that they can report violations safely and without fear of reprisal.

The role of law enforcement agencies such as the Indonesian Migrant Workers Protection Agency (BP2MI) and Indonesian representatives abroad must be strengthened in handling cases of violations of migrant workers' rights. BP2MI needs to improve coordination with Indonesian Embassies and Consulates in destination countries to provide better legal protection for migrant workers. Indonesian representatives abroad must also be more proactive in handling cases of migrant workers who experience exploitation or violation of contracts, including providing legal assistance, providing temporary shelter, and assisting in the repatriation process if necessary.

The application of strict sanctions against employers or recruitment agents who are proven to have committed exploitation or violated work contracts must be a priority in law enforcement. These sanctions can include large fines, revocation of business licenses for recruitment agents who violate the rules, and criminal charges for parties involved in the exploitation of migrant workers. With strict and consistent sanctions, it is hoped that there will be a deterrent effect for perpetrators of violations, as well as creating a safer and fairer work environment for Indonesian migrant workers.

Increasing access to justice and legal assistance for migrant workers is essential to ensure that they can claim their rights when there is a violation of contract or exploitation in the workplace. One of the main steps is to provide free legal services for migrant workers who experience legal problems in the destination country. The Indonesian government, through diplomatic representatives such as Embassies and Consulates, must strengthen legal aid services by collaborating with local lawyers or human rights organizations. In addition, advocacy by NGOs working in the field of migrant worker protection also needs to be increased to help workers understand their rights and accompany them in the legal process if necessary.

Dispute resolution mechanisms such as labor arbitration must be strengthened to make it more accessible to migrant workers. Legal processes in destination countries are often difficult to access due to language barriers, high costs, or legal uncertainty. Therefore, there needs to be bilateral cooperation between Indonesia and destination countries to provide a simpler, faster, and more affordable arbitration route for migrant workers. With an effective

dispute-resolution mechanism, migrant workers can resolve legal issues without encountering complicated and lengthy court processes.

Providing a more effective and responsive complaint route is also a crucial aspect of increasing access to justice for migrant workers. The government must build a complaint system that can be easily accessed, either through a hotline, digital application, or service center at Indonesian representatives abroad. The complaint route must respond quickly to reports and provide concrete solutions for workers who experience violations. With a more transparent and responsive system, migrant workers will feel safer and have the confidence to report violations they experience without fear of threats or intimidation from employers or recruitment agents.

Increasing awareness and education for migrant workers is a preventive step to reduce the risk of rights violations in destination countries. Before departure, governments should provide comprehensive training and education programs on migrant workers' rights, employment contracts, and available legal protection mechanisms. In addition, information on employment regulations in destination countries should be made more accessible through digital media, labor information centers, and materials in multiple languages. Collaboration with migrant worker communities abroad is also important to build solidarity and support systems that can help migrant workers understand their rights and provide collective protection from exploitation and labor violations.

CONCLUSION

Migrant workers have the right to a safe working environment, fair treatment, and legal protection from exploitation and discrimination, as stipulated in Law Number 18 of 2017 concerning the Protection of Indonesian Migrant Workers and various international legal instruments. However, in practice, there are still many violations, such as a lack of work safety standards, unilateral wage deductions, late salary payments, and discrimination based on race, gender, and immigration status. Weak supervision and law enforcement are the main factors that cause migrant workers to remain vulnerable to poor working conditions. Therefore, it is necessary to strengthen supervision of compliance with work contracts, improve complaint mechanisms, and cooperate between sending and receiving countries to ensure that migrant workers receive optimal protection and can work in safe and dignified conditions.

Violation of contracts in migrant worker employment relationships is a complex problem and often harms workers, especially in unilateral wage deductions, changes in work assignments without consent, and working conditions that are not by the agreement. The main factors causing these violations are the imbalance of power between employers and workers, weak supervision and law enforcement, and workers' low understanding of the contents of the contract and their rights. To overcome this problem, it is necessary to strengthen legal protection mechanisms, increase supervision by the governments of the countries of origin and destination, and the active role of labor organizations and advocacy institutions in providing assistance and education to migrant workers. With these steps, it is hoped that migrant workers can work in fairer conditions and obtain their rights as agreed in the employment contract.

Protection of Indonesian migrant workers requires a comprehensive approach, from influential regulations to effective implementation in the destination country. Harmonization of laws between Indonesia and the destination country, improving employment contract standards, and supervision of recruitment agencies are crucial steps in preventing exploitation. In addition, stricter law enforcement, access to justice, and the provision of responsive complaint channels will strengthen protection for migrant workers who experience rights violations. Education and awareness raising before departure are also preventive

strategies to ensure that migrant workers have a sufficient understanding of their rights and obligations. With synergy between the government, law enforcement agencies, civil society organizations, and migrant worker communities, it is hoped that a more effective protection system can be realized so that Indonesian migrant workers can work safely and with dignity abroad.

REFERENCES

- Angelia, T. (2024). ANALISIS HUKUM TENTANG PERLINDUNGAN HAM BAGI PEKERJA MIGRAN INDONESIA DI NEGARA TUJUAN. *Jurnal Inovasi Hukum dan Kebijakan*.
- Arifin, S. N. (2024). ANALISIS YURIDIS PERTANGGUNGJAWABAN HUKUM PERUSAHAAN PENEMPATAN PEKERJA MIGRAN TERKAIT KETIDAKSESUAIAN JAM KERJA YANG DIALAMI ABK INDONESIA DI KAPAL ASING. *NOVUM: JURNAL HUKUM*, 58-73.
- Arsad, S. W. (2024). PENGARUH PANDEMI GLOBAL TERHADAP KETIDAKPASTIAN PASAR FINANSIAL DAN VOLATILITAS MATA UANG DI NEGARA-NEGARA BERKEMBANG. *Jurnal Kritis Studi Hukum*.
- Ashilah, F. D. (2024). TINJAUAN YURIDIS JANGKA WAKTU DAN PERPANJANGAN PERJANJIAN KERJA PEKERJA MIGRAN INDONESIA DALAM UNDANG-UNDANG NOMOR 18 TAHUN 2017. *Novum: Jurnal Hukum*, 226-243.
- Cahyaningrum, D. (2016). Aspek Hukum Perjanjian Kerja Dalam Memberikan Perlindungan Terhadap Tenaga Kerja Indonesia Di Luar Negeri. *Negara Hukum: Membangun Hukum untuk Keadilan dan Kesejahteraan*, 167-182.
- Hamdi, S. (2023). Remitansi Pekerja Migran pada Masa Pandemi COVID-19 di Lombok Timur. *Jurnal Kebijakan Pembangunan*, 135-148.
- Immadudin, M. A. (2024). Analisis Perlindungan Hak Asasi Manusia bagi Pekerja Migran Tidak Berdokumen Tantangan, Kerangka Hukum dan Implikasi Kebijakan. *MAQASID*, 136-149.
- Irawan, A. D. (2024). Perlindungan Hukum Terhadap Mahasiswa Magang Yang Dipekerjakan Sebagai Buruh Dalam Perspektif Ketenagakerjaan. *Jurnal Surya Kencana Satu: Dinamika Masalah Hukum dan Keadilan*, 43-58.
- Jahari, A. (2023). Perlindungan Hukum Terhadap Pekerja Akibat Pemutusan Hubungan Kerja Tanpa Pesangon Berdasarkan Undang-Undang Nomor 13 Tahun 2003 Dan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 Tentang Cipta Kerja. *Case Law: Journal of Law*, 79-100.
- Kania, M. A. (2024). PERLINDUNGAN HAK ASASI MANUSIA PEKERJA MIGRAN DI INDONESIA, ANTARA NORMA DAN REALITA DALAM PRESEPSI HUKUM INTERNASIONAL. *Jurnal Hukum Progresif*.
- Kesumadewi, E. (2024). "Mengatasi Pengangguran Melalui Peningkatan Kewirausahaan dengan Program Tenaga Kerja Mandiri. *Journal of Macroeconomics and Social Development*, 1-15.
- Malipolla, N. S. (2023). STUDI KOMPARASI PENYELESAIAN PERSELISIHAN HUBUNGAN INDUSTRIAL (PERSELISIHAN HAK) MENURUT SISTEM HUKUM INDONESIA DAN KOREA SELATAN. *Reformasi Hukum Trisakti*, 1123-1135.
- Maskat, M. (2022). Peran Pemerintah Dalam Pengawasan Kesehatan dan Keselamatan Kerja (K3) Dilingkungan Tempat Kerja. *PALAR (Pakuan Law review)*, 788-799.
- Noveria, M. (2021). *Perlindungan Pekerja Migran Indonesia*. Jakarta: Yayasan Pustaka Obor Indonesia.

- Rahmawati, S. N. (2020). Sudah jatuh tertimpa tangga: malangnya nasib pekerja Migran Indonesia (PMI) di masa Pandemi. *BALAIRUNG: Jurnal Multidisipliner Mahasiswa Indonesia*, 236-273.
- Ramadhano, I. (2023). Dinamika Tenaga Kerja Asing Terhadap Tenaga Kerja Lokal: Implikasi dan Tantangan dalam Investasi Sumber Daya Manusia. *UNES Law Review* , 5978-5990.
- Rohmah, I. I. (2023). Analisis dan Pengendalian Risiko dengan Metode HIRARC pada Pekerjaan Konstruksi di Gedung Kuliah Bersama Universitas Negeri Malang. *Ash-Shihhah: Journal of Health Studies*, 1-13.
- Sitorus, R. E. (2022). Analisis Yuridis Pertentangan Aspek Hukum Kaidah Otonom (Perjanjian Kerja Bersama) dengan Kaidah Heteronom (Undang-Undang No. 13 Tahun 2003 Tentang Ketenagakerjaan). *Al-Mashlahah Jurnal Hukum Islam Dan Pranata Sosial* , 181-196.
- Sophianti, N. (2025). DIPLOMASI INDONESIA-ARAB SAUDI: PERAN TKI DALAM HUBUNGAN BILATERAL DAN IMPLIKASINYA. *King Jurnal Sejarah Indonesia*.
- Syafrianto, A. (2004). Perlindungan Hukum Terhadap Tenaga Kerja Indonesia Bermasalah Asal Kalimantan Barat yang Bekerja di Malaysia. *Jurnal Nestor Magister Hukum*, 10554.