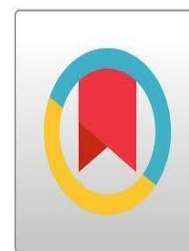


The Implementation of Protection and Empowerment of Female Migrant Workers (Study on The Independent Women Program of Perempuan Berdikari (Pe-Ri) in Indramayu Regency in 2021-2025)



Implementasi Perlindungan dan Pemberdayaan Buruh Migran Perempuan (Studi pada Program Perempuan Berdikari (Pe-Ri) di Kabupaten Indramayu Tahun 2021-2025)

Cahyono^{1*}, Ibrahim², Samugyo Ibnu Redjo³, Novie Indrawati Sagita⁴

¹³⁴ Postgraduate Government Studies, Padjadjaran University

¹³⁴ Jl. North Dago Hill No.25 Bandung, 40135, West Java

² Universitas Wiralodra, Indramayu.

² Jl. Ir. H Juanda KM. 03, Karanganyar, Kec. Indramayu, Kabupaten Indramayu, West Java 45213

kahfcahyono@gmail.com^{1*}, Ibrahim@unwir.ac.id²; Samugyo@Unpad.ac.id³; Novie@Unpad.ac.id⁴

Corresponding Author: kahfcahyono@gmail.com^{1*}

ARTICLE INFORMATION

<p>Keywords Policy Implementation; Empowerment; Protection and Migrant Workers:</p>	<p>ABSTRACT Empowering Indramayu migrant workers has an important and strategic role in increasing economic development and human resources. In reality, the role of empowering post-migrants through the Pe-Ribe Independent Women Program has not yet been maximally carried out by the regional government of Indramayu Regency. The method used in this research is qualitative. The collection is carried out. Interview techniques will be used as a tool in qualitative research. Information that is not recorded in documents, information from relevant events and personalities, namely interactive model analysis. The research results show that the implementation of protection and empowerment of former migrants in Indramayu Regency has not been optimal in the field, especially the issue of business capital assistance for former migrants, facilities are inadequate for implementation.</p>
<p>Kata Kunci Implementasi Kebijakan; Pemberdayaan; Perlindungan & Pekerja Migran;</p>	<p>ABSTRAK Pemberdayaan pekerja migran Indramayu mempunyai peran penting dan strategis dalam meningkatkan pembangunan ekonomi dan sumber daya manusia. Kenyataannya, peran pemberdayaan pasca migran melalui Program Perempuan Mandiri Pe-Ribe belum maksimal dilakukan oleh pemerintah daerah Kabupaten Indramayu. Metode yang digunakan dalam penelitian ini adalah kualitatif. Pengumpulannya sedang dilakukan. Teknik wawancara akan digunakan sebagai alat dalam penelitian kualitatif. Informasi yang tidak tercatat dalam dokumen, informasi dari peristiwa dan kepribadian yang relevan, yaitu analisis model interaktif. Hasil penelitian menunjukkan bahwa implementasi perlindungan dan pemberdayaan eks migran di Kabupaten Indramayu belum optimal di lapangan, terutama permasalahan bantuan modal usaha bagi eks migran, fasilitas yang kurang memadai dalam pelaksanaannya</p>
<p>Article History Send 16th November 024 Review 28th December 2024 Accepted 17th February 2025</p>	<p>Copyright ©2026 Jurnal Aristo (Social, Politic, Humaniora) This is an open access article under the CC-BY-NC-SA license. Akses artikel terbuka dengan model CC-BY-NC-SA sebagai lisensinya.</p>



Introduction

Indramayu Regency, according to BPS 2023 data, the population of Indramayu Regency is 1,871,832 people with a labor force participation rate of only 69.08% and an open unemployment rate of 6.49%, both Indramayu are also ranked in the list of 10 districts with the poor population category namely 11.93% of the total 27 regencies/cities in West Java, the third lowest average time for Indramayu Regency residents to attend school in West Java average is only 6.94 or the equivalent of only 7th grade of junior high school. Indramayu's fourth HDI also occupies the lowest position in West Java, with a value of only 69.52%, still far below the average HDI figure for other districts/cities which reaches an average of 75%. And finally, the divorce rate in Indramayu district compared to 27 districts/cities in West Java ranked highest in 2021, reaching 8,026 (BPS Indramayu n.d.) Tahun 2023. This shows that the fact that poverty and welfare have not been resolved in Indramayu Regency, ideally should be an area that is very rich with natural resource potential in line with the level of welfare of its people. In contrast to the facts in Indramayu Regency, with its rich natural potential, the number of Migrant Workers in Indramayu Regency increases every year.

Migration of workers abroad cannot be separated from the situation of poverty which continues to be a threat, especially for women. Many industrial activities only employ women at labor level with low wages, because of the strong stereotype of women as figures who are painstaking but can be paid low wages. This is exacerbated by the low accessibility of women to the public service framework. This condition is the background for the people of Indramayu, especially female migrant workers, choosing to leave the country and deciding to become Indonesian Migrant Workers (PMI) with various risks of course, in this case the region is still unable to create employment opportunities. good work to improve the welfare of the community so that people are required to go abroad to meet their needs with the aim of raising the status of their family even though if you look further, it is very contradictory to the potential of natural resources as regional wealth owned by Indramayu, including oil and gas, agricultural and marine resources, area and quite strategic geographical location.

Meanwhile, the Independent Women Program (Pe-Ri) is the 10 flagship program of the Regent of Indramayu Regency. At the same time as the Indramayu Regency regional regulation Number 3 of 2021 was issued, it was specifically mentioned in Chapter VII concerning the Protection of Migrant Workers, Article 14, part C, Protection after work in Article 22, part E. Namely the empowerment of retired Migrant Workers and their families.

In carrying out the responsibilities as intended in paragraph (1) include; data collection; entrepreneurship training and increasing work productivity, which in the formulation process received several attentions and recommendations from various parties, one of which was the Indramayu Migrant Workers Union (SBMI), which aims to reduce the number of Indonesian Migrant Workers (PMI) from Indamayu and also empower women who are former Indonesian Migrant Workers (PMI).) from Indramayu, the implementation of the Independent Women (Pe-Ri) program has been running from 2021 until now.

In the implementation of the Independent Women's Program (Pe-Ri) it has not been running sustainably or sustainably with indicators of a return to increase in the number of PMI from Indramayu at 19,178, even the largest nationally in 2023, there has been no significant progress in the implementation of the Program and only ceremonial trainings are carried out. held once a year, the derivatives are still unclear and activities are slowly not running. Women's empowerment training must be improved and expanded, and a clear road map needs to be made so that it can be massively scheduled, and also not just wait for programs from the central government or grant funds, but must be budgeted for by the Indramayu Regency APBD. The problem of migration cases of female workers which is always increasing and the potential for violence occurs due to the lack of socialization regarding migrant workers through procedural channels, but many cases happen to Indramayu migrant workers through unprocedural channels so that many cases of criminal acts of human trafficking in TIP cannot be avoided because there is no full responsibility on the part of the distributor. services so that PMIs are vulnerable to unprocedural treatment, violence, unpaid salaries, falsification of documents, loss of communication, death in the destination country, work not in accordance with the PK (cooperation agreement), overcharging, overstaying, and even TPPO, then the socialization of safe migration must continue to be socialized up to the village level. Apart from that, the Independent Women's Program (Pe-Ri) empowerment training for women who are former migrant workers in Indramayu is still not optimally carried out by the regional government of Indramayu Regency. Seeing the extent to which policy implementers carry out coordination and communication between the parties involved to carry out the implementation of policies for the protection and empowerment of traditional markets in Indramayu Regency (Pemerintahan et al. 2023)

Table 1. Development of the Pe-Ri Program in Indramayu Regency for 2020-2024

Fairy Alumni Business Conditions	Amount	Persentase
Develop	795	18.41%
Not Yet Developed	4.330	27.88%
Do not develop	698	6.71%

(Source : Indramayu Regency Employment Service)

Data from the Indramayu Regency Employment Service shows that the development and progress of the Pe-Ri program has not run optimally, and the target set by the Indramayu Regency regional government is still far from what was expected. Standards and policy objectives have a close relationship with the disposition of the implementers (Pemerintahan et al. 2023).

The researcher's interest in this research is to see that the process of the independent women's program is running well in Indramayu Regency and the researchers think that the independent women's program could be an innovative policy proposal for the program in districts or cities in Indonesia, considering that the number of migrant workers in Indonesia is increasing and the number of retired migrants in Indonesia is increasing. This research reviews how the independent women's program is implemented by providing training facilities and creative economic empowerment for former migrants. Another thing that is of concern to researchers is the extent to which the indicators of success of independent women are in improving the economic sustainability of society.

Departing from the problems above, this research uses a review of previous research as an initial reference for researchers to make updates in the world of research. In presenting this previous research, the researcher will convey what are the novel points of the research that will be carried out.

From the description of the background of the problem and what has been stated above, the researcher is then interested in conducting further research on "Implementation of Protection and Empowerment of Female Migrant Workers (Study of the Pe-Ri Independent Women Program in Indramayu Regency 2018-2023)". The reason the researcher chose this title is that the difference in the research that will be carried out by the researcher lies in the focus of the implementation of government programs related to social security for retired female Indonesian migrant workers in the process of implementing the Independent Women's Program (Pe-Ri) which leads to the improvement and economic independence of women who are retired migrant workers. Indonesia (PMI) in Indramayu Regency.

Social security and increasing the capacity of post-migrants in Indonesia have not been widely discussed and made into policies for regional governments in Indonesia considering that the number of migrant workers in Indonesia always increases very significantly every year. Therefore, social security for post-migrants and the empowerment sector Retired migrants must be of special concern to local governments.

Departing from the problems above, this research uses a review of previous research as an initial reference for researchers to make updates in the world of research. In presenting this previous research, the researcher will convey what are the novel points of the research that will be carried out. From the description of the background of the problem and what has been stated above, the researcher is then interested in conducting further research on "Implementation of Protection and Empowerment of Female Migrant Workers (Study of the Pe-Ri Independent Women Program in Indramayu Regency 2018-2023)". The reason the researcher chose this title is that the difference in the research that will be carried out by the researcher lies in the focus of the implementation of government programs related to social security for retired female Indonesian migrant workers in the process of implementing the Independent Women's Program (Pe-Ri) which leads to the improvement and economic independence of women who are retired migrant workers. Indonesia (PMI) in Indramayu Regency.

Social security and increasing the capacity of post-migrants in Indonesia have not been widely discussed and made into policies for regional governments in Indonesia considering that the number of migrant workers in Indonesia always increases very significantly every year. Therefore, social security for post-migrants and the empowerment sector Retired migrants must be of special concern to local governments.

The reason the researcher chose this title is because the difference in the research that the researcher will carry out lies in the focus of implementing government programs related to social security for retired female Indonesian migrant workers in the process of implementing the Independent Women's Program (Pe-Ri) which leads to economic improvement and independence for retired female workers. Indonesian Migrants (PMI) in Indramayu Regency. Based on the background written above, the author intends to propose the research title "Implementation of Protection and Empowerment of Female Migrant Workers (Study of the Pe-Ri Independent Women Program in Indramayu Regency 2018-2023)"

The reason the researcher chose this title is because the difference in the research that the researcher will carry out lies in the focus of implementing government programs related to social security for retired female Indonesian migrant workers in the process of implementing the Independent Women's Program (Pe-Ri) which leads to economic improvement and independence for retired female workers. . Indonesian Migrants (PMI) in Indramayu Regency. Based on the background written above, the author intends to propose the research title "Implementation of Protection and Empowerment of Female Migrant Workers (Study of the Pe-Ri Independent Women Program in Indramayu Regency 2018-2023)"

Method

The research used in this research is a descriptive method with a qualitative approach. The method used is descriptive analysis, namely a research method that focuses on current and ongoing solutions by collecting data and then compiling it which is then analyzed to obtain answers (Sugiyono 2019) The analysis elements are all elements that are directly related to the implementation of the Indramayu Regency regional government policy regarding protection. migrant workers in the Indramayu Regency area (Sugiono, 2015 (Sugiono 2015).

Therefore, qualitative methods are clearly relevant to be used in this research, because this research seeks to see how the process of implementing regional government policies regarding the protection of migrant workers in Indramayu Regency is and what the role of policy actors and the role of the bureaucracy are in implementing the Pe-Ri Program.

Result and Discussion

Mapping and distribution of complaints from Migrant Workers from Indramayu Regency

Problems with Indonesian Migrant Workers (PMI) from Indramayu Regency, West Java Province, released by BP2MI, the number of complaints from Indonesian Migrant Workers (PMI) based on Regency/City data for 2018 and 2019 (until December), there were 493 complaints from Indonesian Migrant Workers (PMI) experiencing problems. From complaint data received by the Indramayu Branch of the Indonesian Migrant Workers Union (SBMI), from January 2018 to December 2022 the Indramayu Migrant Workers Union (SBMI) received 75 complaints regarding Indonesian Migrant Workers (PMI). Meanwhile, in 2018 it received the most reports, namely 54 complaints.

Table 2 Data on Complaints of Indonesian Migrant Workers (PMI) Indramayu Regency

Cases/Complainments	Country	Total Cases
Physical Violence	Arab Saudi	16
Salaries not paid/Illegal Recruitment of Prospective Indonesian Migrant Workers	Kuwait	8
Salaries not paid	Singapura	5
Salaries not paid	Malaysia	5
Document Forgery	Republik Arab Syria	4
Breaking Communication Links	Qatar	4
Salaries not paid	Taiwan	2
Document Forgery	Iran	2
Died in the destination country	Korea Selatan	2
Work does not match PK	Oman	3
Over charging	Cina	3
	Jumlah	54

(Source: BP2MI)

From a number of these cases, it is clear that Indonesia's bargaining position is much lower than that of the destination countries for migrant workers. In responding to the problem of migrant workers who are not officially documented, the Indonesian government tends to blaming the victim, without ever making serious efforts to resolve the root of the problem. The bad luck that befalls migrant workers is also caused by weak bureaucracy and poor systems for managing labor. This weakness is then exploited by companies that distribute illegal or unprocedural labor. With tempting lures, these companies ensnare potential migrant workers. Arriving in the destination country, the migrant workers did not get what they had been promised.

Implementation of Protection and Empowerment of Retired Female Migrant Workers (Study of the Pe-Ri Independent Women's Program in Indramayu Regency 2021-2024)

The Independent Women Program (Pe-Ri) is the 10 flagship program of the Regent of Indramayu Regency. At the same time as the Indramayu Regency regional regulation Number 3 of 2021 was issued, it was specifically mentioned in Chapter VII concerning the Protection of Migrant Workers, Article 14, part C, Protection after work in Article 22, part E. Namely the empowerment of retired Migrant Workers and their families. In carrying out the responsibilities as intended in paragraph (1) include; data collection; entrepreneurship training and increasing work productivity, which in the formulation process received several attentions and recommendations from various parties, one of which was the Indramayu Migrant Workers Union (SBMI), which aims to reduce the number of Indonesian Migrant Workers (PMI) from Indamayyu and also empower women who are former Indonesian

Migrant Workers (PMI), from Indramayu, the implementation of the Independent Women (Pe-Ri) program is running from 2021 until now. Substantive focuses on government activities or activities to solve basic problems, such as education, health, granting subsidies to underprivileged communities, or building roads and irrigation, and so on (Ibrahim 2024b). The process of implementing the Protection and Empowerment of Retired Female Migrant Workers in Indramayu Regency uses the criteria; policy size and objectives, characteristics of implementing agents, communication between organizations and social, economic and political conditions, due to several factors including, Van Meter and Van Horn, (1975): Policy size and objectives in the context of implementing protection policies, market empowerment Traditionally in Indramayu Regency, the level of success of the policy implementation process can be measured through standards or measures and objectives that are complex in the overall aim of policy decisions. Van Meter and Van Horn, (1975). (Ibrahim 2024a).

This can be shown by data and interview results showing that the Indramayu Regency Regional Government is running the Pe-Ri Program from 2021-2024 as follows:

Table. 3 Comparison of data before and after the Women's Independent Program (Pe-Ri) Placement of Migrant Workers in Indramayu Regency

Indramayu There is no Independent Women's Program (Pe-Ri) yet	Years 2018	Years 2019	Years 2020
Number PMI	22.144	23.360	10.060
Indramayu already has a Independent Women's Program (Pe-Ri)	Tahun 2021	Tahun 2022	Tahun 2023
Number PMI	5.262	12.794	19.178

(Source : BP2MI)

Based on the data above, it can be seen how the implementation of the Independent Women's Independent Women's Program (Pe-Ri) as the Regent's Program of Indramayu Regency, which is then contained in Nina Agustina Regent's 10 Flagship Programs, the Independent Women's Program (Pe-Ri) for women who are retired migrant workers Indonesia (PMI) aims to reduce the number of migrant workers in Indramayu which continues to increase every year and encourage retired female migrant workers in Indramayu to be empowered and financially independent, the implementing actors namely the Indramayu Regency Manpower Service (Disnaker) in partnership with the Indramayu Migrant Workers Union (SBMI).

Communication between organizations is a mechanism and the main requirement in determining the success of implementing policies for the protection and empowerment of traditional markets in Indramayu Regency. Seeing the extent to which policy implementers carry out coordination and communication between the parties involved to carry out the implementation of the Indramayu migrant worker protection policy. This is shown from the data and results of interviews with the Indramayu Regency Employment Service, it appears that there are several communication processes carried out by: (Kay 2007)

Based on the results of the interview, the author can conclude that the communication process carried out by the Indramayu Regency Manpower Office has been carried out according to the SOP that has been determined by the regional government of Indramayu Regency, as well as the communication carried out by the Indramayu Regency Manpower Office has carried out communication in accordance with the SOP that has been determined by the regional government. As a common thread, it can be said that convergence, policy consolidation and policy integration appear as actual phenomena in the development of public policy in each region. It's just that in implementing the Pe-Ri Program, the Indramayu Regency Employment Service has not been well coordinated with community organizations that focus on advocacy for Indramayu Regency Migrant Workers.

The last thing that needs to be considered in order to assess the performance of the implementation of public policies offered by van Metter & van Horn is the extent to which the external environment contributes to the success of the public policies that have been established. (Kay 2013)The environment in question is social, economic and political environment. An uncondusive environment can be the cause of failure in the performance of policy implementation, in this context it is shown that there are dynamics of protests by traditional market traders regarding the radius distance from modern shops, which has an impact on the growth of income of traditional market traders and interest groups are mobilized against policies that are not according to practice in the field. From the data and results of interviews with the regional government and DPRD of Indramayu Regency, it can be seen that there are several social, economic and political environmental processes by: Based on the results of the interview, the author can conclude that the regional government of Indramayu Regency and its implementers are in accordance with the SOP, through limiting the distance radius between traditional markets and modern shops and revitalization programs. Therefore, the implementation of policies to protect and empower traditional markets in Indramayu Regency must pay attention to the conduciveness of the external

environment. In principle, implementation of public policy is a way for a policy to achieve its goals, nothing more and nothing less (Nugroho, 2008).

The economic, social and political conditions surrounding policy implementation, the problems faced by Indramayu female migrant workers cannot be separated from the social dynamics that occur in the economic, social and political context.

Table 4 Presentation of the Poor Population in Indramayu Regency 2020-2023

Indramayu region	Persentase Poor Population (Percent)			
	2020	2021	2022	2023
	12.70	13,04	12,77	12,13

(Source : BPS Region Indramayu)

Data sourced from BPS Indramayu Regency, in the table it can be seen that the percentage of poor people in Indramayu Regency reached 12.13 percent. This increase is higher than the two other regions which occupy the three highest poverty positions in West Java, namely Kuningan Regency and Tasikmalaya City. Economic backwardness, low education levels, the unavailability of employment opportunities and the existence of multiple burdens or burdens that are layered on women to guarantee the survival of the family so that this is an external encouragement based on family needs, not individual desires.

Inhibiting Factors in the Implementation of Protection and Empowerment of Retired Female Migrant Workers (Study of the Pe-Ri Independent Women Program in Indramayu Regency 2021-2024) In the process of implementing the Protection and Empowerment of Retired Female Migrant Workers in Indramayu Regency, there are obstacles faced including:

Incompatibility in implementing the Pe-Ri program, considering that the Pe-ri program aims to empower retired migrants in Indramayu by providing business assistance and training. In reality, the facilities that do not support and the capital assistance that is the aim of the Pe-ri Program are not as expected. There is a very high rate of Indramayu people becoming migrant workers with many cases of intimidation experienced by Indramayu migrant workers. This shows that the role of the regional government has not been maximized in providing outreach to the community and socialization of Indramayu Regency regional regulations regarding protection and empowerment of migrant workers from Indramayu. There has not been optimal collaboration between the regional government

stackholders of Indramayu Regency and migrant community organizations in Indramayu, the implementation of the Pe-Ri Program should involve various parties in Indramayu Regency

Conclusion

The commitment and consistency of the Indramayu Regency regional government in empowering former migrant workers in Indramayu Regency with the Pe-Ri Independent Women program with sudden training for former Indramayu migrant workers, in reality. The Pe-Ri program has not been running optimally in that its implementation is not in accordance with the vision and mission of the Pe-Ri independent program. Then, in its implementation, it does not involve community organizations that focus on migrants in Indramayu Regency so that there is no synergy between the regional government of Indramayu Regency and community organizations in implementing the Pe-Ri program.

Acknowledgments

On this occasion I would like to thank those involved in our research regarding the independent women's program in Indramayu Regency, I hope that this research will have beneficial impacts and alternative policy recommendations in Indramayu Regency and also in districts and cities in Indonesia and many thanks to other co-authors, writers Cahyono, Ibrahim and Professor Samugyo Ibnu Redjo and Prosefor Novie Indrawati Sagita who always guide and provide input to improve independent women's research and also thank the editor, Mas. Yusuf Adam Hilman and other fellow editors and reviewers who patiently guided and corrected our research.

References

- Alyani, Neni & Santoso Budo Eko. (2021) *Metamorfosis Pemerintahan Daerah, Kumpulan Hasil Penelitian Pemerintahan*. Bandung: Penerbit: Yayasan Ruang Baca Komunitas Bekerja sama dengan (LRPSP-IPDN).
- Aan, Komariah, & Djam'an, Satori. (2011). *Metode Penelitian Kualitatif*. Bandung: Alfabeta.
- Atik, R. (2005). *Manajemen Pelayanan*. Yogyakarta: Pustaka Pelajar.
- Agustino, Leo. *Politik Lokal dan Otonomi Daerah*. Bandung: Alfabeta Press
- Agustino, Leo. (2016). *Dasar-Dasar Kebijakan Publik*. Bandung: Penerbit Alfabeta
- BPS Indramayu. n.d. "Data BPS Kabupaten Indramayu."

- Budiarjo, Miriam. (2003). *Dasar-Dasar Ilmu Politik*. Jakarta : Gramedia Pustaka Utama.
- Buku filsafat pemerintahan penulis ini kencana syafiie penerbit pustaka pelajar (anggota IKAPI) ceiban timur UH III/548 Yogyakarta ISBN: 978-602-229-973-8
- Bungin, B. (2001). *Metodologi Penelitian Kualitatif*. Jakarta: PT. Raja Craphindo Persada.
- Emzir. (2016). *Metodologi Penelitian Kualitatif Analisis Data*. Jakarta: Pt Raja Grafindo Persada
- Characteristics of Indonesian Domestic Workers in Singapore (PRT Indonesia di Singapura): A snapshot of their existence, growth and problems. Dilihat pada tanggal 24 Februari 2025, . (Penata Laksana Rumah Tangga Indonesia di Singapura: Gambaran mengenai Keberadaan, Perkembangan dan Permasalahannya)
- Cresswel, J. W. (2009). *Research Design Pendekatan Kualitatif, Kuantitatif, dan Mixed*. Yogyakarta: Pustaka Pelajar.
- Dunn.William N. (1995) Analisis Kebijakan Publik . Yogyakarta: Hanindita Graha WIIdya
- Dudley. Geoffrey & Richardson. Jeremy (2000). *Why Does Policy Change. Lessons From British Tranport Policy 1945-99*. By New Fetter Lane, London.
- Dunn, William. (2000). *Pengantar Analisis Kebijakan Publik*. Yogyakarta: Gadjah Mada University Press
- Employment Situation in Fourth Quarter 2009”. 24 Januari 2025 , Dilihat dari . (“Situasi Ketenagakerjaan, pertigabulan keempat 2009”
- Kurniawan, Agung. (2005). *Transformasi Pelayanan Publik*. Yogyakarta. Penerbit Pembaharuan.
- Labolo, Muhadam. (2007). *Memahami Ilmu Pemerintahan*. Jakarta : Kelapa Gading Permai.
- Lubis, S., M., Haris, & Huseini, Martani. (1987). *Teori Organisasi: Suatu Pendekatan Makro*. Jakarta: Pusat Antar Universitas Ilmu-Ilmu Sosial.
- Migration and Development Brief 11 – Migration and Remittance Trends 2009, Migration and Remittances Team, Development Prospects Group.
- Migration to Kuwait: Trends, Patterns and Policies”, Makalah disusun untuk Migrasi dan Gerakan Pengungsi di Timur Tengah dan Afrika Utara, Studi mengenai Program Migrasi dan Pengungsi yang dipaksa, The American University in Cairo, Egypt, 23-25 Oktober 2007, Dilihat dari (“Migrasi ke Kuwait: tren, Pola dan Kebijakan”).

- Migration and Human Security in East and Southeast Asia”, in Migration, Regional Integration and Human Security: The Formation And Maintenance of Transnational Spaces, edited by H. Kleinschmidt, pp. 205-224. Burlington, VT: Ashgate. (“Migrasi Tenaga Kerja dan Keamanan Manusia di Asi Timur dan Tenggara”, dalam Migrasi, Integrasi Regional dan keamanan Manusia: Pembentukan dan Pemeliharaan daerah Transnasional)
- Migrant Labour in Southeast Asia Country Study: Indonesia, A study commissioned by the Friedrich Ebert Stiftung (FES), Flinders Asia Centre and School of Political and International Studies, Flinders University. (Tenaga Kerja migran dalam Studi Asia Tenggara: Indonesia)
- Maid to order: ending abuses against migrant domestic workers in Singapore”, in Human Rights Watch, Vol. 17, No. 10. (“Pengawasan HAM. 2005. “Pemesanan Pembantu Rumah Tangga: akhiri penyiksaan terhadap Pembantu Rumah Tangga di Singapura”)
- Martani, Husein, & Lubis, S., M., Hari. (2011). Teori Organisasi: Suatu Pendekatan Makro. Bandung: Alfabeta.
- Mahmudi. (2005). *Manajemen Kinerja sektor publik*. Yogyakarta: UPP AMP YKPN.
- Moleong, Lexy, J. (2013). *Metode Penelitian Kualitatif*. Edisi Revisi. Bandung : PT. Remaja Rosdakarya.
- Ndraha, Talizidhuhu. (2003). *Kybernology I (Ilmu Pemerintahan Baru)*. Jakarta: Rineka Cipta
- Fursatul Faroh. (2019). “Peran Fatayat Nu Dalam Pembinaan Perempuan Di Bidang Sosial Keagamaan.” Universitas Islam Negeri Raden Intan Lampung.
- Ibrahim, Ibrahim. (2024a). “Kebijakan perlindungan buruh migran Di Kabupaten Indramayu (Studi Pada Program Pe-Ri Kabupaten Indramayu).” *Jurnal Aspirasi* Vol.14 No.:1–10. doi: <https://doi.org/10.31943/aspirasi.v14i2.124>.
- Ibrahim, Ibrahim. (2024b). *Pengantar Kebijakan Publik : Teori, Analisis, Proses Dan Studi Kasus*. edited by Setia S Putra. Yogyakarta: K-Media.
- Kay, Adrian. (2007). *Policy Dynamics And History*.
- Kay, Adrian. (2013). *Policy Dynamics and History*.
- Nurul Aeni. (2017). “Eksistensi Buruh Migran Perempuan Dan Gambaran Kemiskinan Kabupaten Pati.” *Jurnal Litbang* Vol 13 no:14.
- Pemerintahan, Kajian Ilmu, Dan Politik, Ibrahim Ibrahim, Samugyo Ibnu Redjo, and Yani Yuningsih. (2023). “Sustainable E-Goverment In Public Service Innovation (Study on the Implementation of All In One Indramayu Information Technology in Indramayu Regency).” 8:42–49.
- Sugiono. (2015). *Metode Penelitian Kualitatif*. Alfabeta, cv.

- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Bandung: Alfabeta, cv.
- Sylvia Yazid, Elisabeth Dewi, Dayinta Sekar Pinasthika, Mabella Rehastrri Azalia, Rizkyana Dipananda. (2015). "Identifikasi Potensi Perempuan Dalam Upaya Perlindungan Buruh Migran Perempuan Indonesia." *Research Reports in the Humanities and Social Sciences*
- anaging Labour Migration: The Case of the Filipino and Indonesian Domestic Helper Market in Hong Kong". John F. Kennedy School of Government, Harvard University. . Dilihat pada tanggal 23 Januari (2025), . ("Mengelola Migrasi Tenaga Kerja: Kasus Pasar Tenaga Kerja sebagai Pembantu Rumah Tangga dari Indonesia dan Filipina di Hong Kong").
- Siagian, S., P. (2011). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif dan R & D*. Bandung: Alvabeta.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2015). *Metode Penelitian Kombinasi (Mix Methods)*. Bandung: Alfabeta.
- Suwaroyo, Utang. (2017). *Azas-Azas Ilmu Pemerintahan*. Bandung: KAPSIPI.
- Singapore: Hungry for Foreign Workers at All Skill Levels. (Singapura: Lapar akan Tenaga Kerja Asing pada segala tingkat Keterampilan). Migration Policy Institute. Dilihat pada tanggal 24 Januari 2025
- Tangkilisan, H., N., S. (2005). *Manajemen Publik*. Jakarta: PT. Grasindo
- Tjiptono, Fandy. (2014). *Pemasaran Jasa: Prinsip, Penerapan, Penelitian*. Yogyakarta: Andi.
- World Population Policies 2005, Department of Economic and Social Affairs, United Nations Population Division (electronic version).(Kebijakan Populasi Dunia 2005, Departemen Bidang Ekonomi dan Sosial, Bagian Populasi PBB (versi elektronik)
- Undang-Undang Nomor 39 Tahun 2004 Tentang Penempatan dan perlindungan tenaga kerja Indonesia di luar negeri
- Undang-undang Nomor 18 Tahun 2017 Tentang perlindungan tenaga kerja Indonesia di luar negeri
- Peraturan Daerah (PERDA) Kabupaten Indramayu Nomor 3 Tahun 2021 Tentang Perlindungan Pekerja Migran Asal Indramayu.