

Local Government Supervision of Overseas Labor Supply Companies (Case Study In Cirebon Regency)

Dudung Hidayat, Deni Yusup Permana, Rd. Handriono, Andasmara Rizky Pranata, Karmenita, Nur Rahmat

Universitas Swadaya Gunung Jati, Indonesia

E-mail: dhidayatlawyer74@gmail.com, deniyusupoermana80@gmail.com,
raden.handiriono@ugj.ac.id, andasmazarizky@gmail.com,
karmenitaazzahra12@gmail.com, zr.nurrahmat@gmail.com,

*Correspondence: dhidayatlawyer74@gmail.com

KEYWORDS

local government supervision; overseas labor supply companies; migrant workers protection;

ABSTRACT

Crucial issues related to the protection and supervision of Indonesian migrant workers (PMI) working abroad. In the context of the Indonesian economy, PMI has an important role in generating economic contributions to the country and providing economic benefits for their families in Indonesia. Constitutional foundations, such as Article 27 paragraph (2) and Article 28D paragraph (2) of the 1945 Constitution, as well as the Indonesian Migrant Manpower Law No. 18 of 2017, have provided a clear legal framework on the obligations of local governments in regulating, fostering, implementing, and protecting the rights of migrant workers. However, there are still obstacles and violations that often occur in sending workers abroad, such as unsettled wage payments and contract problems. This study aims to analyze local government supervision of labor supply companies in Cirebon Regency and identify common violations in sending workers abroad along with the necessary solutions. The research findings highlight the importance of increased supervision, stricter law enforcement, and cross-border collaboration to protect and improve migrant workers' working conditions, and make it the basis for recommending further measures for the welfare of Indonesian migrant workers.

Attribution- ShareAlike 4.0 International (CC BY-SA 4.0)



Introduction

Indonesian migrant workers (PMI) are an important part of the Indonesian workforce working abroad, PMI contributes to the country's economy and provides economic benefits to their families in Indonesia. In this context, the protection and supervision of migrant workers by local governments in the Cirebon Regency area is very important (Machingauta, 2010).

The Indonesian Constitution, especially the 1945 Constitution Pasal 27 paragraph (2) and Pasal 28D paragraph (2), has mandated the protection of workers' rights, including

migrant workers. In addition, the Indonesian Migrant Workers Law (PPMI) No. 18 of 2017 has provided a clear legal foundation, which regulates the duties and responsibilities of local governments in regulating, fostering, implementing, and protecting migrant workers.

Obstacles and frequent violations in sending workers abroad are still issues that need to be deeply investigated. PMI data in Cirebon Regency that has problems abroad in 2022 recorded a number of problems, including unpaid salaries, contracts that ran out without adequate handling, and other cases of violations such as insurance claims, work accidents, and abuse (Ishak, 2019).

In addition, a number of serious problems related to the abuse of foreign workers in Malaysia, focusing on isolated cases of abuse of domestic workers, lack of laws supporting their rights, and violations of migrant workers' rights in the industrial and construction sectors (Elsye, 2022). Research also highlights common practices of abuse, such as passport withholding by employers and non-compliance in salary payments. The role of non-governmental organizations and international companies in monitoring the fulfillment of migrant workers' rights is important. The analysis underscores the need for further action from local and national governments in improving migrant worker protection and effective law enforcement (Engkus et al., 2019).

This study aims to analyze local government supervision of companies providing labor abroad in the Cirebon Regency area. This study also aims to identify frequent violations in sending workers abroad and how to handle these obstacles.

Local government supervision in PMI placement must be increased to ensure that labor supply companies comply with applicable regulations. In addition, education to migrant workers about their rights and the risks they may face is very important to raise their awareness.

Stricter enforcement of laws and regulations should also be enforced to prevent and crack down on violations. The protection and welfare of migrant workers must be a top priority in sending workers abroad. With the right measures, violations can be reduced, and migrant workers can work abroad more safely and fairly (Chigwata et al., 2019).

Inadequate handling of these violations has become a concern for the public, especially PMI which contributes greatly to the Indonesian economy. Therefore, the role of local governments, international cooperation, and awareness-raising are key to ensuring migrant workers get the protection they need in a work environment abroad, especially in major placement destination countries such as Malaysia which reached 22.36% in 2022.

In the context of local government oversight of overseas labor supply companies, this study draws lessons from Malaysia's national report which illustrates serious problems related to the abuse of foreign workers. The points in this analysis provide insight into the challenges faced by PMIs and the need for improvements in monitoring and protecting them.

The novelty of this research lies in its comprehensive approach to analyzing the effectiveness of local government supervision over companies providing labor abroad in the Cirebon Regency area, coupled with an innovative framework for enhancing migrant worker protection. This study uniquely integrates legal analysis with practical case studies, utilizing data from PMI issues abroad to identify specific patterns of abuse and violations. By drawing on comparative insights from Malaysia's handling of foreign worker abuse, the research proposes a multi-faceted strategy that includes the use of technology for real-time monitoring, collaborative efforts between local and international

stakeholders, and the implementation of educational programs for migrant workers about their rights and potential risks. Furthermore, this research introduces the concept of a localized support network for PMIs, comprising non-governmental organizations, legal advisors, and community groups, to provide ongoing support and advocacy. This approach not only aims to address immediate concerns but also seeks to establish a sustainable model for continuous improvement in migrant worker protection, offering a practical roadmap for other regions facing similar challenges.

This study aims to analyze local government supervision of labor supply companies in Cirebon Regency and identify common violations in sending workers abroad along with the necessary solutions. The benefits of this research include improved supervision and compliance of labor supply companies, empowerment of migrant workers through educational programs, enhancement of protection mechanisms, policy recommendations for policymakers, and the development of a sustainable model that can be adopted by other regions to improve global protection and welfare for migrant workers.

Research Methods

This research uses a descriptive analysis method with a case study approach to companies providing labor abroad in the Cirebon Regency area. This method was chosen to gain a comprehensive understanding of local government supervision of labor supply companies and protection of migrant workers.

Data for analysis were collected through several techniques, namely interviews and direct observation in the field. Interviews were conducted with relevant parties, including representatives of local governments, labor supply companies, and migrant workers. Interviews are used to gain in-depth information about supervisory practices, policies, and issues faced. In addition, direct observation is carried out in the field to gain a direct understanding of the implementation of supervision and working conditions of migrant workers. This observation involves observing the company's operational activities, interactions between migrant workers and management, and the fulfillment of migrant workers' rights.

The data collected from interviews and observations will be analyzed qualitatively. Analysis is carried out by identifying patterns, themes, and problems that arise from the collected data. Furthermore, the data will be interpreted and analyzed to produce findings that are relevant to the research objectives.

Results and Discussions

Local government supervision of companies supplying workers abroad in the Cirebon Regency area.

All efforts to protect the interests of prospective Indonesian migrant workers and / or Indonesian migrant workers and their families in realizing the guaranteed fulfillment of their rights in all activities before work (administrative and technical protection), during work (data collection / registration at the labor attaché; monitoring and evaluation of employers, jobs, and working conditions; Facilities for fulfilling the rights of Indonesian migrant workers; labor case resolution facilities; consular service providers; Assistance in mediation, advocacy, and provision of legal assistance; coaching of Indonesian migrant workers; repatriation facilities. Protection of Indonesian Migrant Workers during work is carried out by not taking over criminal and/or civil responsibility for Indonesian Migrant Workers and is carried out in accordance with the provisions of laws and regulations, laws of the destination country of placement, as well as international

laws and customs) and after work in legal, economic, and social aspects (Facilitation of return to the area of origin; Settlement of unfulfilled rights of Indonesian Migrant Workers; Facilitation of the management of Indonesian Migrant Workers who are sick and die; Rehabilitation and social reintegration; Empowering Indonesian Migrant Workers and Their Families).

The regional government has the duty and responsibility to supervise companies providing workers abroad in the Cirebon Regency area. As referred to in Pasal 41 Undang-undang Number 18 year 2017 concerning the Protection of Indonesian Migrant Workers.

The rules are contained in Undang-undang Number 18 year 2017 concerning the Protection of Indonesian Migrant Workers, Regulation of the Minister of Manpower of the Republic of Indonesia Number 33 of 2016 concerning Procedures for Labor Supervision, and Government Regulation of the Republic of Indonesia Number 10 year 2020 concerning Procedures for the Placement of Indonesian Migrant Workers by the Indonesian Migrant Workers Protection Agency, Regulation of the Minister of Manpower of the Republic of Indonesia Number 10 of 2019 concerning Procedures for Granting Company Permits for the Placement of Indonesian Migrant Workers, Permenaker 7/2020 P3MI Administration Sanctions, Presidential Decree No. 90/2019 Indonesian Migrant Workers Protection Agency, Permenaker 17/2019 Termination of PMI Placement.

P3MI (Indonesian Migrant Worker Provider Company) is an entity that has great responsibility in managing Indonesian migrant workers working abroad. However, to ensure that P3MI carries out its obligations properly, the government has implemented a few administrative sanctions if P3MI does not comply with applicable regulations. These sanctions aim to monitor and enforce the standard of service and protection of Indonesian migrant workers. These sanctions include:

- a. Written Warning: is the initial action usually given to P3MI if they violate the rules or do not fulfill their obligations. This written warning aims to give P3MI the opportunity to correct their mistakes and comply with applicable regulations.
- b. Partial or Full Suspension of Business Activities (Suspension): If violations committed by P3MI are serious or repeatedly occur, the government may impose sanctions in the form of temporary suspension of part or all P3MI's business activities. This suspension can last for a certain period and aims to give a stronger warning to P3MI.
- c. License Revocation: If P3MI is found to have violated very serious rules or has not complied with its obligations repeatedly even after receiving warnings and suspensions, the government can revoke P3MI's operational license. The revocation of this license will stop all P3MI activities and is the most extreme sanction that can be given by the government.

These sanctions are designed to ensure that P3MI properly performs their roles and responsibilities in protecting and providing adequate services to Indonesian migrant workers. With this sanction, it is hoped that P3MI will better comply with the rules and improve the quality of their services for the good of Indonesian migrant workers working abroad.

The task of P3MI (Indonesian Migrant Worker Provider Company) is to find job opportunities by collaborating with Business Partners and/or Employers in the destination country of placement. Placing PMI and ensuring its protection. When placing with an individual Employer, it is mandatory through a Business Partner in the destination country of placement. In the process of placement of P3MI mandatory:

1. Report the results of the CPMI selection to the Service or LTSA;
2. Report CPMI to be departed and returned to the Manpower Attaché or representative;
3. Make selections at the District/City Regional Office or LTSA PMI;
4. Place CPMI that has met the document completeness requirements before work;
5. Report the results of monitoring of PMI placed;
6. Solve the problem of PMI placed;
7. Placing CPMI for positions that do not conflict with moral norms and/or the provisions of laws and regulations;
8. Placing CPMI in certain countries that are not otherwise closed;
9. Repatriate PMI in the event of termination of the Work Agreement (PK), termination of employment, death, work accident, and/or illness that results in inability to carry out, and/or other causes that cause PMI losses;
10. Have SIP2MI in placing CPMI;
11. Register and include CPMI in Pre-Departure Orientation (OPP);
12. Report the extension of PMI's PK to the Manpower Attaché or representative.

The government has the duty to conduct GUIDANCE and SUPERVISION on the placement of migrant workers. Development is carried out by ministers, governors, and regents/mayors, possibly involving BP2MI (Indonesian Migrant Workers Protection Agency). The coaching process must be carried out in an integrated and coordinated manner. Meanwhile, supervision is carried out by labor supervisory employees, in accordance with the scope of duties and authorities of each agency that organizes government affairs in the field of labor. The minister also has the right to form a special team to control and improve the quality of supervision. In addition, ministers, governors, and regents/mayors can involve the community in the implementation of such supervision.

Protection of Indonesian migrant workers (PMI) is a series of measures aimed at guaranteeing their rights throughout the process before, during, and after working abroad. This includes protection in legal, economic, and social aspects. The implementation of migrant worker protection is carried out in a coordinated and integrated manner by various parties, including the Central Government, Representatives of the Republic of Indonesia, the Indonesian Migrant Workers Protection Agency (BP2MI), Regional Governments, and Village Governments. The purpose of this protection effort is to ensure that prospective Indonesian migrant workers (CPMI) and migrant workers and their families can undergo the migration process safely, fairly, and adequately, and ensure the fulfillment of their rights throughout their migration journey.

PMI protection is given to prospective Indonesian Migrant Workers and/or Indonesian Migrant Workers placed by P3MI, companies that place Indonesian Migrant Workers for the benefit of their own companies, and Indonesian Migrant Workers individually.

Meanwhile, to ensure that P3MI complies with its obligations, the government has arranged administrative sanctions that can be imposed against P3MIs that do not fulfill their obligations. P3MI that does not carry out its obligations is subject to administrative sanctions in accordance with the provisions Pasal 533 PP Number 5 Year 2021 regarding the Implementation of Risk-Based Business Licensing, as follows:

1. Ministry of Manpower (Ministry of Manpower)
Written Warning A written warning is given for one month to perform the obligations contained in the written warning and if you do not carry out the obligation by the specified time, the penalty may increase to suspension.

2. Representative

Suspension of Activities (suspension) Suspension sanctions are given for 3 months and if within the specified time P3MI does not complete its obligations, sanski can be raised to revocation. The temporary suspension was followed by a postponement of service at BP2MI.

3. BP2MI (Indonesian Migrant Workers Protection Agency)

Revocation of Business License, revocation sanctions are given to P3MI if P3MI violates Pasal 539 paragraph (1) PP 5/2021.

4. Prov. Kab/City

P3MI Administrative Fines are subject to administrative fines for not submitting P3MI data updates.

However, there are obstacles in supervision of PPTKIS (Placement and Protection of Private Indonesian Workers) which has not run optimally. Synergy between internal and external control actors still needs to be improved so that supervision can be carried out effectively. This is an inhibiting factor in ensuring compliance and obligations of PPTKIS in accordance with applicable regulations. Therefore, corrective measures in coordination and collaboration between relevant parties are urgently needed to maximize this supervision (SETYAWATI, 2017).

In addition, in Malaysia, there are three key entities entrusted with the responsibility of enforcing migrant labor-related laws and procedures: the Manpower Department under the Ministry of Human Resources, the Immigration Department under the Ministry of Home Affairs, and the Royal Malaysian Police (Marilyn (Maimunah) Aminuddin, 2020). The Employees' Social Security Act of 1969 plays an important role in the relevant legal framework, including provisions for social protection for workers, including migrant workers. Its application is an integral part of government supervision and law enforcement efforts related to foreign workers, even in areas such as Cirebon Regency. Therefore, a thorough analysis of local government oversight should include an assessment of implementation and compliance with regulations such as the Employees Social Security Act of 1969.

Frequent violations in overseas labor delivery and handling

Social, economic, and cultural factors are the main drivers for Indonesians to undertake international migration. These factors include a shift in perspective and work ethic, as people who work abroad mostly have passion and an inner bond with their family. Furthermore, the education factor is one of the factors that affect a person's productivity, which also affects the socioeconomic status of the family and the motivation to be better. Last, but not least, economic factors are the reason why people migrate abroad. Second, as International Migration Trends shows, most of the world's international migrants are migrant workers with higher labor force participation. Higher wages in recipient countries are one of the main reasons why migrant workers continue to migrate. Third, regarding Indonesian migration culture from the point of view of constructivism theory, social construction consists of main ideas and ideas. In terms of Indonesia's migration culture, most people see Indonesian society as a space of liberation, which is expected to help them get a better standard of living. Fourth, related to Jokowi-JK's international migration policy, there is a vision and mission of "NAWACITA" set out in the national development policy by the Jokowi-JK administration. The main objective of this policy is to protect the rights and safety of migrant workers, with the goal of lowering the number of migrants facing legal problems at home and abroad. This is regulated by Law Number 18 of 2017 concerning the Placement and Protection of

Migrant Workers. Fifth, the Jokowi-JK administration has used international migration strategies and policies to protect the rights and safety of migrant workers and has provided a complete policy framework for various operations on the ground. However, research conducted using a constructivist framework of power-generating ideas has a greater likelihood of reconstructing the conditions that the government wants to change for the benefit and safety of all migrant workers from Indonesia. Therefore, this debriefing approach that focuses on shaping people's mindsets should be the focus of further research, in addition to strengthening administrative networks and legal frameworks. Because constructivism believes that such a strategy will be more effective. To help reconstruct entrenched patterns, governments should emphasize the importance of research to address the critical need for up-to-date knowledge on the spectrum of international migration activities (Marsel et al., 2022).

PMI data is problematic abroad in 2022. Unpaid salary 2 people out of contract or difficulty returning home 8 people sick one person Insurance claim 1 person died 6 people Work accident 1 person Persecution none, lost contact one person detained abroad None recruited not according to procedures 22 people Not according to PK No sexual harassment or rape No resignation from 10 people.

RECAP OF PROBLEMATIC PMI DATA ABROAD IN 2022 BY MONTH														
NO)	Error	JAN	FEB	MAR	APR	May	June	July	AUG	SEPT	Oct	NOV	DES	JML
1	SALARY NOT YET PAID!	-	-	-	-	-	1	-	1	-	-	-	-	2
2	OUT OF CONTRACT / HOME TROUBLE!	-	-	-	-	-	1	3	2	1	-	1	-	8
3	Pain	-	-	-	-	-	-	-	-	1	-	-	-	1
4	INSURANCE CLAIMS	-	-	-	-	1	-	-	-	-	-	-	-	1
5	DIED	-	-	-	1	-	1	1	-	2	-	1	-	6
6	WORK ACCIDENT	-	1	-	-	-	-	-	-	-	-	-	-	1
7	persecution	-	-	-	-	-	-	-	-	-	-	-	-	-
8	LOST CONTACT	-	-	1	-	-	-	-	-	-	-	-	-	1
9	DETAINED ABROAD	-	-	-	-	-	-	-	-	-	-	-	-	-
10	RECRUITED NOT ACCORDING TO PROCEDURE	-	2	1	-	-	2	1	2	2	10	1	1	22
11	DOES NOT FIT PK	-	-	-	-	-	-	-	-	-	-	-	-	-
12	SEXUAL ABUSE / RAPE	-	-	-	-	-	-	-	-	-	-	-	-	-
13	RESIGNED	-	-	-	-	-	-	10	-	-	-	-	-	10
14	DLL	-	-	-	-	-	-	-	-	-	-	-	-	-
Total		-	3	2	1	1	5	15	5	6	10	3	1	52

SEQ Figure ARABIC 1 Recap of Problematic PMI Data Abroad in 2022 Per Month

The number of CPMI registrants in January - September 2022 was 9,809 people. CPMI destination to Taiwan as much as 58.42%. the goal of CPMI to Hong Kong is 14.68%. And third, Malaysia as much as 22.36%.

P3MI data on PMI placement from Cirebon district in 2022. The number of P3MI in Cirebon Regency is 207 P3MI and has distributed PMI in 2022 Cirebon Regency as many as 7,639 people. The Directorate of Government Placement Services or BP2MI has placed as much as 6.67%. And individual or independent PMI as much as 3.16%.

Violations in sending workers abroad are serious issues that require deep attention. Problematic PMI data abroad in 2022 recorded a few violations that have occurred. From these data, violations such as unpaid salaries, expiration of contracts or difficulty returning home, as well as recruitment that does not follow procedures are problems that often arise. In addition, cases such as illness, insurance claims, death, and work accidents also reflect the risks faced by migrant workers abroad.

Although the government has recorded a number of these violations, the data also reflects that there are a few migrant workers who do not follow procedures in their job

acceptance. In addition, other violations such as loss of contact and resignation are also a concern.

To address these violations, the government and relevant agencies need to increase supervision of companies supplying labor abroad. This is important to ensure that the company complies with existing regulations. In addition, education to migrant workers about their rights and the risks they may face is very important.

Furthermore, stricter enforcement of laws and regulations should be enforced to prevent and crack down on violations. The protection and welfare of migrant workers must be a top priority in sending workers abroad. Thus, violations can be reduced, and migrant workers can work abroad more safely and fairly. The safety, rights, and welfare of migrant workers must be taken seriously to realize better job placement for Indonesian workers abroad.

Handling which is considered very lacking and far from the expectations of the community, especially Indonesian Workers, is considered to need further handling and action, because this is very troubling for those concerned. There is a lot of speculation that Malaysians also think that the quantity of illegal migrant workers in Malaysia is large enough so that indigenous people consider that they have to compete with employment in their own country against the occurrence of this act of violence, one of which is considered as a factor of Cultural Stuttering or referred to as Cultural Shock. The Indonesian government finally succeeded in making efforts in international cooperation or agreements between Indonesia and Malaysia (Amalia, 2023). Considering that Indonesia's PMI working in Malaysia is 22.36% in 2022.

An employment agreement for Indonesian Migrant Workers (TKI) or now has changed to an Indonesian Migrant Worker (PMI) is a legal relationship between an individual or employer (service user) and an Indonesian Migrant Worker (PMI) who will perform work abroad through the Indonesian Manpower Placement Implementing Company (PJTKI) or has now changed to an Indonesian Migrant Worker Placement Company (P3MI) under guidance, protection, and government permission. This work agreement is in the form of a standard contract, with clauses made by the Indonesian Migrant Worker Placement Company (P3MI). The Indonesian government can protect the Indonesian workforce in two ways. First, they take preventive action by monitoring the process of making employment agreements between workers and service users. Second, they carry out repressive measures by encouraging labor attaches abroad to help solve problems faced by workers abroad. The problems faced by foreign workers working abroad are mostly caused by violations of the law committed for violating employment agreements. Efforts to resolve PMI disputes with service users or employers depend on local laws and regulations (Widodo & Yulianis, 2022).

The obstacles to suspending violations committed by the Indonesian Migrant Worker Placement Company are unscrupulous officers both from the civil registration of employment from health, namely medical, from immigration (making passports), and other individuals at the airport (CPMI cases will leave for the destination country but the terms and prerequisites are not met, but PPTKIS (Private TKI Placement Implementer). P3MI makes every effort by finding individuals from immigration officers at the airport who can pass the CPMI with a few rewards), the number of Migrant Worker placement companies, one of which is in the field of Fisheries that does not have a permit or permit is not in accordance with its designation. Efforts made include Postponement, Company License Revocation Written warning; Temporary suspension of part or all the business activities of placing Indonesian Migrant Workers (PMI); Cancellation of the departure of

prospective Indonesian Migrant Workers (PMI), and or Repatriation of Indonesian Migrant Workers (PMI) from abroad at their own expense (Puanandini, 2020).

The placement of migrant workers through procedural channels does not guarantee that migrant workers are free from human rights violations and human trafficking, for that the state needs to take firm action against PPTKIS that violates criminal provisions related to the placement of Indonesian Migrant Workers, to ensure justice and provide a deterrent effect for PPTKIS violators of the law (Muthahari, 2018).

Pasal 41 Undang-undang number 18 year 2017 concerning the Protection of Indonesian Migrant Workers, states that:

"The Regency / City Government has duties and responsibilities:

- a. Disseminate information and requests of Indonesian Migrant Workers to the Community;
- b. Create a database of Indonesian Migrant Workers;
- c. Report the results of the evaluation of the Indonesian Migrant Worker Placement Company periodically to the Provincial Government;
- d. Managing the return of Indonesian Migrant Workers in the event of war, natural disasters, disease outbreaks, deportations and problematic Indonesian Migrant Workers in accordance with their authority;
- e. Provide protection for Indonesian migrant workers before work and after work in districts/cities that are their duties and authorities;
- f. Organizing education and job training for prospective Indonesian Migrant workers who can cooperate with accredited government and/or private educational institutions and job training institutions;
- g. Conduct coaching and supervision of educational institutions and job training institutions in districts / cities;
- h. Conduct social and economic reintegration for Indonesian migrant workers and their families;
- i. Provide and facilitate the training of prospective Indonesian migrant workers through vocational training whose budget comes from the education function;
- j. Regulate, foster, implement, and supervise the placement of Indonesian Migrant Workers; and
- k. Can establish a one-stop integrated service for the placement and protection of Indonesian Migrant Workers at the district / city level (Palilingan, 2019).

In accordance with Cirebon Regent Regulation Number 75 of 2018 concerning Job Description of Positions at the Manpower and Transmigration Office of Cirebon Regency, the field of development, protection of industrial relations and social security of labor. Duties and positions prepare plans, manage data, facilitate coaching, supervise, monitor, and evaluate industrial relations activity programs.

The provisions in the law emphasize the importance of the role of local governments in ensuring the welfare of migrant workers, as they have direct responsibility in carrying out these actions. In addition, the law also emphasizes the government's commitment to simplifying and improving the process of placement and protection of migrant workers by establishing integrated service centers at the district/city level. In the context of Cirebon Regent Regulation (PERDA Kabupaten Cirebon) Number 75 year 2018, which defines the duties and responsibilities of positions within the Cirebon Regency Manpower and Transmigration Office, the office has an important role in various aspects related to labor, including the protection and development of industrial relations and social security for workers. Their responsibilities include planning, data

management, training, supervision, and evaluation of industrial relations-related programs. This legal framework demonstrates a comprehensive approach in ensuring the rights and well-being of migrant workers, focusing on cooperation between local and provincial governments, educational institutions, and job training centers. Thus, this law aims to improve the overall welfare of migrant workers and promote ethical and lawful placement of Indonesian workers abroad.

The Universal Declaration of Human Rights, 1948 fifth paragraph, states that: "The peoples of the United Nations have expressed once again in the charter of the United Nations their belief in the fundamental rights of man, in the dignity and respect of the human person and in the equal rights of men and women and have decided to promote social progress and a better degree of life in greater freedom" (Baehr & Pieter, n.d.).

The 1948 Universal Declaration of Human Rights already exists, but there are still many human rights violations. Evidently, among other things, relations between mankind are increasingly tenuous. Even in some places there are still wars, extermination, terrorism, racism, arms races of destruction, intervention, exile, restraint, and other acts of violence that no longer respect and uphold human dignity and dignity (Bagun et al., 1997).

Conclusion

The effectiveness of local government supervision of overseas labor supply companies in Cirebon Regency, especially related to sending workers to Malaysia. The results of the analysis illustrate that this surveillance plays an important role in protecting the rights of migrant workers. It found that several violations often occurred in sending workers abroad, including the issue of unpaid salaries, difficulty returning home, and recruitment that did not follow procedures. The implication of these findings is the need for strong preventive and repressive measures from governments and relevant institutions. Looking towards Malaysia, as a top destination for migrant workers, the study underscores the importance of cross-border cooperation to ensure adequate protection for Indonesian migrant workers in Malaysia. Stricter labor agreements and enforcement need to be intensified to reduce violations of migrant workers' rights. Overall, the findings of this study provide a strong foundation for recommending increased supervision and law enforcement of labor supply companies in Cirebon Regency. This will not only help protect migrant workers, but also form a more stable basis for sending labor to Malaysia and other destination countries.

References

- Amalia, N. M. (2023). *Analysis Of The One Channel System (Ocs) Of The Indonesia-Malaysia Agreement For The Protection Of Indonesian Workers*.
- Baehr, P. V. D., & Pieter, A. B. (N.D.). Nasution Dan Z. Leo. *Instrumen Internasional Pokok Hak-Hak Asasi Manusia, (Mayor International Human Rights Unstrumen, Copy Rights 1995)*.
- Bagun, R., Pandur, S., & Dagun, S. (1997). *Demokrasi Dalam Tajuk. (No Title)*.
- Chigwata, T. C., Marumahoko, S., & Madhekeni, A. (2019). Supervision Of Local Government In Zimbabwe: The Travails Of Mayors. *Law, Democracy & Development*, 23(1), 44–67.
- Elsye, R. (2022). Local Government Control And Supervision. *Journal Of Positive School Psychology*, 6(8), 6967–6974.
- Engkus, E., Hoerudin, C. W., & Maolani, D. Y. (2019). Supervision And Control Of The Government Internal Supervisory Apparatus In The Implementation Of Regional Autonomy. *International Journal Of Science And Society*, 1(1), 56–69.
- Ishak, N. (2019). Implementation And Supervision Of Official Discretion In Local Government Of Republic Of Indonesia. *Jurnal Al Daulah: Jurnal Hukum Pidana Dan Ketatanegaraan*, 8(2).
- Machingauta, N. (2010). Supervision Of Local Government. *Local Government Reform In Zimbabwe: A Policy Dialogue*, 139–150.
- Marilyn (Maimunah) Aminuddin. (2020). *Human Rights And Gender Equality Comparative Study On Laws And Policies In The Management Of Migrant Workers In Asean National Report: Malaysia Enhanced Regional Eu-Asean Dialogue Instrument*.
- Marsel, B. Y., Sudey, N. S., & Nau, N. U. W. (2022). Analisis Strategi Kebijakan Migrasi Internasional Pemerintahan Jokowi Jilid I Dalam Penanganan Human Trafficking. *Global Political Studies Journal*, 6(2), 107–122.
- Muthahari, N. (2018). P3mi Dalam Kacamata Pekerja Migran: Analisis Pelayanan P3mi Kepada Pekerja Migran Dalam Rekaman Pantau Pjtki. *Yogyakarta: Pusat Sumber Daya Buruh Migran*.
- Palilingan, G. D. (2019). Kewajiban & Tanggung Jawab Pemerintah Dalam Melindungi Tenaga Kerja Indonesia Di Luar Negeri. *Lex Et Societatis*, 7(3).
- Puanandini, D. A. (2020). Penegakan Hukum Tindak Pidana Perdagangan Orang Pekerja Migran Indonesia. *Dalam Adliya: Jurnal Hukum Dan Kemanusiaan*, 14.
- Setyawati, T. R. I. N. U. R. C. (2017). *Pelaksanaan Pengawasan Dinas Tenaga Kerja Dan Transmigrasi Provinsi Jawa Tengah Terhadap Pelaksana Penempatan Tenaga Kerja Indonesia Swasta Dalam Penempatan Tenaga Kerja Indonesia Ke Luar Negeri*. Unika Soegijapranata Semarang.
- Widodo, R. J. A., & Yulianis, M. S. (2022). Tenaga Kerja Indonesia (Tki) Dan Perlindungan Hukumnya. *Jurnal Legisla*, 14(2), 181–192.