


## Mitigation Of Global Challenges And Their Potential Impact On Indonesian Migrant Workers

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Article Info	ABSTRACT
<p><b>Keywords:</b> Immigration, TKI (Indonesians Migrant Workers), Mitigation, Workforce.</p>	<p>Indonesian migrant workers (TKI) are an important element in the national economy, both through the remittances they send and their contribution in strengthening bilateral relations with destination countries. However, TKI also face various increasingly complex global challenges, including uncertainty in immigration policies, the impact of climate change, and technological transformation and digitalization. This paper aims to examine these challenges in depth, analyze their potential impacts, and formulate mitigation strategies that focus on empowering TKI and the Indonesian diaspora. With a comprehensive approach based on legal protection, skills improvement, and diaspora mobilization, it is hoped that the welfare of TKI can be maintained and their competitiveness can increase amidst global dynamics.</p>
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### INTRODUCTION

The increasingly complex and dynamic global challenges have had a significant impact on various sectors of life, including the Indonesian migrant worker sector. Indonesian migrant workers (TKI) play an important role in the national economy, both in terms of the remittances they send home, and their contribution to meeting the needs of the labor market in various countries (Yefrizawati et al., 2024; Hwang, 2021). However, global phenomena such as climate change, technological developments, changing geopolitics, and international economic tensions have also influenced this situation (Hailes, 2023).

In this context, the global challenges faced by Indonesian TKI are not only limited to social and economic issues, but also touch on legal aspects, labor protection, and migration policies related to workers' rights abroad (Rahayu et al., 2024; Cho et al., 2023; Djafar & Hassan, 2012). Therefore, it is important to identify and assess the potential impact of global challenges on Indonesian TKI, as well as formulate mitigation strategies that can help protect their rights and improve their welfare in the future (Purnamasari et al., 2023; Djatmiko & Pudyastiwati, 2019).

The importance of mitigating these challenges is becoming increasingly clear, given the significant contribution made by TKI to the national economy, while increasing the need for better migration management (Uluwiyah, 2021). Therefore, this study aims to understand the

global challenges faced by Indonesian migrant workers and explore mitigation measures that can be taken to reduce the negative impacts on them.

Indonesian migrant workers (TKI) play a strategic role in the national economy, both through remittance contributions reaching IDR 159.6 trillion in 2023, and through non-economic contributions such as strengthening diplomatic relations between countries (Lisa & Kurniasari, 2023). However, globalization accompanied by economic, social, and political dynamics presents new challenges that affect the mobility and welfare of TKI (Yuniwati et al., 2024). Changes in immigration policies in destination countries often create uncertainty. For example, domestic labor protectionist policies in countries such as the United States and Japan have made it difficult for TKI to access decent work (Faisal et al., 2024; Athallah & Dharma, 2024). On the other hand, the threat of climate change and natural disasters worsen working conditions, especially for TKI in vulnerable sectors such as agriculture and construction (Hartono & Samsuria, 2021).

Digitalization also brings its own challenges by changing the landscape of the global labor market (Yuniarto, 2019). Many traditional jobs are being replaced by automation, requiring workers with new skills. In this context, the Indonesian diaspora, which numbers more than 8 million people, can serve as a strategic asset to support the empowerment of migrant workers through professional networks, knowledge transfer, and investment. As Sassen (2004) said, "Global migration is the result of complex structural inequalities, but it can also be a source of opportunity if managed well". Therefore, mitigating this challenge requires integrated policies involving various stakeholders.

## METHODS

This study uses a qualitative approach that aims to deeply understand the global challenges faced by Indonesian migrant workers (TKI) and their potential impacts on their well-being, as well as mitigation strategies that can be applied (Moleong, 2017). A qualitative approach allows for the collection of richer and more in-depth data on social, economic, and political phenomena that affect TKI. The research methodology used in this study is as follows: The research approach uses a qualitative descriptive approach, which aims to describe and analyze the global challenges that affect Indonesian migrant workers and their impacts on their conditions. In addition, this study will also identify potential mitigation strategies that can be applied by the government, related institutions, and the community to face these challenges.

Data in this study will be obtained from two main sources, first source is primary data, namely data collection through in-depth interviews with Indonesian migrant workers working abroad, as well as with related parties such as government officials, TKI protection institutions, and non-governmental organizations (NGOs) that focus on migration issues. These interviews will be conducted directly or through online platforms; Second source is secondary data, namely data obtained through literature reviews, research reports, government policy documents, publications of international institutions, as well as articles and books relevant to the topic of global challenges and Indonesian migrant workers. Data Collection Techniques by means of In-depth Interviews are Researchers will conduct semi-

structured interviews with a number of Indonesian migrant workers working in various main destination countries for migration, such as Malaysia, Saudi Arabia, Japan, and other countries. This interview aims to explore their experiences related to the challenges faced while working abroad. Document study is researchers will analyze policy documents related to Indonesian migrant workers, including government regulations, reports from Indonesian migrant worker protection agencies, and international organizations that focus on migration. Data Analysis is carried out using thematic analysis.

Analysis process involves data coding to identify the main themes that emerge from interviews and documents; grouping these themes to map the global challenges faced by Indonesian migrant workers and their impact on them; and compiling and summarizing the results of the analysis to identify potential mitigation and policies that need to be taken to reduce the negative impacts on migrant workers. Data validity and reliability using source triangulation to ensure the validity and reliability of the data, this study will use source triangulation, namely by comparing the results of interviews with data from documents and other reports; and member checking by looking at the results of the interviews will be re-checked with respondents to ensure the accuracy and representativeness of the information obtained.

This study is limited to Indonesian migrant workers who work in certain countries that are the main destinations for migration such as Malaysia, Saudi Arabia, and Japan. In addition, this study will not discuss in depth the technical issues related to the legality of migration, but rather focus on the social, economic challenges and their impact on the welfare of migrant workers. With this approach, it is hoped that a comprehensive understanding of the global challenges faced by Indonesian migrant workers and recommendations for more effective mitigation in the future can be obtained.

## RESULTS AND DISCUSSION

The research results obtained from interviews with Indonesian migrant workers (TKI) and secondary data analysis will be discussed to describe the global challenges faced by TKI, their impact on TKI, and mitigation strategies that can be taken to reduce these impacts. This discussion will cover social, economic, legal challenges, as well as the role of government policies and related institutions in mitigating the impact on TKI.

Based on interviews with migrant workers, several social challenges faced by them while working abroad can be identified as discrimination and ill-treatment, social isolation, lack of access to health services and education. Discrimination and Ill-treatment because many migrant workers reported discriminatory treatment, both from employers and local communities. This discrimination is often related to differences in race, employment status, and citizenship. Migrant workers are often viewed as low-class workers, which leads to inhumane treatment, such as physical and mental violence, and exploitation. Social isolation is also a significant problem. Most migrant workers live far from their families and do not have much contact with the local community. This often leads to loneliness and stress, which contribute to a decline in mental health. Migrant workers often have difficulty accessing adequate health services, both due to financial constraints and lack of knowledge about their

rights in the destination country. This worsens their quality of life, especially for those working in the informal sector.

Indonesian migrant workers face various challenges that are also influenced by global factors, such as substandard wages, although many migrant workers send significant remittances to Indonesia, many of them receive wages that are very low compared to the cost of living in the destination country. These substandard wages often make them struggle to meet basic needs, such as food, shelter, and transportation. Poor financial management due to a lack of financial literacy is also a major problem. Several migrant workers admitted that they were not given sufficient understanding on how to manage their income, so that the money sent to their families was often used in an inefficient or poorly planned manner. Global economic fluctuations due to global economic tensions, such as recessions in destination countries or international financial crises, often impact employment opportunities and income stability for migrant workers. Mass layoffs, especially during pandemics or other global economic crises, increase uncertainty for migrant workers working abroad.

One of the main challenges faced by Indonesian migrant workers is the lack of adequate legal protection, both in their home country (Indonesia) and destination countries. **Lack of Legal Protection in Destination Countries:** Many Indonesian migrant workers who work in the informal sector, such as domestic work or construction, are often not protected by the labor laws of the countries where they work. This increases the risk of exploitation and abuse of their rights. **Complicated Complaint Procedures:** Some Indonesian migrant workers reported that they found it difficult to file complaints if they had problems with their employers or recruiting agencies. Complicated complaint procedures, as well as unfamiliarity with the local legal system, make them more vulnerable to rights violations. **Limitations of Indonesian Government Protection Policies:** Although the Indonesian government has implemented several policies to protect Indonesian migrant workers, the implementation of these policies is often limited and ineffective on the ground. Many Indonesian migrant workers complained about the lack of support from the Indonesian government abroad, especially when they face legal problems or exploitation.

One of the challenges that has become increasingly significant in recent years is the impact of technological developments and global changes on the world of migrant work. A number of migrant workers report that **Digitalization and Automation:** Technological changes, such as automation and digitalization, have the potential to reduce the number of manual jobs available in sectors that migrant workers often work in, such as domestic work, construction, and agriculture. This has led to increased uncertainty for migrant workers, who must compete with local workers or automated technology. **The Need for Digital Skills:** Many destination countries now require migrant workers to have certain digital skills to survive in the labor market (Wisnujati et al., 2024). However, most migrant workers do not have access to develop these skills, which worsens their chances in the global labor market (Munir et al., 2024).

Based on the analysis of the challenges faced by Indonesian migrant workers, several mitigation strategies that can be implemented include: **Improving Legal Protection and Migration Policy:** The Indonesian government needs to strengthen the protection policy for Indonesian migrant workers abroad, both through strengthening international labor

regulations and through increasing cooperation with destination countries. In addition, complaint mechanisms and access to legal assistance for Indonesian migrant workers need to be simplified and expanded. Training and Skills Improvement: Improving financial literacy and skills training, both in terms of technical work and digital skills, are essential to improving the competitiveness of Indonesian migrant workers in the global market. Social Support Facilities: Improving Indonesian migrant workers' access to better health, psychological, and social services, both in their home countries and abroad, to reduce social isolation and improve their mental and physical well-being.

## CONCLUSION

The study concludes that global challenges such as immigration policy uncertainty, climate change impacts, and digitalisation bring significant risks to migrant workers. However, with an integrated mitigation strategy, including strengthened legal protection, digital skills training, and diaspora empowerment, migrant workers can become more resilient in the face of these challenges. The Indonesian diaspora has great potential to be a strategic partner in improving migrant workers' competitiveness in the global market. The government should strengthen the role of international diplomacy to protect the rights of migrant workers in destination countries through clear and binding bilateral agreements. Digital skills training and adaptation to climate change should be an integral part of pre-departure programmes. In addition, diaspora involvement in supporting migrant workers can be maximised through incentives for investment and the establishment of professional networks.

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