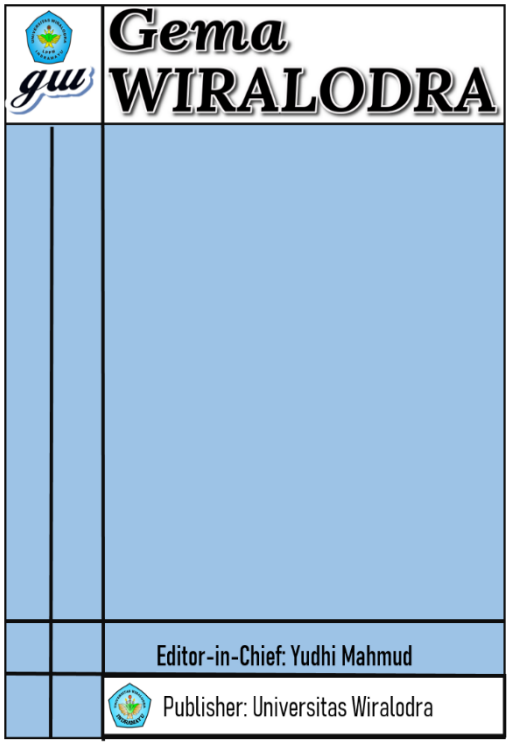
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Implementation of Village Government Policies in Protection Efforts Indonesian Workers: Case Study in Majasari Village, Silyeg District, Indramayu Regency

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Implementation of Village Government Policies in Protection Efforts Indonesian Workers: Case Study in Majasari Village, Silyeg District, Indramayu Regency

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Abstract
Regency Indramayu is area sender laborer enough migrants big . That thing has implications for the high complexity problems faced District Government Indramayu in the governance and management of Indonesian migrant workers, starting from from pre placement, placement, and full placement. Departure from the various problems faced by village residents who become migrant workers, the Majasari Village Government make One mechanism protection as outlined in the Majasari Village Regulations Number 3 of 2012 concerning the protection of Indonesian Migrant Workers and their Families from Majasari Village. Mechanism built -in protection refers to 3 (three) accesses important for laborer migrants as follows : (1) Access to information*;* (2) Access to justice*;* and (3) Access *to* finance. This research aims to find out the performance implementation The Village Regulation. This research uses method study descriptive approach studies cases in research qualitative. Data collection was carried out using the technique observation, interviews and documentation. Data analysis was carried out using analytical techniques whit data analysis qualitative. The results of this study show both aspects / dimensions content policy and environment sufficient policy support the implementation policy government village in doing effort protection of Indonesian migrant workers from Majasari Village, even though Still there is factor an obstacle, but it can be overcome in accordance the authority of each implementer the policy village.
Keywords : Policy Government, Implementation Policy, Protection, Indonesian Migrant Workers, Indramayu.

1. Introduction

The 1945 Constitution of the Republic of Indonesia guarantees every Indonesian citizen has equal rights and opportunities without discrimination for get decent work and livelihood . One of them effort the Indonesian government to give protection best to the candidate worker migrants (Indonesian workers) through various policies and management programs migration workforce that aims to achieve safe and fair migration (Solechan, 2020). Workers Indonesian migrants provide contribution significant impact on the Indonesian economy. Considering that Indonesia is the country of origin of workers migrant second the largest in ASEAN. Various regulations has made as a form effort protection by the Indonesian government (Yusitarani, 2020).

Migration labor becomes a means important in solving the problem of inequality between availability employment and future workforce enter the market. Indonesia is included the largest sender of Indonesian migrant workers abroad (Widiyani et.al., 2025). In fact, opportunity to work abroad reduce unemployment in the country, creating foreign exchange from remittances, creating the quality of the workforce obtained from work experience and social interactions abroad, also increase the social welfare of the workforce itself (Solikin, 2013). However on the side others, TKI up to currently leaving so much problems, such as many problematic workforce Because the education and skills they have no as expected or no

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capable work well, so they have to go home origin. What is very worrying is the large number of Indonesian migrant workers who are victims of abuse / violence, both physical and psychological. and psychological, economic (salary no paid), harassment sexual, and so on.

One of authority District /City Regional Government in the field sub-affairs workforce Placement of Workers is the Protection of Indonesian Migrant Workers Abroad (pre and post-work placement) in the district area. Therefore, there needs to be clear and firm regulations regarding the workforce, considering that often arise problem between workers and employers regarding wage, placement labor, provision guarantee protection health and safety, problems delivery foreign workers, and so on (Hidayat et.al., 2021). Regency Indramayu is area sender laborer enough migrants big. Regency Indramayu get nickname as a bag laborer migrant workers from the Regency Indramayu the consists of from men and women who left land birth with various motifs, such as lack of land employment, poverty, debt trap, low education, culture consumptive, high number divorce, and various problems others who "force" them to go look for They seek a living abroad. The destination countries and placements include Saudi Arabia, Kuwait, Qatar, the United Arab Emirates, Taiwan, Malaysia, Singapore, Hong Kong, and several others. There, they work in both the formal and informal sectors.

As a region sender of TKI of course has implications for the high complexity problems faced District Government Indramayu in the governance and management of Indonesian migrant workers, starting from from pre placement, placement, even full placement. Even though it is regulated in law Number 39 of 2004 concerning the Placement and Protection of Workers Abroad, but the reality Still Lots unresolved cases. This is due to Constitution there are more of them regulate technical matters placement only, but less in discussing protection for Indonesian migrant workers abroad. Meanwhile, what Indonesian migrant workers need is real and serious protection as a form of responsibility government towards its citizens. Many problems faced by migrant workers from the Regency Indramayu among them is the low ability language (according to the destination country) and skills possessed so they were forced sent home return to the area of origin before the work contract ends.

It is a very interesting phenomenon, when found a villages in the regency area Indramayu, specifically Majasari Village, Sliyeg District, Regency Indramayu, making Village Regulation on the Protection of Indonesian Migrant Workers from Majasari Village. A Breakthrough the Majasari Village Government is appreciated positive from various circles for protection Indonesian workforce at the level village. The contents Village Regulations ratified by the Village Head and the Village Consultative Body (BPD) of Majasari Village the covering pre placement, placement period (submitted affairs protection to BNP2TKI), and retirement period placement (related to empowerment programs) activity economy productive. Regulations the village that was formed the in a way explicit has carry out vision government in the field of protection Indonesian workers. In addition, the Majasari Village Regulation the is village pilot management protection laborer migrants, both in the pre-placement and post-migration periods well- integrated placement, especially this Village Regulation is the only one in Indonesia.

Majasari Village is one of the villages in the Sliyeg District, Sliyeg Regency Central Indramayu organize pattern protection laborer migrants and their families. This is because complexity The problems experienced by the people of Majasari Village who are migrant workers, starting from from pre-historic times placement, placement, and retirement placement. In the pre-frequent problem placement what happened was forgery documents, debt bondage, and so on. During placement, problems frequently experienced are torture, violence sexual, salary no paid and so on. As for the pre-period the problem that often occurs is the exchange of money forced by travel agents to return, extortion by agents officer airport, lost goods luggage at the airport, and so on.

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Depart from various problems said, the Majasari Village Government make something mechanism protection as outlined in the Majasari Village Regulations Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers and Their Families from Majasari Village. Mechanism built - in protection refers to 3 (three) accesses important for laborer migrants as follows : (1) Access to information; (2) Access to justice; and (3) Access to finance. At the level of implementation, besides sufficient role significant from government village, also found role organization community, one of which is the Community Based Organization (CBO) "Zulfikar" which continues to strive protection for migrant workers from Majasari Village.

Based on description background and research problems said, then this research is important done for review the efforts made Majasari Village Government in providing protection for citizens who work as Indonesian Migrant Workers (TKI) with complexities problem started from pre-historic times placement, placement, until full placement. Moving from matter therefore, the focus of this study is implementation policy government village in an effort protection of Indonesian migrant workers and their families from Majasari Village Siyeg District, Regency Indramayu. The formulation of the research problem is: (1) How implementation Village Regulation Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers and Their Families from Majasari Village Sliyeg District, Regency Indramayu ?; (2) Factors what is the obstacle and how effort overcome in implementation are the Village Regulations ?

Theoretical Basis

Policy public made government in fact related to the existence of a desired goal realized and public issues that must be overcome (Tachjan, 2008). The public problems referred to in this article are problems faced by public village according to characteristics problem village . In the context of Majasari Village Sliyeg District, Regency Indramayu, for example. Complexity problems faced by the majority of its citizens working as a migrant worker (both pre-employment period) placement, placement, and full placement), inspire Majasari Village Government publish Village Regulation Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers and Their Families from Majasari Village Sliyeg District, Regency Indramayu. Published regulation This village is breakthrough best for protection Indonesian workforce at the level a village built with reference to 3 (three) accesses important things needed laborer migrants, namely (1) Access to information; (2) Access to justice; and (3) Access to finance.

In perspective policy public, cycle policy consists of from three activity main points, namely: (1) formulation policy; (2) implementation policy; and (3) evaluation policy. Third stages the have connection causal and cyclical (Tachjan, 2008). This paper focuses on the aspects implementation policy, as opinion Tachjan (2008) that the analysis implementation policy intended for obtain information about causes success or failure policy public through discussion about factors that influence implementation policy.

According to Grindle (1980) there are two variables big influence implementation policy, namely content of policy and context of implementation. Content of Policy includes : (1) interests affected; (2) type of benefits; (3) extent of change envisioned; (4) site of decision making; (5) program implementors; and (6) committed resources. Whereas context of implementation includes : (1) power, interest and strategies of actors involved; (2) institution and regime characteristics; and (3) compliance and responsiveness. Excess from the Grindle model in variables environment policy is this model places more emphasis on politics from the perpetrators policy.

Previous research by Fauziah et al., (2024) found that the effectiveness of implementing Law Number 18 of 2017 on the Protection of Indonesian Migrant Workers still faces several

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challenges, such as lack of socialization, complicated bureaucracy, and high official placement costs that push many prospective workers to choose informal channels. Meanwhile, Zahro & Siregar (2026) found that the implementation of protection for Indonesian Migrant Workers (PMI) still refers to the policy of placing a moratorium on PMI deployment in the informal sector as a form of government effort to protect migrant workers' safety. In practice, UPT P2TK acts as the first complaint institution for PMI and their families, handling registration, verification, mediation, and coordination with various agencies such as KP2MI, the Indonesian Embassy, and local Manpower Offices in dealing with problems faced by PMI in the Middle East. Moreover, PMI protection is a social system involving various institutions with interconnected functions. Therefore, collaboration and integration between institutions are important factors in ensuring the protection, safety, and welfare of PMI in the Middle East.

Meanwhile, Hofifah et.al., (2025) found that there are gender-responsive protection policies for migrant workers, which include counseling services and legal assistance for Indonesian migrant workers. In addition, BP2MI helps migrant workers from registration to placement in overseas work locations. This policy is very helpful for migrant workers in choosing jobs, but the monitoring system cannot yet be considered optimal. Ikmal et al., (2025) found that the main strategies for implementing policies include strengthening institutional capacity, providing gender-based services, improving legal literacy for migrant workers, and enhancing inter-agency cooperation. However, implementation still faces various challenges, including limited human resources with a gender perspective, suboptimal cross-sectoral coordination, and minimal dissemination of policies at the grassroots level.

Previous research mostly analyzed the implementation of policies from the role of related institutions in efforts to protect Indonesian migrant workers. Meanwhile, the research to be conducted will discuss the factors that affect policy implementation, namely from the side of the content of the policy and the context of implementation, focusing at the village level. The novelty of this research is the factors that influence the implementation of Village Regulations on the Protection of Indonesian Workers based on the content of the policy and the context of implementation, along with the obstacles and ways to overcome them.

2. Methods

This research aims get a picture of something condition in a way objective in a description situation, through study of implementation policy government village in an effort protection of Indonesian migrant workers and their families from Majasari Village Subdistrict Regency Indramayu. The study done through understanding (verstehen) of various phenomena that are considered own related to the research problem. The meaning of "understanding" in the context of this research, as Habermas's opinion (in Bungin, 2007), "a activities in which experience and understanding theoretical blend into one."

In an effort to achieve the above objectives, data collection is carried out through perspective emic, namely in terms of the framework of thought and action of the research subject concerned focus research. For That complete and in-depth information is required about various phenomena that occur in the background study in a way natural setting, both social setting and background material setting. Various phenomena the viewed researchers as a unique and holistic entity Because each other has interrelationship in forming policy Majasari Village Government.

The unit of analysis in this study is the apparatus Majasari Village government, organization society operating in the field protection of Indonesian migrant workers from Majasari Village (in this case the Community Based Organization "Zulfikar"), as well as selected Indonesian migrant workers from Majasari Village through purposive sampling. In

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nature effort get data that is in-depth and comprehensive. Informants are determined based on research data needs, namely those considered competent because they have a comprehensive and adequate understanding.

In accordance characteristics of the data, then in the data collection process, researchers use a number of techniques are grouped into three methods, namely : (1) observation; (2) interviews; and (3) study documentation. Data analysis in this study began since formulate and explain the problem before jump into the field, and take place Keep going until writing research results. Analysis pre field carried out on secondary data that is used as runway for researchers in compiling focus research. The data analysis during researchers in the field using the Interactive model according to Miles and Huberman (in Sugiyono, 2011), namely analysis divided into 3 (three) streams activities that occur in a way simultaneously, namely : data reduction, data display, and conclusion drawing/verification. To avoid the occurrence of bias that occurs in critical informants (essential informant bias) in this study, triangulation was carried out on the information provided by key informants, both interviews and printed or written data or information. Triangulation is done by comparing the data and information obtained to test its validity.

3. Results and Discussion

Profile Brief History of Majasari Village Sliyeg District, Regency Indramayu

Majasari Village is one of the villages within the administrative area Sliyeg District, Regency Indramayu, which is the result of the expansion of Majasih Village , which has vision and mission of Majasari Village namely : "Creating a Majasari Society that is Religious, Aspirational, Productive , Innovative and Harmonious or RAPIH supported by a system good and professional governance in a civilized , equal and just social system."

Amount Residents of Majasari Village based on aggregate population per neighborhood neighbor condition December 2024 recorded as many as 3,644 people with the following details:

Table 1
Total Residents and Families of Majasari Village

No.	Residents and Families	Amount
1	Number of Men	1786 Peoples
2	Number of Women	1858 Peoples
3	Total number	3644 Peoples
4	Number of Heads of Families (KK)	1106 families

Source : Majasari Village Office, 2024

Educational aspect is one of the fulfillment right human rights for develop personality and character that respects freedom think, grow and promote attitude each other understanding tolerance, friendship and peace. Data level education The Majasari Village community can be seen in table 2.

Table 2
Education Level of Community Residents

No.	Education Level	Man	Woman
1	Graduated from elementary school/equivalent	499 People	581 People
2	Graduated from junior high school/equivalent	268 People	322 People
3	Graduated from high school/equivalent	248 People	160 People
4	Graduated from D-1 /equivalent	1 Person	1 Person

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5	Graduated from D-2 /equivalent	2 persons	3 People
6	Graduated from D-3 /equivalent	-	-
7	Graduated from Bachelor's degree/equivalent	32 People	23 People
8	Graduated from Masters/equivalent	5 People	-

Source : Majasari Village Office, 2024

Based on from the table above it can be seen that some of the big Majasari Village community level his education low, this is proven from many amount graduates at elementary school level.

Majasari Village besides own formal education also includes non-formal education, namely There are 2 (two) elementary schools, 1 (one) pre-school (PAUD) and 3 (three) Madrasahs, a village library and a community technology center (public internet access) located in the Majasari Village Hall which can be used by all residents. Society as the center activity study together in Information transformation and developing creativity.

Condition employment in Majasari Village based on amount the workforce is shown in the table below :

Table 3
Population by Job Type

No.	Type of work	Man	Woman
1	Farmers	609 Peoples	475 Peoples
2	Farm workers	20 Peoples	10 Peoples
3	Migrant Workers	10 Peoples	266 Peoples
4	Civil servants	50 Peoples	15 Peoples
5	Self-employed	607 Peoples	307 Peoples

Source : Majasari Village Office, 2024

From the table above it can be seen that the types jobs in Majasari Village , apart from being farmers, laborers farmers and self-employed become laborers migrants are one of the choices work for part the community in Majasari Village, especially for people Woman. There were 266 women recorded choose work as a laborer migrants. As for the level of education from the workers migrant can be seen in the table the following :

Table 4
Laborers Migrant by Gender and Education Level

Number of Indonesian Workers		School Graduate		
Man	Woman	Elementary School	Junior High School	Senior High School
11	110	60	40	21

Source : Majasari Village Office, 2024

From the table above it can be seen most The Majasari Village community who became Indonesian migrant workers were women who had graduated from elementary school. Socio-economic conditions Majasari Village community can see the level of data welfare family following :

Table 5: Total Family according to Welfare Level

No.	Family Welfare	Amount
1	Number of underprivileged families	303 families

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2	Number of prosperous families 1	429 families
3	Number of prosperous families 2	438 families
4	Number of prosperous families 3	55 families
5	Number of prosperous families 3 plus	16 families
	Total number of heads of families	1189 families

Source : Majasari Village Office, 2024

Implementation Majasari Village Regulations in an Effort to Protect Indonesian Migrant Workers in Majasari Village Subdistrict Sliyeg Regency Indramayu

In discussing implementation Village Regulation Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers and Their Families from Majasari Village Sliyeg District, Regency Indramayu, this researcher based on the theory of Grindle (1980). This theory puts forward two contents that influence implementation policy, namely content of policy and context of implementation. Each dimension of two contents the presented in the discussion below:

a. Variables Content of Policy

1) The interests of the target group are included in the content policy

Majasari Village Regulations Sliyeg District Regulation Number 3 of 2012 concerning the protection of Indonesian Migrant Workers from Majasari Village is something the mechanism created Majasari Village Government For give protection for people who become migrant workers. This Village Regulation regulates pre-placement, post-placement placement, protection of Indonesian migrant workers from Majasari Village, child protection, and the role of government village. Among content The Village Regulations in a way firm require a sponsor or recruiter Prospective Indonesian migrant workers operating in Majasari Village must report its activities to the Majasari Village government.

All documents prospective migrant workers are checked repeated and synchronized with data owned by the party village, in accordance with the provisions contained in the Village Regulation in Article 3 which states that: " before do recruitment , PPTKIS and staff field must notify the Majasari Village office about amount prospective Indonesian Migrant Workers who will sent abroad." In this case the Kuwu / Head of Majasari Village confirms that: "... if the data submitted to us is not according to the facts, we do not will emit recommendation or permission recruitment. Even though it is not our authority, if known There is misuse or forgery documents, we will report to the Department of Social, Manpower and Transmigration Regency Indramayu ..."

2) Benefits received by target groups

Benefits received by *target groups* include: shaped protection for workers and their families from Majasari Village, the mechanism of which is built with reference to 3 (three) accesses important for laborer migrants as follows: (1) Access to information; (2) Access to justice; and (3) Access to finance. From 3 (three) accesses those who have already implemented Majasari Village Government including the following:

1. Access to information

The number of The problems that occurred in the TKI case started from information that is not true about the mechanism for becoming a safe TKI. To get information about save migration then the residents of Majasari Village through the REMAJA FM community radio which broadcasts and provides information around Activities in the village include information about Indonesian migrant workers,

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especially migrant workers from Majasari Village. In addition, information provided by the government village through socialization at events organized by residents, such as celebrations, congregations in mosques, prayer rooms, and deliberation events villages or meetings other.

In accordance with this Village Regulation in Chapter II, Article 8, paragraph (4) it is stated that: "Legal PPTKIS information data as referred to in referred to in paragraph (2), announced in a way written on the board Village Hall announcements or other media that can be easily accessed known by the residents of Majasari Village." In access to information for people who choose to become migrant workers other than announced on the board announcements at the Village Hall will also be made given information about the destination country, starting from from customs customs, language, religion and so on. Providing information about the destination country work so that prospective migrant workers know the conditions or habits from the country that will aimed at.

Majasari Village Government together TKI activists from Majasari Village also held training IT (Information Technology) mastery for prospective and retired Indonesian migrant workers and family in a way periodic and continuous. Information can also be enjoyed by the community via hotspot the area that provided government village. For local residents who want information services via the internet can come to the hall village Majasari for enjoy service the hotspot area.

2. Access to justice

Majasari Village Regulations Number 3 of 2012 basically is umbrella law in obtaining access justice for residents of Majasari Village who are migrant workers. In addition, the Majasari Village Government has form One a community association named *Community Based Organization* (CBO) "Zulfikar" which functions for handling various cases experienced by migrant workers from Majasari Village. CBO "Zulfikar" has role important in providing protection for migrant workers from Majasari Village through the program as put forward, namely : (1) *access to justice* in efforts empowering laborer migrants and families to understand their rights and improve capacity to be able to claim his rights; (2) *access to finance* in business increase capacity laborer migrants in terms of management finance and establish business small; and (3) *Access to information* effort ensure laborer migrant get the information needed , keep them away from human smuggling, as well as expand access to information regarding procedure migration safe, destination country, and basic information other.

CBO “Zulfikar” also received financial assistance of 18 million from the BPN2TKI program, assisted *The World Bank* and the implementer is *the TIFA Foundation*, also received help from Majasari Village Government amounting to 11 million. The funds allocated for protection of migrant workers. CBO “Zulfikar” is not responsible only accompany migrant workers from Majasari Village, but also have obligation for training local residents in entrepreneurship.

In doing function assistance and advocacy cases experienced by migrant workers from Majasari Village, CBO "Zulfikar" collaborated with NGOs, LSMs, Unions Laborer Indonesian Migrant Workers (SBMI), TIFA Foundation, BNP2TKI, and BNP3TKI. This assistance and advocacy aims for finish problems faced by migrant workers and fighting for them what are their rights, as well do assistance in anticipating things that are not desired.

3. Access to finance

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Often laborer migrant and family trapped in various problems, as a result low management management finances. When leaving partly big family laborer migrant borrowing funds from loan sharks and debt traps with brokers, so that the results obtained from working abroad is finished for to pay off debts. In addition to existing remittances used for all - round needs consumptive, such as build house, buy vehicles or goods need House stairs. For the people of Majasari Village, the provision of goods the is priority need main rather than building business units. The tendency consumerism This was perceived by the Majasari Village Government as a less than good phenomenon, so that government village seek various solutions or breakthroughs For reduce or suppress pattern consumerism the steps that have been taken what is done is by making the following policies:

a. PNPM Rural with SPP (Save) facilities Borrow for Women) 80% of Households Target (RTS) pass mechanism deliberation, society agreed prioritize ex-laborer migrants and families laborer migrants;
b. Village-Owned Enterprises (BUMDes) with credit unit facilities 80% of RTS villages prioritize ex-laborer migrants and families laborer migrants;
c. Program from the Ministry of Agriculture and Animal Husbandry in the form of help farm cow rotation managed by the Tunggal Rasa livestock group 90 % of RTS are ex- laborer migrants and families laborer migrants.

3) Degree desired changes from a policy

With the existence of Majasari Village Regulations Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers from Majasari Village, then found various changes that are quite significant in the mechanism recruitment prospective migrant workers in Majasari Village. Currently the procedure to become a prospective TKI, it is more transparent and more coordinated, in accordance with contents of Chapter II of Majasari Village Regulations Number 3 of 2012 which regulates pre-placement, including: conditions and mechanisms recruitment.

More specifically, various changes after the Village Regulation regarding protection of Indonesian Migrant Workers from Majasari Village, including:

Table 6
Conditions Before and After Implemented Majasari Village Regulations Number 3 of 2012

No.	Condition Before Rise Village Regulation	Condition After Rise Village Regulation
1	Recruitment requirements are less selective	Terms and conditions recruitment much more selective
2	Often occur manipulation of prospective TKI data (such as older age from the actual)	Manipulation of prospective TKI data can be suppressed up to almost no found again various data manipulations, especially mani-pulation age prospective Indonesian migrant workers
3	There is no copy of the document from PPTKIS	Document about prospective TKI from PPTKIS is sufficient complete

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Hope of occurrence change after publication regulations described from Mrs. Juju's experience (40 years) is based on his experience as a former Indonesian migrant worker for several years last year (before the regulation) as follows :

> "...being an Indonesian Migrant Worker (TKI) could be said to be more enjoyable now, then when decide For work involved *yes* I'm with sponsors only, without involving government village , so that incomplete requirements and identity are not an obstacle. When already being in Syria I just realized that the PT that sent me I illegal. There I was taken to a place like warehouse, in this place I was just selected by employers in Syria, until There is fellow Indonesian migrant workers the moon in this place that is not clear his fate. Even matter horrible that I *clay* in Syrian shelters is an unacceptable treatment human when employer returning migrant workers. Slaps, punches, and kicks are commonplace when employer returning migrant workers, which is even more sad again, the Indonesian people who worked at the shelter also joined in beating, not giving protection, but now with the existence of Majasari Village regulations naturally make it easier we choose a legal PT, so events that have happened I experience No befall the people who want to become migrant workers."

With the availability of copy complete documents from Executor Private Indonesian Migrant Worker Placement (PPTKIS), then if happen The problems experienced by Indonesian migrant workers from Majasari Village can be directly easy resolved, because the existence of Indonesian migrant workers can be known. Meanwhile, Junaidi & Khikmah (2024) suggested supervision agent strict recruitment, increase access to information for PMI as a solution for address these issues, and ensure that they receive protection strong law in accordance with the law international and national.

4) Accuracy program location

Birth Majasari Village Regulation regarding the protection of Indonesian migrant workers from Majasari Village naturally based on needs society, some of which big its citizens − especially women - choose working as a migrant worker. This is considering that previously sending and protecting Indonesian migrant workers in accordance with the law Number 39 of 2004 concerning the Placement and Protection of Indonesian Migrant Workers Abroad is of a nature centralized, so that government the area of origin of the Indonesian migrant workers is not capable do more, because regulation the tend executed government center through BNP2TKI. This Village Regulation seeks to for minimize problems that have ever experienced by migrant workers, both in the pre-placement such as terms and mechanisms recruitment; placement period like employers who do not clear, lost contact with family ; and post-graduation placement like No being paid, fraud and so on. With Thus, the policy government this village can be said right in giving protection for Indonesian migrant workers at the level village, considering the high enthusiasm of the people of Majasari Village For working as a migrant worker. This can be seen from statement Kuwu / Head of Majasari Village following :

> "... can not be denied currently, many migrant workers from Majasari Village are experiencing problems, such as lost contact with family and rights that are not fulfilled, even though thus, the enthusiasm of the people of Majasari Village For complain the fate of being a migrant worker is still high, almost half from residents of Majasari Village ever been a migrant worker...”

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Becoming a migrant worker is one of the alternative work For part big the community in Majasari Village, in particular for people women. Even pattern think from parents in Majasari Village is having a daughter is investment to become a migrant worker. The difficulty look for field Jobs, low education, debt traps and lack of skills are the reasons Why public choose working as a migrant worker, especially more "success" that was obtained retired TKI who can already make houses, rice fields, and so on are factors another trigger to become a migrant worker.

As a village whose people Lots choose For working as a migrant worker, of course There is impact positive and negative impacts. positive among them reduce level unemployment, increasing level life or well-being, whereas impact The negative is the shift in cultural norms. TKI who have return get used to the culture of the destination country which is sometimes no in accordance with Indonesian culture, increasing number divorce, pregnancy outside of marriage, psychology decreased child development, and so on.

From the impact negative aspects and problems faced by migrant workers from Majasari Village that's it, then Kuwu / Head of Majasari Village along with BPD took the initiative make something mechanism that aims give protection for Majasari Village residents who have become migrant workers. Socialization protection of Indonesian migrant workers done for two years until stipulated as Village Regulations. Determination The Village Regulations done through agreement together with the BPD and Kuwu / Village Head Majasari witnessed by CBO "Zulfikar", *Woman's Crisis* "Balqis", which was also attended Commission A of the Regency DPRD Indramayu. Determination this Village Regulation on the protection of Indonesian Migrant Workers has received appreciation positive from various circles, especially The Head of BNP2TKI stated that the presence of Village Regulations are breakthrough best for protection of Indonesian migrant workers at the level village.

5) Policy implementer

The parties involved in implementing the program are the government village, BPD, and CBO "Zulfikar." Government village (village head and apparatus) and BPD are the organizers government that regulates and manages interest public local based on origin and customs customs local. Meanwhile, CBO "Zulfikar" has the task of carrying out advocacy or doing mentoring for prospective migrant workers and migrant workers who are experiencing problems. In this case, CBO "Zulfikar" has several programs that are consistent Keep going implemented in providing protection for TKI, namely : *access to justice, access to finance, and access to information* as has put forward.

In this case it can be concluded that there is relatedness between the programs created with the implementors. Ability program implementers will influence success implementation of the program . A bureaucracy that has active, qualified, skilled, and dedicated staff high towards the task executor and will be very supportive success implementation of the program. Likewise Majasari Village Regulations said, without have active, qualified and dedicated implementers high, then No will implemented what is the goal from Village Regulations that have been made.

6) Supporting resources program implementation

Without source adequate power, policy protection of Indonesian migrant workers at the level village difficult to be realized. Source adequate power in the manufacturing process, especially at the implementation a policy very much important. With sources adequate human resources, both from government villages, social organizations (CBO

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"Zulfikar"), and other parties related to having dedication high in giving protection and various training for Indonesian migrant workers and prospective TKI from Majasari Village, for example Through various IT (Information Technology) training, prospective Indonesian migrant workers learn and obtain various information about Indonesian migrant workers.

b. Variables Context of Implementation

1) The power, interests and strategies held by the actors involved in implementation policy

Power, interests, and strategy from policy implementers will determine success implementation a program. Related to the environment policy, referring to the Law Number 6 of 2014 concerning Villages, Article 18 states that the authority village covering authority in the field organization government village, implementation development village, development community village and empowerment public village based on initiative society, ancestral rights, and customs customs village. A village is a unity public law, which has arrangement original based on rights of origin that are of a nature special. The foundation thinking about government village is diversity, participation, autonomy authentic, democratization and empowerment community. Implementation government village is subsystem from system organization government, so that village own authority for organize and manage interest the community. Head village responsible to the Village Consultative Body (BPD) and submit report implementation to the regent. The village can do actions law, good law public and law civil, have wealth, property objects and buildings and can be sued and sued in court. For this reason, the head village with the approval of the BPD has authority for do actions law and conduct mutual agreement profitable.

As an embodiment democracy, in the village a BPD is formed that is in accordance with the culture that is developing in the village concerned, which functions as an institution legislation and supervision in terms of implementation Village Regulations, Budget Village Income and Expenditure, and Village Head Decisions. The village has source financing in the form of income village, aid government, and regional government, other legitimate income, donations party third and loan village.

Majasari Village Government, CBO "Zulfikar" together with other parties related (in this case BNP2TKI) continues voice protection for Indonesian migrant workers. One of the strategies used is to socialize the importance of being a safe workforce. There are 11 (eleven) steps to become a safe TKI who can be seen by residents on the wall magazine Majasari Village Hall. Eleventh step those are:

1. Look for the Executor Private placement of Indonesian workers official or legal.
2. Follow counseling by officers of the National Agency for the Placement and Protection of Indonesian Migrant Workers, Service Center Placement and Protection of Indonesian Migrant Workers, Center for Development and Empowerment Educators and Education Personnel, Implementers Placement of Indonesian Migrant Workers in the private sector, Department of Social, Manpower and Transmigration Regency or City.
3. Register at the Department of Social, Manpower and Transmigration Regency or City.
4. Follow the selection process carried out by Implementation Placement of Indonesian Migrant Workers in the private sector and the Department of Social, Manpower and Transmigration Regency or City.

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5. Signing agreement placement with the Implementation Private placement of Indonesian migrant workers authorized by the Department of Social, Manpower and Transmigration Regency or City.
6. Make sure get insurance, education and training, get passport and work visa.
7. Understand fill in and sign work agreement that has been approved by the Representative of the Republic of Indonesia.
8. Must follow final departure briefing (PAP) from the Indonesian Migrant Worker Service, Placement and Protection Center.
9. Must have an Overseas Worker Card (KTKLN) obtained free of charge at the National Agency for the Placement and Protection of Indonesian Migrant Workers, Service Center Placement and Protection of Indonesian Migrant Workers, Center for Development and Empowerment Educators and Education Personnel.
10. Report to the Representative of the Republic of Indonesia after arrival at the country of placement.
11. After when the work contract ends, return to your home country and report to the Indonesian Migrant Worker Service, Placement and Protection Center officer at the airport or port.

2) Characteristics ruling institutions and regimes

Majasari Village Regulations born out of participation from various parties , both from Village Government, Regional Government, CBO "Zulfikar", and local residents village. This indicates characteristics its democratic society. However usually a policy, already goods of course cannot satisfy all parties, even trigger conflict from parties who feel disadvantaged by the presence of regulation village.

Likewise with the implementation Village Regulation Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers and Their Families from Majasari Village. At the beginning implementation, a number of parties, including sponsors, feel his interests hampered by the existence of this regulation . This revealed by the Kuwu / Head of Majasari Village : "the socialization period is the most difficult period For equalize thinking between society and sponsors, sneers , insults we found a lot from parties who do not want birth this regulation …" However blessing commitment from government village , *CBO* "Zulfikar", and local residents, then The Village Regulation can be implemented until at the moment.

3) Level of compliance and responsiveness of target groups

Most of the residents welcome your presence these Village Regulations. They fully awareness follow procedures or methods for becoming a TKI according to the rules set out in the regulations village. This has an impact on the conduciveness and security of Indonesian migrant workers, because everything organized and recorded in the Majasari Village Government, including the identity of the TKI, destination country, implementer placement (PPTKI), and so on, so if happen things that are not desired, easier to solve.

For support community towards the implementation of the program is increasing getting better, then government villages and various parties related as implementer try For responsive to various needs community and conduct various evaluations of the achievements of existing programs.

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Orginal Article

Inhibiting Factors and Efforts to Overcome Them in Implementation Majasari Village Regulations on the Protection of Indonesian Migrant Workers in Majasari Village

Based on the results of the study research, found a number of factor obstacles in implementation Majasari Village Regulations Number 3 of 2012 concerning the Protection of Indonesian Migrant Workers from Majasari Village, including :

1. Are still members of society who lack awareness in carrying out regulations. They consider content regulations too procedural and complicated. This is indicated by the fact that the discovery of villagers who did not report to the party village at the time handover identity to the sponsor.
2. Still found member society that at that time looking for sponsors on the basis of word of mouth from relatives, friends, or neighbors without investigate further whether the sponsor is legal or not illegal.
3. There are still sponsors who are not follow standard procedural at the time look for prospective Indonesian migrant workers, for example directly visit candidate 's residence. After get agreement from candidate, sponsor not report to the government village in accordance established regulations.
4. Indonesian migrant workers who returned home from the destination country often No report to the government village. This makes it difficult party village in doing supervision at the level village.

For this reason, the Majasari Village Government in collaboration with *CBO "* Zulfikar", and other parties related Keep going strive to ensure that the things that are stated become factors obstacles in implementation policy villages can be further minimized. One of the solutions taken including : (1) dissemination of information through board announcements at the office Majasari Village Government regarding the 11 (eleven) steps to becoming a safe Indonesian migrant worker; (2) Majasari Village Government in a way keep going continuously inform the legal PPTKI along with the names of the officers recruiter prospective Indonesian migrant workers registered with the Department of Social, Manpower and Transmigration through board announcement office government village; (3) Government village in a way Keep going continuously do appeal to the parties related, such as prospective Indonesian migrant workers, families and sponsors for report to the government village when there are villagers who decide to become a migrant worker. The purpose of reporting is so that the government the village can do identity *cross check* candidate TKI with data available from the government village. For furthermore head village give directions to the parties family and do agreement with the sponsor in the effort anticipation, if happen things that are not desired.

The results of the interview with the Kuwu / Head of Majasari Village were that for pressing TKI numbers and opening field work for TKI families, Majasari Village Government develop business farm cows which are help from the Ministry of Agriculture. Management farm cow the handed over to 18 families laborer migrants. In time six month, as many as 32 cows female their pets now has develop breed to 58 heads. Livestock program cow the actually more of an effort development potential village, but in the long term long expected business this farm becomes a business integrated that can absorb a lot local workforce at a time pressing the number of Indonesian migrant workers in Majasari Village. By managing business farm cows, families laborer migrant expected to be able to further optimize potential village can also change their mindset about laborer migrants. Although it is a promising job, being a laborer migrant own social and economic impacts that tend to negative for family in the hometown.

4. Conclusion

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Based on description discussion research on implementation policy government village in an effort protection of Indonesian migrant workers in Majasari Village Sliyeg District, Regency Indramayu , can be withdrawn the following conclusions :

First, fill in policy (content of policy) is related to: (a) interests *target groups* (prospective TKI and families), shows that the Majasari Village Regulation Number 3 of 2012 aims give protection for the people of Majasari Village who are Indonesian Migrant Workers; (b) Types of benefits received, target groups (prospective Indonesian Migrant Workers and their families) receive 3 (three) accesses, namely : access to information, access to justice, and access to finance; (c) Desired changes from publication the Village Regulations including : prospective Indonesian migrant workers and their families get better security, better coordinated governance of migrant workers in Majasari Village; migrant workers' families are increasingly easy access member families working abroad; prospective migrant workers are free from debt leech trap land, because get loan from formal village institutions; (d) This Village Regulation is very appropriate implemented in Majasari Village weigh the majority of villagers said, in particular people the woman has been or is currently a migrant worker, so prone to facing various problems. For that reason, the presence of something regulations that can protect them are very important required; (e) Village Regulations involve various parties as implementers, such as element Majasari Village government, CBO elements "Zulfikar", elements of Non-Governmental Organizations (NGOs), sponsors, and community members; and (f) Implementation this Village Regulation is sufficient get source adequate power, good source human resources and resource financial. Source human resources consist of from element government village, CBO “Zulfikar” and other parties related to having dedication tall For give protection for migrant workers from Majasari Village, BPN2TKI, assisted by the World Bank and implemented by the TIFA Foundation, as well as get help from Majasari Village Government.

Second, context of implementation is related to: the power, interests and strategies held by the actors involved in implementation policy. In this case the government village own authority in fostering and empowering the community by issuing Village Regulations provided that no contrary to the regulations above, so Majasari Village Regulations Number 3 of 2012 concerning the protection of Indonesian Migrant Workers from Majasari Village is one of the step for give protection for the people who vote working as an Indonesian Migrant Worker. Regulations this village was born from participation from all line, both from government village, government area, CBO “Zulfikar” and the community. Needs will regulations that provide protection in a way is really needed by Indonesian migrant workers. With so many support from various parties, then created and implemented Majasari Village Regulations Number 3 of 2012 concerning the protection of workers from Majasari Village. Thus birth regulation This village is based on participation from all element for strive protection of Indonesian migrant workers in villages With the existence of this Village Regulation, until currently the implementation it's more orderly and organized start from identity of Indonesian migrant workers, destination country, implementer placement of Indonesian migrant workers and so on registered with the Majasari Village Government, so that if happen something things that are not desired easy for finish it.

Third, the factor obstacles in implementation Majasari Village Regulations regarding the protection of Indonesian Migrant Workers in Majasari Village, including : (a) level there is still a lack of awareness regarding the Village Regulations that have been specified, (b) the sponsor is not want to complicated with the regulations that have been determined, (c) Indonesian workers returning home from the destination country often no report to the Village Government. Efforts made Majasari Village Government in overcoming factor obstacles in implementation the Village Regulations including : (a) doing socialization in a way Keep going continuously

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to residents so that those who intend to become migrant workers follow procedures that have been determined, (b) inform legal PPTKIS, (c) Majasari Village Government keep going voice to the relevant parties, such as prospective TKI must report to the Village Government when will become Indonesian workers, and so on. For that, use to improve effort protection of Indonesian migrant workers in the future, then recommended : (a) the need for keep going done socialization to become a safe TKI so that the community can distinguish which sponsors or recruiters of TKI are legal; (b) the need for made regulations regarding protection and care for children left behind by Indonesian migrant workers; and (c) increasing awareness public to be able to follow procedures to become a Prospective Indonesian Migrant Worker (CTKI) that have been determined, so that if happen something unwanted things easy For finish it.

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