

Indonesian Migrant Workers in Malaysia and Their Social Environment: Analysis from a Socio-Legal Perspective

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Abstract

Malaysia is considered one of the primary destinations for migrants in Southeast Asia, particularly those from Indonesia. There are approximately 2.7 million Indonesian migrant workers in Malaysia, with 1.6 million having followed official placement procedures. The presence of a large number of Indonesian migrant workers in Malaysia has led to legal complications concerning their employment relationships with employers, including issues related to work contracts, safety regulations, social security, and termination of employment. Additionally, there are socio-legal concerns regarding the social integration of migrant workers into their new environment, which may contribute to criminal activities such as extremism, drug trafficking, human trafficking, undocumented labor, theft, and domestic violence. The legal problems faced by migrant workers are influenced by two main factors: their level of legal understanding, both in terms of Indonesian law and Malaysian law, and their lack of familiarity with the cultural norms of the host country, leading to social tensions. Therefore, the main question addressed in this study is how the social environment influences migrant workers' attitudes and behaviors, particularly whether it contributes to criminal acts and legal repercussions. This socio-legal study of the social relationship of Indonesian Migrant Workers with their environment is empirical using a survey method involving Indonesian Migrant Workers and document review. All data and legal materials are processed and analyzed using statistical instruments of central-tendency analysis for quantitative data, and interactive models of qualitative data analysis for qualitative data, while the analysis of the substance uses analytical theory of legal-protection and legal-justice.

Keywords: Indonesian Migrant Workers, Social Environment, Socio-Legal Perspective, International Law.

1. Introduction

Malaysia is the second country with the highest job vacancies need to meet the country's economic growth (BP2MI, 2024). Working conditions are something that should be considered by Indonesian Migrant Workers. Along with the increasing need for migrant workers in various countries (Anderson et al., 2024), Malaysia is one of the countries with a fairly high number of Indonesian Migrant Workers each year. Malaysia in 2020 recorded 2.7 million and 1.6 million who were legally and properly recorded (BP2MI, 2024). If examined further, it means that there are 1.1 million Indonesian Migrant Workers who are not officially registered who are supported by various BP2MI and Bank Indonesia (Fulcrum, 2024). The process of registering and entering work that is not legally in accordance with the rules is the beginning of many migrant workers experiencing bad legal treatment and weak legal



protection, in addition to the inability to understand the laws in Malaysia also makes Indonesian Migrant Workers experience various bad possibilities related to the law in Malaysia (The Conversation, 2024). The high number of cases related to poor working conditions is well known, such as human trafficking, and so on (Fulcrum, 2024). The literature explains that the system that forms the demand and supply and working conditions of migrant workers around the world needs to be included in labor migration policies including the legal rights of migrant workers that protect and protect migrant workers in the destination country. The form that can be seen from the labor migration system between the Malaysian and Indonesian governments is the Memorandum of Understanding (MoU) (Sekretariat Kabinet RI, 2022). Despite various efforts of cooperation and agreements, there are still many cases related to the weak legal protection of migrant workers in Malaysia.

Based on research conducted by Fitria (2023), it shows that migrant workers experience many bad treatments related to working conditions such as facing human rights violations, including the withholding of legal documents, excessive working hours, and physical violence. When migrant workers are in a social environment that is different in terms of culture, religion, and law, they often experience social isolation and severe adaptation pressure (Hossen, 2012). This condition is exacerbated by the potential for discrimination or unfair treatment from the local community, which can encourage some migrant workers to fall into illegal activities as a form of escape or to fulfill economic needs (Fatimah et al., 2024). As a result, migrant workers often have socio-legal problems related to the social relations of migrant workers with their new social environment which have an impact on criminal acts such as involvement in extremism, narcotics, human trafficking, undocumented workers, including theft and domestic violence (Suhada et al., 2024).

In terms of relations between the two countries, the regional government and the central government have a great responsibility in providing legal protection for migrant workers, so there needs to be a deeper improvement in efforts to improve the quality of legal protection which still does not meet expectations (Hartono & Samsuria, 2021). When it comes to reducing the number of migrant workers looking for work abroad, the government needs to provide more jobs.

This study then brings a contribution in the form of a study related to Indonesian Migrant Workers in terms of understanding or legal literacy of Indonesian Migrant Workers in Malaysia as seen from the high number of cases of migrant workers involved in legal problems and the low level of legal protection of migrant workers in Malaysia.

So, the formulation of the main problem in this study emphasizes the influence of the social environment of migrant workers which is a dominant factor contributing to attitudes, counterproductive behavior that leads to criminal acts and the justice process in Malaysia. Research Question This study is the influence of the social environment of Indonesian Migrant Workers as a dominant factor contributing to attitudes, counterproductive behavior that leads to criminal acts and the judicial process. The urgency of this study is emphasized in the socio-legal context of Indonesian Migrant Workers towards the social relations of Indonesian Migrant Workers with their environment, considering the increasing number of cases of Indonesian Migrant Workers who need legal assistance and the high number of Indonesian Migrant Workers in Malaysia as of 2024 both legally and illegally (BP2MI, 2024).

Migration has been part of human civilization for as long as can be recorded (*homo sapiens*) (Rito et al., 2019) until after World War II (Schmortte, 2005). Basically, migration is part of a way of human survival to areas that are considered safe and have more resources than their previous residence (Czaika & Reinprecht, 2022). Various international studies related to the history of migration, migration maps and various related phenomena are summarized in

various series of research studies that have been carried out, only that different contexts and views are still needed, as many studies focus on migration that occurs and is related to moving from developing countries to developed countries and do not emphasize the need for studies related to understanding the law of migrants when they want to go to their destination country. So far, there are still few studies that examine the phenomenon of labor migration within the same geographical area between destination and origin countries, while comparing their significantly different political and economic conditions.

Transnational Migration Theory emphasizes how migrant workers construct and maintain socio-economic and cultural relationships across national borders (country of origin and destination country) (Vertovec, 1999). This is often seen in the phenomenon of migrant workers who consider/have low legal understanding/literacy in the destination country of work and assume that the same bad behavior can be done in the destination country with equally low legal consequences.

Based on previous research studies, it shows the need to make various efforts to assist and educate migrant workers before leaving. The government here plays an active role in formulating various knowledge and understanding provisions related to various legal protection efforts before Indonesian Migrant Workers departs to various destination countries with laws that are clearly different from Indonesia. This is related to literacy regarding the laws of the destination country and a broader perspective so that it can prevent legal problems in the destination country (Barid et al., 2022).

In addition, the Indonesian government needs to improve diplomatic relations with the Malaysian government, as was done with the Taiwanese government with various related programs such as formulating policies for supervising the placement of migrant workers, ensuring that migrant workers' rights are fulfilled in the destination country, and so on (Ndarujati, 2021). The right policy can act as a guideline in accelerating and facilitating services for migrant workers, this is also considered to be able to affect the effectiveness of law enforcement. One form of integrated regulation is the SOP (Standard Operating Procedure) which is a work guide to ensure that administrative procedures run according to their purpose (Pramana & Yusa, 2024), namely supervising and providing legal protection for migrant workers (Annisa et al., 2024).

In addition, if using the analytical theory of legal-protection and legal-justice, it includes a systematic examination of legal norms and their implications for the welfare of society, especially in the context of victim protection and moral considerations. This theory emphasizes key aspects such as legal protection, analytical jurisprudence and differentiation of legal concepts. Legal protection is particularly important for vulnerable groups, such as child victims of sexual violence, where existing laws often fail to provide adequate protection (Utami, 2022). The analytical jurisprudence perspective underlines the importance of aligning legal norms with ethical standards to ensure that justice is served effectively (Kordela, 2020). The distinction between legal protection and legal defense is critical to understanding their respective roles in the legal system, with legal protection focusing on the protection of rights and legal defense emphasizing the defense of those rights in the legal process (Semyonovykh, 2022).

2. Methods

This socio-legal study of the social relations of Indonesian Migrant Workers with their environment is empirical using a survey method involving Indonesian Migrant Workers and document review. All data and legal materials are processed and analyzed using statistical instruments of central-tendency analysis for quantitative data, and interactive models of qualitative data analysis for qualitative data, while the analysis of the substance uses analytical theory of legal-protection and legal-justice, so that this study is expected to increase the relevance and generalization of the study results and can provide new, more comprehensive views on the main problems in the topic of Indonesian Migrant Workers and criminal law literature, and international.

3. Results and Discussion

Labor migration is often understood as the movement of workers from one region to another, both within the country and between countries. In this context, there are various basic theories that explain why labor migration occurs. One theory is the neoclassical theory which emphasizes differences in wages and economic conditions between regions or countries. In this theory, workers will tend to move to areas that offer better economic opportunities, such as higher wages or more job availability. This theory highlights the economic aspect as the main factor that motivates workers to migrate (Kordela, 2020).

Another relevant theory is the social network theory, which states that the existence of social networks such as family, friends, or migrant communities in the destination area can facilitate and encourage the migration process. This factor creates a sense of security and social support for prospective migrants, so that they feel more encouraged to migrate (Barid et al., 2022). In addition, the labor market segmentation theory adds that the difference between high-skilled and low-skilled jobs in the global labor market affects labor migration, especially for those with limited skills and who tend to work in the informal sector in the destination country (Hartono & Samsuria, 2021).

The driving factors for labor migration can be divided into economic and social factors. From an economic perspective, low job opportunities and income levels in the country of origin are often the main reasons for migration (Ndarujati, 2021). Meanwhile, from a social perspective, family conditions, political conflict, or instability can be strong drivers for migration (Ndarujati, 2021). Inequality in labor protection is also an important factor. In countries of origin with low legal protection for workers, migration is often seen as a solution to obtain safer and fairer working conditions in the destination country (Tantri et al., 2022).

In this case, understanding how law functions in society can be seen by observing legal phenomena more closely in social, economic, and cultural contexts. This is called the socio-legal approach (Adler, 2003). This socio-legal theoretical framework focuses not only on written legal regulations but also on the application and impact of law in everyday social life. In this approach, law is seen as a tool to achieve social welfare and maintain order, while also being a reflection of the social dynamics that exist in society. The socio-legal approach allows for a broader understanding of various legal issues, especially in the context of protection and justice for vulnerable groups such as migrant workers (Khan, 2022).

The concept of legal protection in the socio-legal framework refers to the efforts of the state and related institutions to guarantee the rights of citizens, especially those who are vulnerable to exploitation or injustice. In the context of migrant workers, legal protection includes the provision of regulations that ensure workers' rights during their contract period, both in the country of origin and the country of destination. In addition, legal protection also

includes mechanisms that provide legal guarantees in the event of disputes or violations of rights by employers or recruitment agents (Candra Dewi & Priyanto, 2024). Research shows that legal uncertainty and weak implementation of regulations often hinder the protection of migrant workers. This is an important focus in socio-legal studies, where legal and social aspects are studied together to understand the root of the problem and create more inclusive policies (Fitria, 2023).

Legal justice, from a socio-legal perspective, is not only related to the fair application of the law but also considers accessibility to justice for all individuals. This legal justice includes the distribution of justice in the form of equal legal protection and services for every citizen regardless of social, economic, or gender status. In the case of migrant workers, legal justice is often tested by unequal access to legal information and resources to fight for their rights. Therefore, the socio-legal approach also examines how access to justice can be expanded for vulnerable groups, as well as encouraging policy improvements and strengthening of regulations that not only pay attention to the formal aspects of the law, but also the social realities of the legal subjects (Pomaza-Ponomarenko et al., 2024).

3.1. Legal Issues in Migrant Worker Employment Relations

Following the migration model of Indonesian workers to Malaysia is a long-standing phenomenon and is one of the main migration routes for Indonesian workers. Based on the studies in this document, the migration of Indonesian workers to Malaysia is driven by strong economic factors where differences in wages and job opportunities are the main attractions for Indonesian workers to seek a living in the neighboring country. Malaysia is seen as a strategic destination country due to its geographical proximity and easy accessibility that allows for both legal and illegal migration.

According to Fitria, "the migration of Indonesian workers to Malaysia is largely facilitated by pre-existing social networks, where relatives or friends who have worked in Malaysia facilitate the process of adaptation and job arrangements for new workers" (Fitria, 2023). This shows that social ties play an important role in supporting the sustainability of Indonesian worker migration to this country, which functions as an informal mechanism to provide a sense of security and comfort in adapting to a new work environment.

In the context of legal protection, this migration model is often faced with major challenges related to inequality in labor protection. Kartono et al. highlighted that "Indonesian Migrant Workers in Malaysia are often vulnerable to exploitation due to weak supervision and uncertainty of effective labor regulations" (Kartono et al., 2022). These constraints reflect the imbalance in legal protection regulations between sending and receiving countries, where migrant workers often do not have adequate access to legal support in the event of problems at work.

In addition, Indonesian Migrant Workers in Malaysia are often faced with social and cultural problems, such as differences in language and work systems, which add to the challenges in their adaptation process (Hossen, 2012). This model of Indonesian worker migration requires more attention in the form of a more comprehensive bilateral policy between Indonesia and Malaysia to guarantee workers' rights and improve existing protection mechanisms.

The employment relationship between Indonesian Migrant Workers and employers in Malaysia is often colored by various problems related to employment contracts, social security, and work safety. In the context of employment contracts, there is often a mismatch between the contents of the contract and the working conditions faced by workers in the field. Kartono et al. (2020) stated that "many migrant workers do not receive a copy of their contract, or the contents of the contract are not fully explained so that they do not fully understand their rights

and obligations” (Kartono et al., 2022). This makes workers vulnerable to violations of their rights by employers, especially in terms of excessive working hours or inadequate payment of wages.

In addition to the employment contract, social security for migrant workers is also a significant problem. Tantri et al. (2022) stated that “migrant workers in Malaysia are often excluded from social security programs that should provide basic protection such as health insurance or work accident benefits”. The lack of access to social security makes migrant workers vulnerable to health risks or accidents that may occur while working in the destination country (Loganathan et al., 2020). This also adds to the financial burden that workers must bear themselves if they experience health problems.

Occupational safety is another common problem in the employment relationship between migrant workers and employers in Malaysia. Many migrant workers in the construction, plantation, and manufacturing sectors are often faced with unsafe working environments and minimal safety standards. According to Ndarujati (2021), “migrant workers are often not given adequate safety training and are not provided with standard personal protective equipment”. This condition increases the risk of work accidents that can cause serious injuries or even death, without adequate protection from employers or authorities.

Indonesian Migrant Workers in Malaysia are often faced with social and cultural problems, such as differences in language and work systems, which add to the challenges in their adaptation process (Hossen, 2012). This model of Indonesian worker migration requires more attention in the form of a more comprehensive bilateral policy between Indonesia and Malaysia to guarantee workers' rights and improve existing protection mechanisms. This socio-legal approach provides a comprehensive theoretical basis for analyzing legal protection and legal justice, especially for migrant workers who face legal and social challenges in their destination countries (Noor, 2023).

This less-than-ideal employment relationship shows the need for improvements in the labor law supervision and enforcement system in Malaysia to ensure that the basic rights of migrant workers are met. Bilateral agreements between Indonesia and Malaysia and more proactive policies from both countries are needed to improve the quality of employment relationships and provide better protection for migrant workers.

A socio-legal analysis of the protection of Indonesian Migrant Workers under Indonesian and Malaysian law shows differences in the approach and implementation of legal protection in the two countries. In Indonesia, the protection of migrant workers is regulated through various national regulations that aim to minimize the risk of exploitation and abuse of migrant workers abroad. Law No. 18 of 2017 concerning the Protection of Indonesian Migrant Workers, for example, emphasizes the importance of comprehensive protection for workers before, during, and after their work period in the destination country. This law seeks to guarantee the rights of Indonesian Migrant Workers, including protection from acts of violence and discriminatory treatment (Marpi, 2021).

However, in Malaysia, the protection of migrant workers tends to focus on economic and labor aspects without a comprehensive approach to workers' human rights and welfare. According to Kartono et al., “employment law in Malaysia provides limited protection for migrant workers, especially in terms of minimum wages and working hours, but does not regulate in detail the protection of human rights and social security”. This makes Indonesian Migrant Workers in Malaysia vulnerable to unfair treatment, such as unclear contracts, excessive working hours, and lack of access to social and health security.

Furthermore, the lack of harmonization between the laws in the two countries often complicates efforts to enforce the protection of migrant workers' rights. Further, Fitria noted

that “the biggest challenge in protecting Indonesian Migrant Workers in Malaysia is the regulatory gap and legal uncertainty in following up on violations of migrant workers' rights” (Fitra, 2021). This is exacerbated by limited access for migrant workers to complaint mechanisms or legal assistance in the destination country, which often makes it difficult for migrant workers to seek justice or defend their rights when violations occur by employers or recruitment agents (Noor, 2023).

3.2. Social and Legal Issues Experienced by Migrant Workers

Social integration for Indonesian Migrant Workers in the country of employment faces various complex challenges, especially in avoiding involvement in criminal activities such as extremism, narcotics, and human trafficking (Suhada et al., 2024). When Indonesian Migrant Workers are in a social environment that is different in terms of culture, religion, and law, they often experience social isolation and severe adaptation pressure (Hossen, 2012). This condition is exacerbated by the potential for discrimination or unfair treatment from the local community, which can encourage some Indonesian Migrant Workers to fall into illegal activities as a form of escape or to fulfill economic needs. Therefore, understanding the factors behind these challenges is very important in designing policies that can help Indonesian Migrant Workers adapt safely and positively in their new environment. To find out the challenges of social integration, the author collected data through a questionnaire instrument to 110 Indonesian Migrant Workers with the following results:

Table 1. Indonesian Migrant Workers Who Have Experienced Conflict While Working in Their Destination Country.

Valid	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	30	27.3	27.3	27.3
No	80	72.7	72.7	100.0
Total	110	100.0	100.0	

Source: Primary data, 2024

Based on the table above, it can be seen that out of 110 Indonesian Migrant Workers surveyed, 30 people (27.3%) had experienced conflict while working in their destination country, while 80 others (72.7%) had never experienced conflict. This shows that most Indonesian Migrant Workers tend not to face conflict directly in the workplace, with a significant proportion of 72.7%. However, the figure of 27.3% who had experienced conflict is still a fairly large percentage and indicates the challenges of social integration for some Indonesian Migrant Workers. This condition could reflect potential problems of cultural adaptation, misunderstanding, or discrimination in their work environment that can hinder harmonious social interaction.

Table 2. Causes of Conflicts Experienced by Indonesian Migrant Workers

Valid	Frequency	Percent	Valid Percent	Cumulative Percent
Environmental Influence	34	30.9	30.9	30.9
Ignorance of destination country norms and rules	18	16.4	16.4	47.3
The principle of maintaining one's own gift norms	17	15.5	15.5	62.7
The principle of fighting for personal egoism	11	10.0	10.0	72.7
Other	30	27.3	27.3	100.0
Total	110	100.0	100.0	

Source: Primary data, 2024

Based on the table 2 above, it can be seen that there are several main factors that cause conflict for Indonesian Migrant Workers in the country where they work. The most dominant factor is "Local Environmental Influence", which was experienced by 34 people or 30.9% of

respondents. This shows that the surrounding environment, both from the community and local culture, has a major impact on Indonesian Migrant Workers conflict experiences. The influence of the local environment may include pressure to adapt to new norms that are different from their habits in Indonesia.

The second largest factor causing conflict is "Ignorance of destination Country Norms and Rules" which was experienced by 18 people or 16.4% of respondents. This ignorance indicates a lack of understanding of the rules or ethics that apply in the destination country, which can trigger misunderstandings and conflicts between Indonesian Migrant Workers and other parties, such as employers or coworkers. This highlights the importance of pre-placement training that includes orientation to the culture and laws of the destination country so that Indonesian Migrant Workers are better prepared to adapt.

Furthermore, the "Principle of Maintaining Own Norms and Rules" was also a significant factor, with 15.5% of respondents or 17 people experiencing conflict due to this factor. This indicates that some Indonesian Migrant Workers may have difficulty adjusting due to the strong desire to maintain personal values or their home culture, which may clash with norms in the destination country.

The "Principle of Fighting for Personal Egoism" was reported by 10% of respondents, indicating that some conflicts were also caused by differences in interests or personal desires that may not be in line with the expectations of others. Finally, 27.3% or 30 people identified "Others" as the cause of conflict, indicating the presence of additional factors that may be more diverse, such as economic problems, working conditions, or interpersonal relationships.

Overall, these data illustrate that the challenges of cultural adaptation and differences in norms are the main triggers of conflict faced by Indonesian Migrant Workers. Efforts to increase awareness and understanding of the work environment and local culture before placement can help reduce future incidents of conflict.

The phenomenon of undocumented Indonesian Migrant Workers has become a complex issue in destination countries such as Malaysia, Saudi Arabia, and several other countries in the Asia and Middle East regions. Undocumented Indonesian Migrant Workers are often those who depart through non-procedural channels, or who live and work beyond the permits granted by their work visas (Muthia, 2019). Factors such as strict immigration requirements, high formal recruitment costs, and pressing economic needs encourage many workers to seek employment opportunities through unofficial channels or even with the help of syndicates that promise fast-track employment without requiring complete documents. This undocumented status makes migrant workers highly vulnerable to exploitation and abuse, both by illegal recruitment agents and employers in the destination country (Novia & Djelantik, 2024). Due to their illegal status, many migrant workers are reluctant to report if they face ill-treatment, such as salary deductions, excessive working hours, or even physical violence. The inability to access legal protection makes these undocumented migrant workers easily exploited by criminal networks, including human trafficking, modern slavery, or forced labor in illegal industries.

Furthermore, economic pressures and social isolation can push some undocumented Indonesian Migrant Workers into criminal activities as a means of survival. Without access to formal employment and adequate social support, some of them may be trapped in jobs in the dark sector or even criminal industries, such as drug trafficking or forced prostitution, either directly as perpetrators or in the position of victims who are forced to participate (Novia & Djelantik, 2024). In this context, the link between undocumented status and the risk of involvement in crime becomes even more apparent.

It should be noted that involvement in criminal activities is not due to the free will of migrant workers, but rather as a result of situations that do not allow them to get decent employment options. This phenomenon indicates the importance of more effective supervision of labor migration, as well as cooperation between countries to eradicate illegal routes that often exploit migrant workers. In addition, improvements in recruitment procedures and enforcement of legal protections for migrant workers, both documented and undocumented, are essential to prevent migrant workers from falling into situations of exploitation and involvement in criminal activities.

The phenomenon of undocumented migrant workers refers to the presence of individuals working in a destination country without official permission or documentation, such as a work visa or a valid contract. This condition is common in various countries, including in regions such as Malaysia, the Middle East, and the United States. Many migrant workers choose to work without official documents due to various factors, such as difficult and expensive legalization processes, strict immigration regulations, or urgent economic needs. However, this condition creates significant vulnerabilities for migrant workers and is often associated with an increased risk of involvement in criminal activities, either as victims or perpetrators.

Undocumented migrant workers often do not have access to adequate legal protections, which makes them more vulnerable to exploitation, such as human trafficking or modern slavery (Novia & Djelantik, 2024). Criminals, including human trafficking syndicates, often take advantage of these migrant workers' vulnerabilities to recruit them illegally with promises of safe and lucrative jobs (Mantouvalou, 2023). Unfortunately, many of these workers end up being victims of abuse, forced to work in poor conditions, or even employed in illegal industries such as drug trafficking or forced prostitution. According to studies on irregular migration, undocumented migrant workers have a harder time getting legal assistance and are vulnerable to the threat of deportation, which often makes them afraid to report to the relevant authorities if they experience violence or fraud (Hadjicostandi & Khan, 2007).

On the other hand, economic constraints and social isolation can also push some undocumented migrant workers to engage in criminal activities as a means of survival. In conditions without social and economic support, some migrant workers may turn to work in the informal sector or even illegal activities to meet their daily needs (KP3AI RI, 2018). In many countries, the presence of undocumented migrant workers is often associated with petty crime or other illicit activities as a result of the limited life options they faced.

3.3. Social and Legal Issues Experienced by Migrant Workers

Migrant workers experience problems in understanding legal issues related to work with their employers. The low legal literacy of migrant workers in their work relationships is a factor in the decline of migrant workers. Through Open Education and Distance Learning¹ is considered appropriate to meet the expectations of this migrant worker. The utilization of innovative learning models with easy access to wide-ranging education can be done through the open-distance teaching and learning process (Kementerian Ketenagakerjaan (Kemenaker), 2019). Through the use of distance learning platforms, students are required to be independent and responsible in the teaching and learning process (Chusna, 2019).

The effectiveness and sustainability of the legal literacy program for Indonesian Migrant Workers is highly dependent on the suitability of the curriculum, delivery system, professionalism of managers and tutors, adequacy of infrastructure and affordability of education costs, are some of the determinant factors that influence. To produce the effectiveness and sustainability of the legal literacy education program for migrant workers, the basis for its management and implementation must be based on the strength of resource

utilization and internal cooperation as well as external partnership networks in overseeing the management and implementation of this literacy program. The strategy for developing and strengthening the capacity of legal literacy education programs for migrant workers requires the accuracy of innovation in the utilization of various delivery platforms such as MOOCS ((Massive Open Online Courses)) and the MBKM (Merdeka Belajar Kampus Merdeka) scheme. The utilization of various resources, platforms and education program schemes including methods and media in the teaching and learning process as interactive learning models will have an impact on the sustainability of the education program (Udin, 1992).

4. Conclusion

Based on the study conducted, it shows that the problems faced by Indonesian Migrant Workers in Malaysia are related to various complex factors, one of which is the economic factor and is related to wages that are much higher when compared to the Indonesian Migrant Workers area of origin. However, the major challenges that arise due to the high number of Indonesian Migrant Workers in Malaysia are closely related to legal protection, social adaptation, and low legal literacy. Data shown by BP2MI shows that many Indonesian Migrant Workers do not use legal channels when looking for work in Malaysia, this is certainly detrimental to them because the legal protection aspect of Indonesian Migrant Workers is weakened due to actions that do not comply with Malaysian government regulations. This shows that the legal literacy of Indonesian Migrant Workers is still low, as well as social adaptation in different environments.

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