



Anticipating the Escalation of Foreign Workers after the Enactment of the Job Creation Law: Indonesia Legal Perspective

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Abstract

The phenomenon in the era of globalization has a significant impact in all countries resulting in population migration in the form of labor movement between countries and the flow of foreign labor migration. The purpose of this research is to investigate the presence of foreign workers in Indonesia, to review the legislation before and after the adoption of the Job Creation Law, and to increase the quantity and quality of the resources of foreign labor inspectors. The research method used is a qualitative approach and is descriptive analysis, doctrinal legal research with regard to the existence of foreign workers in a legal perspective through library research by emphasizing secondary data sources. The results of the study found that the presence of foreign workers is very much needed in Indonesia for the transfer of knowledge and transfer of skills, and the implication is that comprehensive legislation must be available in accordance with the constitution, the 1945 Constitution related to labor in order to protect foreign workers and workers. local work and the need for recruitment, training and development programs to increase the quantity and quality as well as the professionalism of foreign labor inspectors.

Keywords: foreign workers; Indonesia; Job Creation Act; the 1945 Constitution; foreign labor inspectors.

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1. Introduction

Globalization is a very complex phenomenon, and Clark and Knowles (2003) in [1] state that there are three general factors identified related to the conceptualization of globalization as follows: (a) integration of national phenomena / regionally into the world sub-system; (b) the process by which this integration occurs; and (c) mechanisms that facilitate integration, by transmitting influence from one location to another. thus revealing the Complex nature of globalization. The development of globalization has led to the movement of capital and investment flows to various parts of the world. This results in population migration in the form of movement of labor between countries, namely the flow of foreign labor migration. The movement of foreign workers takes place due to investments made in other countries, and generally requires direct supervision by the owner / investor. The magnitude of global migration flows is difficult to ascertain and is a phenomenon in all countries and has a significant impact on the flow of foreign labor migration. In the economic field, globalization is not only characterized by the liberalization of trade, services, investment, and capital, but also the emergence of transnational movements of people, resulting in intense competition for labor [2]. In the era of globalization, quality human resources, reliable and professional workforce in their fields are needed. Manpower as a human resource has a very strategic role and position because many organizations innovate in the face of global market conditions that are rapidly changing in the era of globalization [3]. Policies, strategies and actions related to the quality of human resources can be carried out through human resources development programs as follows: increasing knowledge, skills, motivation and commitment, networking and mastery of information technology are very important to be implemented nationally in order to translate and ensure values, goals, and national development goals [4]. Human Resources Development is a series of systematic activities to enrich employees with skills, knowledge and experience (improving performance) to fulfill what is needed now and in the future to achieve goals including: organizational development, career development, training and development [5]. According to [6], institutions and laws to achieve cooperation among receiving, source, and transit countries are still in their early stages because the World Trade Organization only monitors the movement of goods around the world and the International Monetary Fund only monitors global capital movements, but no comparable institutions regulating the movement of people, a lack of shared understanding between countries, or experts on the costs and benefits of freer or stricter immigration policies. This is what prompts countries everywhere to recognize the need for greater harmonization of policies and approaches due to the surge in international migration [6]. A review of basic principles and legal policies related to employment covering international human rights and the economy in the form of labor laws, including laws against discrimination, dismissal, working time, wages, collective consultation and bargaining, union membership and industrial action, to demonstrate these interactions [7]. One of the efforts to finance development that is being carried out in Indonesia is to attract foreign investment to Indonesia, and in general it is simultaneously followed by the entry of foreign workers into Indonesia. The use of foreign workers in Indonesia, even though it has been strictly regulated in legislation, still raises problems, namely the tendency to increase in violations of statutory regulations. According to data from the Ministry of Manpower, it was noted that the foreign workers (TKA) who caught violations reached 1,521 workers throughout 2018. This number increased 290% from the previous year which was only 390 workers. Cases of violations by foreign workers in Indonesia are as follows:

- (1). Working in Indonesia without having a Permit to Employ Foreign Workers (*Izin Menggunakan Tenaga*

Kerja Asing - IMTA), which reaches 1,237 workers and is the most compared to other cases; (2). The second largest case of violation of foreign workers is abuse of office involving 104 workers. Due to the violation of foreign workers, 1,511 workers were ordered to leave the work location and 11 workers were given immigration recommendations [8]. Then, another problem with foreign workers is the large number of foreign workers who are unskilled labor or do not have skills / skills (unskilled labor), especially from China, which contradicts labor regulations that require foreign workers to have education and potential certification. However, the government itself tends not to question this because of the cooperation between the Government of Indonesia and the Government of China regarding turnkey projects. According to Cova & Holstius (1993) in [1], the notion of a turnkey project is a type of collaborative arrangement in which the company handles all operations and details for host country clients, especially by building complete facilities and ready to operate which is specially designed to realize within a certain period of time a specific asset for the client.. According to Jumarsa (2018) in Nurhidayati, 2019: 247) [9], a turnkey project can be interpreted as a receiving contract, where the work contract, costs and workers come from an investor country and the Indonesian side just needs to receive the results. According to Balitbang Hukum and HAM (2017) in Jazuli (2018: 93) [10]. The factors that cause the rise of foreign workers (TKA), especially from China, include: (a). The openness factor for investment in Indonesia. As we know, currently Indonesia is actively developing, and there are government programs in the context of accelerating development so as to bring in investors in one package with its workforce (from top managers to workers); (b). Visa-free policy factor. With the opening of entrances for foreigners without visas (169 countries), many of them go to Indonesia, and have an impact on increasing immigration violations; (c). Enforcement of the ASEAN Economic Community. This led to the opening of boundaries between countries (border less) and an increase in the arrival of foreign workers. Although, if viewed from the background and the basis for using foreign workers in Indonesia, it is to increase domestic investment, expand employment and transfer technology and education for Indonesian workers (Syahmardan, 2020) [11]. But on the other hand, the problem of foreign workers in Indonesia has caused a commotion in the community because there are still many local workers who have not had job opportunities, and the supervision of foreign workers has not been maximized by the Foreigner Supervision Team (Tim Pora) through law enforcement, both giving administrative sanctions to companies. those who commit violations, investigate and investigate criminal acts as well as return (deportation) of foreign workers (Ombudsman of the Republic of Indonesia, Press Release, 26/04/2018) [28]. Thus, the critical issue in this research is that laws and regulations must be applied consistently, supervision of the use of foreign workers in Indonesia must be carried out more intensely and effectively, as well as the importance of efforts to improve the quality and quantity as well as the professionalism of labor supervisors. foreign employment through recruitment, training and development programs.

1.1. Statement of the problem

The increasing number of foreign workers entering Indonesia is due to the government's program to accelerate economic development and to increase domestic investment, but on the other hand it has an impact on the tendency of immigration violations by foreign workers. Violations related to residence permits, destination of arrival, and others are also increasing and tend to be increasing at this time. In this regard, the researcher formulates the problems in this study as follows: how are the presence of foreign workers in Indonesia, how are the laws and regulations on foreign workers in Indonesia before and after the adoption of the Job Creation Law,

and how are efforts to increase quantity and quality. the resources of foreign labor inspectors in Indonesia.

1.2. General Objective

- a. Investigate the presence of foreign workers in Indonesia.
- b. Reviewing the laws and regulations regarding foreign workers in Indonesia before and after the adoption of the Job Creation Law
- c. Increasing the quantity and quality of foreign labor inspectors in Indonesia

2. Methods

The research method used by researchers is descriptive with a qualitative approach. As with the opinion of Bogdan and Taylor in [12]. which states that the qualitative method is a research procedure that produces descriptive data. The typology of this research is descriptive analysis which aims to describe, inventory, and analyze the actual conditions of the object under study, according to the actual situation in the present [13]. regarding the existence of foreign workers in Indonesia from the immigration perspective through library research by emphasizing secondary data sources [14]. This research is included in the type of doctrinal legal research, because what it examines are legal doctrines, principles and legal principles both written in books and judges' decisions in court [15,16].

3. Discussion and Results

3.1. Investigate the presence of foreign workers in Indonesia

The existence of foreign workers in a country, including Indonesia, generally has two points of view. The first point of view, the presence of foreign workers in Indonesia will provide benefits to the countries visited. The presence of foreign workers can have other positive impacts such as the transfer of knowledge, learning of modern (international) work culture and opportunities to become world class workers and will be an incentive to compete. This will encourage the government and society to be more motivated to: (a). improve the quality of human resources, education, and create new jobs; and (b) improving competence in order to compete with foreign workers. Whereas the second point of view is the opposite, the presence of foreign workers will be an obstacle to the absorption of local labor and can result in turmoil in society, for example increasing unemployment, increasing capital outflows, cultural factors that are not in accordance with local traditions / norms, and etc. But the reality in Indonesia is that 87 percent of the total working population has a high school level education and below where 39 percent has primary school education, so it is necessary to encourage the creation of new jobs, especially in the labor-intensive sector [17]. This is why some types of work that require the use of high technology or special skills cannot be fulfilled and carried out by local workers so that foreign workers are urgently needed. With a total population of around 260 million people, Indonesia is the fourth most populous country in the world (after China, India and the United States) with a young population because about half of Indonesia's total population is under 30 years of age [18]. According to the Indonesian Central Statistics Agency (2018), the total population of Indonesia with an age range of 15-39 years reaches 39.96% of the total population. This means that the contribution of the millennial generation in shaping the structure of the

population of productive age is quite high, where from 67.59% of the population of productive age, around 59.93% are millennials, and this condition indicates a demographic bonus [19]. Based on data from the Ministry of Law and Human Rights of the Republic of Indonesia, it was noted that the number of foreign workers in Indonesia in 2020 reached 98,902 people. Of these, 36.17 percent were foreign workers from China with a total of 35,781 people. Chinese Foreign Workers ranked first, followed by Japan with 12,823 people, South Korea 9,097, India 7,356 people, Malaysia 4,816 people, Philippines 4,536 people, the United States 2,596 people, Australia 2,540 people, Britain 2,176 people, Singapore 1,994 people and 15,187 from several countries .) [20] as follows:

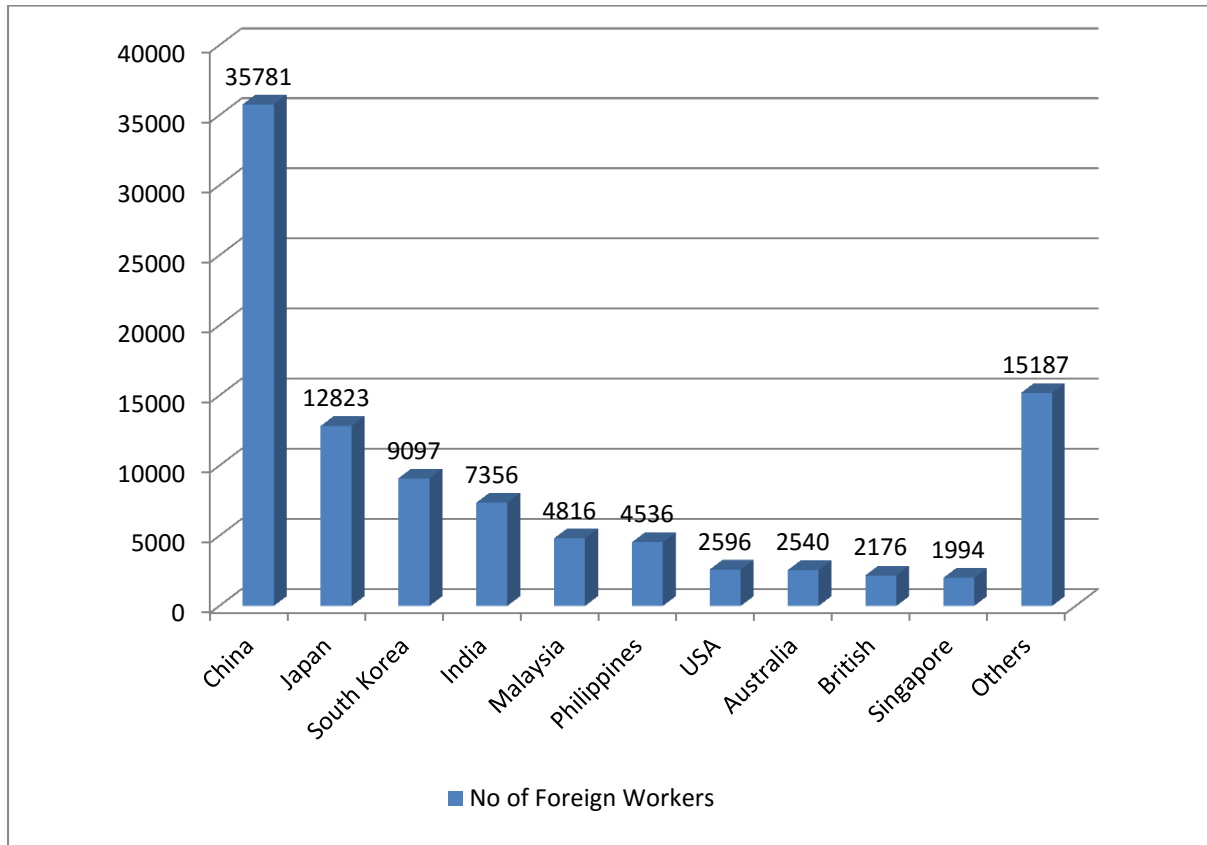


Figure 1: Number of Foreign Workers in Indonesia in 2020

Source: Secondary data, 2020 (processed)

In the largest economy in Southeast Asia, Indonesia is a country that has a large workforce in the productive age category, which is quite high, amounting to 67.59% of the population of productive age, and this potential will continue to grow to be even greater in the future. Every year there are about 2.9 million new working age population, young people who enter the labor market. So that the need for new jobs is very urgent, especially in the midst of a pandemic, there are approximately 6.9 million unemployed and 3.5 million workers affected by Covid-19 [17]. If the analysis is related to the total number of foreign workers in Indonesia compared to the Indonesian population under 30 years of age, the potential workforce (assumed to be full employment) is half of the total population of around 260 million people, i.e. 130 million, then the number of foreign workers is still

very low, around 0.076%. Thus, the Indonesian government is expected to be able to formulate strategies and policies and to have comprehensive legislation based on the constitution to anticipate the escalation of the influx of foreign workers in the face of the labor free market, legal protection for both foreign workers and local workers after the passage of the Copyright Law. Work in Indonesia is in accordance with the constitution. The Constitution, Article 28D paragraph (2) of the 1945 Constitution [21] states that: "Everyone has the right to work and to receive fair and proper compensation and treatment in a work relationship". Then, the 1945 Constitution Article 28G paragraph (1) and (2) states that: (1). Everyone has the right to protection of himself, family, honor, dignity and property under his control, and to the right to feel safe and protection from the threat of fear to do or not do something that is a human right; (2) Everyone has the right to be free from torture or treatment which degrading human dignity and is entitled to obtain political asylum from other countries. Meanwhile, the 1945 Constitution Article 28I paragraph (1) and (2) of the 1945 Constitution states: (1) Right to life, right not to be tortured, right to freedom of thought and conscience, right to religion, right not to be enslaved, the right to be recognized as a person before the law, and the right not to be prosecuted based on retroactive law are human rights that cannot be reduced under any circumstances; and (2). Everyone is free from discriminatory treatment on any basis and has the right to receive protection against such discriminatory treatment.

3.2. Reviewing the laws and regulations regarding foreign workers in Indonesia before and after the passage of the Job Creation Law

The government considers it necessary to regulate the use of foreign workers in Indonesia based on statutory regulations in order to accelerate economic development. In this case the government is of the opinion that it is important to enact legislation as a legal umbrella to attract foreign investment followed by the entry of foreign workers. The legal regulation that existed before the adoption of the Job Creation Law was Law No.13 of 2003 concerning Manpower (UUK) [22]. The government considers that the UUK tends to be less than optimal and not adaptive to the objectives and strategies for accelerating economic development in order to improve a conducive investment climate in Indonesia. Therefore, on November 2, 2020, Law No. 11 of 2020 on Job Creation was signed by the President of the Republic of Indonesia Joko Widodo which contains 11 clusters summarizing 1,244 articles [23]. The Job Creation Law aims to encourage Indonesia to enter the group of developed countries by changing and simplifying regulations and bureaucracy, rearranging several regulations in one law, the omnibus law especially related to licensing so that there is no more overlapping and uncertainty of rules, and the hope is that investment climate conditions can be more conducive to increasing productivity and new jobs [24]. While the substance of this law is related to licensing where the government wants no more overlapping and regulatory uncertainty so that it will be able to encourage economic growth, build a more conducive investment climate, increase productivity and open up new jobs [25]. The rules for the use of foreign workers in Indonesia prior to Law No.11 of 2020 concerning Job Creation (UUCK) were regulated in article 42 to article 49 of Law Number 13 of 2003 concerning Manpower (UUK). Then, the rule was amended in Article 81 point 4 of the Job Creation Law so that there were several changes with regard to the use of foreign workers (TKA) in Indonesia, the easier it was to realize the objectives and substance of the Job Creation Law as follows:

Tabel 1: Legal Review on the Use of Foreign Workers in Indonesia in Manpower Law and the Job Creation Law

No	Regulation	Legal Review on the Use of Foreign Workers in Indonesia	
		Law Number 13 of 2003 concerning Manpower Law	Law No 11 of 2020 concerning Job Creation Law
1	Foreign Worker Permit	Foreign Workers are required to have a written permit from the minister or related official. This provision is in Article 42 Paragraph (1). A number of permits are regulated in Presidential Regulation Number 20 of 2018, including Limited Stay Visas (<i>Visa Tinggal Terbatas</i> or Vitas), Plans to Use Foreign Workers, and Permits to Use Foreign Workers	Facilitated foreign labor permits only need to have a plan for the use of foreign workers (<i>Rencana Penggunaan Tenaga Kerja Asing</i> or RPTKA). The following amendments to Article 42 Paragraph (1) are: "Every employer who employs foreign workers is obliged to have a plan to employ foreign workers which is legalized by the Central Government".
2	Written permits are made easier for positions of directors, commissioners, and foreign shareholders	Written permits are made easier only for diplomatic and consular employees as regulated in Article 42 Paragraph (3) of Law No.13 of 2003. The regulations regarding the use of Foreign Workers in Article 42 of Law No.13 of 2003 are as follows: (1) Every employer who employs foreign workers must have a written permit from the Minister or an appointed official; (2) Individual employers are prohibited from employing foreign workers; (3) The obligation to have a license as referred to in paragraph (1), does not apply to representatives of foreign countries who employ foreign workers as diplomatic and consular employees; (4) Foreign workers can be employed in Indonesia only in an employment relationship for a certain position and for a certain time; (5) Provisions regarding certain positions and certain times as referred to in paragraph (4) shall be stipulated by a Ministerial Decree; (6) Foreign workers as referred to in paragraph (4) whose working period has expired and cannot be extended can be replaced by other foreign workers.	It is expanded and not only does not require written permission, there are even a number of positions that do not need to have a plan for the use of foreign workers (<i>Rencana Penggunaan Tenaga Kerja Asing</i> or RPTKA), such as directors, commissioners, or shareholders.
3	Detailed rules regarding the Plan for the Use of Foreign Workers (<i>Rencana Penggunaan Tenaga Kerja Asing</i> or RPTKA)	Detailed rules regarding the Plan for the Use of Foreign Workers (<i>Rencana Penggunaan Tenaga Kerja Asing</i> or RPTKA) are regulated in Article 43 of Law No.13 of 2003 concerning Manpower. The information that needs to be included includes, among other things, the reasons for the use of foreign workers, the position or position of foreign workers in the company structure, the working period, to the appointment of foreign workers and Indonesian citizens as companions.	Detailed rules regarding the Plan for the Use of Foreign Workers (<i>Rencana Penggunaan Tenaga Kerja Asing</i> or RPTKA) are deleted.
4	Foreign Workers are	Regulated in Article 46 paragraph (1) of Law 13/2003 on Manpower: "Foreign	Foreign Workers are prohibited from occupying personnel positions

	prohibited from holding personnel positions	workers are prohibited from occupying a position that deals with personnel and / or certain positions ”.	removed.
5	Provisions regarding positions and competency standards	Provisions regarding positions and competency standards are regulated in Article 44 of Law No.13 of 2003.	Provisions regarding positions and competency standards are removed.
6	Foreign workers	This provision is regulated in Article 48 of the Manpower Law. The content of the regulation: "Employers who employ foreign workers are obliged to return the foreign workers to their country of origin after their employment relationship ends".	The company requirement to repatriate foreign workers is abolished.

Source: Secondary data, 2020 (processed)

Based on table 1 above, there are several rules in the UUK relating to the rules for the use of foreign workers in Indonesia that have been amended and deleted in the UUCK. According to the government, these changes and deletions are aimed at simplifying the laws and regulations on the use of foreign workers in Indonesia. On the other hand, efforts to increase the quantity and quality of human resources, foreign labor inspectors are increasingly needed after the UUCK is approved by the government. The urgency of this effort is aimed at anticipating the escalation of foreign workers associated with an intense and effective supervisory system through increasing the quantity and quality of human resources, supervisory staff for foreign workers. This aims to ensure that the presence of foreigners in Indonesia has activities that are beneficial to the national economy, and on the other hand it also does not disturb the stability of state security (see Center for the Study of State Administration System and State Administrative Law / Deputy for Policy Studies / Indonesian State Administration Institute, kompasiana.com/ 23 October 2018) [26].

3.3. Increase the quantity and quality of the resources of foreign labor inspectors in Indonesia

The use of foreign workers (TKA) in Indonesia really needs to be paid attention by business actors, especially foreign investors who will enter Indonesia. Along with its development, regulations regarding foreign workers have also undergone changes, with the passing of Law No.11 of 2020 concerning Job Creation. The use of foreign workers requires sustainability in terms of information in order to avoid all technical and legal problems that may result in losses for business actors and the foreign workers employed [27]. . This is very important to be understood and followed by foreign investors, who have and will enter Indonesia and the public in general related to the use of foreign workers as regulated in the laws and regulations in force in Indonesia. Then, the problem related to foreign workers in Indonesia is the inadequate supervision of foreign workers by the Foreigner Supervision Team (*Tim Pengawasan Orang Asing - Tim Pora*) through law enforcement, both giving administrative sanctions to companies that commit violations, investigating and investigating criminal acts and repatriating (deportation). against foreign workers [28]. For example, the Pora Team's supervision has not been maximal, including the Pora Team's indecisiveness regarding violations that occurred in the field. This is due to several factors as follows: (a). limited number of human resources (HR) or supervisory staff who have not

reached the Regency / City level; (b). budget constraints; and (c) weak coordination between central and regional agencies (see Ombudsman of the Republic of Indonesia, Press Release, 26/04/2018) [29]. Therefore, the government is expected to improve the quality of human resources through training programs to operationalize the rules contained in Law no. 13 of 2003 concerning Manpower Article 1 number 32 and Presidential Regulation Number 21 of 2010 [30]. about. Labor Inspection Article 1 point 1. According to these two regulations, labor inspection is defined as the activity of supervising and enforcing the implementation of laws and regulations in the manpower sector [22,30]. The output of the training program for foreign workers is expected to increase supervision of the presence of foreign workers in a more integrated, ICT-based manner so that in their duties they can carry out coaching, prevention, enforcement and enforcement of norms for the use of foreign workers according to their respective duties and functions. Then, in the guidebook issued by the International Labor Organization (Year not mentioned, p.9) states that labor inspection is a public function of labor administration that ensures the application of labor laws in the workplace [31]. Meanwhile, the main role of labor inspection is to convince social partners of the need to comply with workplace laws and their shared interests in this regard, through preventive and educational measures, and where necessary law enforcement (see handbook issued by International Labor Organization, year not specified: 9) [31]. According to the Regulation of the Minister of Manpower of the Republic of Indonesia Number 33 of 2016 concerning Labor Inspection Procedures Article 3 paragraph (2) states that the function of labor inspection is to: (a). Ensuring labor law enforcement; (b). Providing information and technical advice to entrepreneurs and workers / laborers regarding matters that can guarantee the effectiveness of the implementation of labor laws and regulations; and (c) Collecting information regarding work relations and conditions of employment in the broadest sense as material for the preparation or improvement of labor laws and regulations [32]. Furthermore, according to the Regulation of the Minister of Manpower of the Republic of Indonesia Number 33 of 2016 concerning Labor Inspection Procedures Article 2 paragraph (1) and (2) related to the process of implementing labor inspection carried out on the basis of the following principles: (1) Labor inspection is a state function in labor law enforcement, and (2) The Labor Inspection as referred to in paragraph (1) shall be implemented based on the principles of:

- a. Public services, namely dealing with problems and challenges faced by Workers / Laborers and Entrepreneurs;
- b. Accountability, namely the Labor Inspector must be civil servants who are free from outside influences and their actions and performance can be accounted for;
- c. Efficiency and effectiveness, namely the Labor Inspection must set priorities for maximizing performance;
- d. Universality, namely universal labor inspection services that cover all sectors of economic activity;
- e. Transparency, namely Workers / Laborers, Entrepreneurs and other stakeholders are provided with information about the authorities, duties and functions of the Labor Inspection service;
- f. Consistency and coherence, that is, the Labor Inspector is given the same guidance, is coherent and consistent in carrying out their duties; www.peraturan.go.id 2016, No.1753 -7-
- g. Proportionality, i.e. law enforcement is proportional to the seriousness of the violation and the potential risks to OSH;
- h. Equality, namely equal protection for all Workers / Laborers guaranteed by law;

- i. Cooperation, namely the Labor Inspector working with other organizations and institutions to ensure the implementation of labor law in the company; and
- j. Collaboration, namely Labor Inspectors must collaborate with employers, workers / laborers and their organizations at the national, regional and company levels [32]

Based on the various descriptions above, it can be interpreted that the supervision of foreign workers aims to be able to anticipate future problems. supervise and repair the place when the deviation is discovered by making corrections directly before the deviation occurs too far, and evaluating the presence of foreign workers. Therefore, efforts to improve the quality of foreign workers' supervisory resources are a very strategic agenda because recruitment, training and development programs play an important role in every organization.

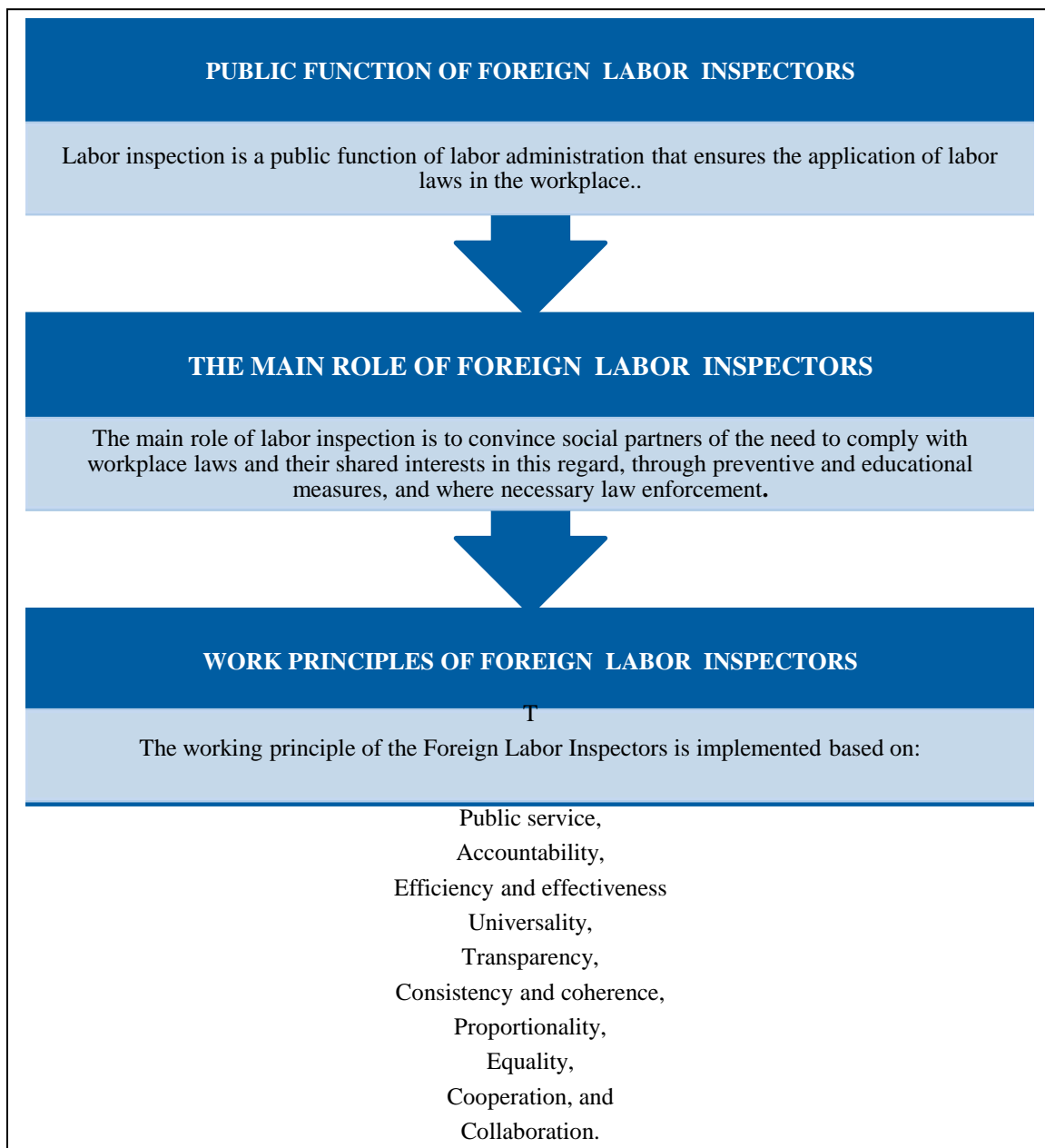


Figure 2: Skills and Competency Development Training for the Foreign Labor Inspectors

This can be done to increase the quantity and quality of foreign workers' supervisors, namely the skills and competencies as well as the professionalism of foreign labor inspectors as shown in figure 2 below.

Recruitment, training and development programs to increase the quantity and quality of foreign labor supervisors can be carried out continuously and continuously to improve their professionalism and performance. The recruitment program is carried out to provide for the shortage of supervisors for foreign workers who are currently considered not running well, tend to be not optimal at the city / district level in Indonesia. Meanwhile, training and development programs are carried out by placing more emphasis on the area of know-how related to the functions, main roles and working principles of foreign labor inspectors. Then, the scope of training and development materials to improve the quality and professionalism of foreign workers supervisors includes: (a) soft-skills development; (b). personality development; (c). interpersonal relationships; (d). problem solving techniques; (e). managerial and supervisory; (f). quality improvement program; (g). technical process; (h). quality loop program; (i). time management skills; (j). employee efficiency development programs; (k). violence prevention program; (l). compliance with regulations; (m). goal setting and program implementation; (n). workplace safety management; (o). workplace communication, and so on [33]. Thus, the recruitment, training and development program for foreign labor inspectors is needed to be able to improve and develop skills and competencies as well as professionalism in carrying out their duties after the enactment of the Job Creation Law in Indonesia.

5. Conclusions

Based on the results of this study, it is found that the presence of foreign workers in Indonesia in addition to having activities that are beneficial to the national economy, and on the other hand also does not disturb the stability of state security. With the changes and deletions aimed at simplifying the laws and regulations regarding the use of foreign workers in Indonesia, efforts are needed to improve the quality of human resources, especially foreign labor inspectors. The results of this study find problems with regard to the supervision of foreign workers in Indonesia. considered not going well, the supervision of foreign workers has not been maximized by the Foreigner Supervision Team (Tim Pora) through law enforcement, both giving administrative sanctions to companies that commit violations, investigating and investigating criminal acts and repatriating (deportation) of foreign workers. This is because the quantity and quality of foreign labor inspectors tends to be not optimal so that a recruitment, training and development program must be implemented in order to increase the availability of the number of foreign labor inspectors and improve their quality and professionalism in carrying out their duties, roles and work principles..

6. Recommendations

The Indonesian government must have a strategy and policy to make comprehensive laws and regulations in order to protect both foreign workers and local workers in the era of globalization and the free market and after the adoption of the Job Creation Law to anticipate the escalation of the rapid flow of foreign workers entering Indonesia Then, the aspect of supervision of the presence of foreign workers must be carried out intensely with the aim of making preventive efforts and anticipating problems of foreign workers that may occur through

supervision and evaluation as well as conducting recruitment and training programs and continuous and sustainable development of labor supervisors. foreign work. This aims to improve the quality and professionalism associated with the functions, main roles and working principles of foreign labor inspectors.

7. Conflicts of Interest

The author stated that there was no conflict of interest in this study.

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