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Prevention Efforts of the Manpower and Transmigration Office for Non-Procedural Migrant Workers in North Central Timor Regency

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ABSTRACT
The purpose of this study is to analyze the prevention efforts of the Manpower and Transmigration Office against non-procedural migrant labor in North Central Timor Regency. observation and documentation. The results of this study show that preventive efforts emphasize the importance of education, socialization, and supervision at the community level to prevent migrant workers from engaging in non-procedural work. Adaptation efforts focus on the reintegration of migrant workers into society through economic, social, and new skills support so that they can actively participate in the community and improve their quality of life in a sustainable manner. The general conclusion of these three focuses is that the handling of non-procedural migrant workers requires a holistic and sustainable approach, which includes prevention, handling, and empowerment efforts. The preventive approach aims to prevent the occurrence of cases of non-procedural migrant workers by educating and raising awareness at the community level. The curative approach focuses on the restoration and protection of the rights of migrant workers through legal assistance, psychological support, and skills training. Meanwhile, the adaptive approach helps migrant workers reintegrate into society with social and economic support that allows them to live more stable and productive lives.

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INTRODUCTION

According to Veronika Putri.et al. in their book entitled *The Long Journey of Migrant Worker Protection in Southeast Asia in 2020,* it is explained that since the era of colonialism, the movement of people across borders from one country to another, even between continents has been common. This phenomenon is driven by the natural nature of humans to meet their needs both from economic, social, cultural and psychological aspects. Needs are vital, so humans will use various ways to meet their needs. If these needs cannot be met in the area where they live, it can cause pressure that encourages the desire to meet these needs elsewhere.

The theory of need and pressure is one of the theories that reveals why a person travels. This theory is the basis for the argument for the occurrence of population movement or migration, because there are driving factors from the country of origin and attracting factors from the destination country. Non-Procedural Migrant Workers are Indonesian citizens who work abroad without going through the correct procedures. These incorrect procedures can be in the form of falsifying documents, falsifying data, or providing incorrect information to go abroad. Labor migration with the large demand for the global market due to globalization, requires prevention for non-procedural migrant workers because it is closely related to relations between countries.

According to Amir Syarifudin Kiwang in the Journal "*NTT Provincial Government Policy of Handling and Protection of Indonesian Migrant Workers*", explained that Indonesian migrant workers who depart abroad legally/officially, there are also those who depart in an illegal/non-procedural way. They are the ones who usually cause many problems or problems due to incompleteness of documents or other problems.

According to the explanation of the NTT Provincial Kopnakertrans, legal/non-procedural migrant workers are triggered by five (5) things, including: *First,* illegal migrant workers are recruited illegally by brokers, which is certainly with lure. *Second, the* illegal migrant workers initially departed legally but after being in the country of placement, they fled so that they became illegal migrant workers. *Third,* the migrant workers themselves initially departed legally but were involved in crime while abroad. *Fourth,* the migrant workers themselves departed legally, but when the employment contract was extended, they did not go through the procedures so that they became illegal. *Fifth,* the migrant worker has a *bad record* and has been blacklisted from the country but seeks re-entry into the country. This then requires policy intervention by the government, especially the provincial government of East Nusa Tenggara in handling migrant workers, so that Indonesian migrant workers from NTT can get good and decent protection.

This phenomenon has different impacts in each country. For sending countries, the impact that arises is that high rates of unemployment, poverty and school dropouts create a large number of low-skilled workers who are looking for work. This is due to the lack of jobs in the sending country, thus encouraging workers to look for work abroad. In the following, the researcher presents data on procedural migrant

workers in North Central Timor Regency in 2021-2023.

Table 1. Data of Migrant WorkersProcedural (Legal)North Central Timor Regency in 2021- 2023

and	Year	Quantity
1	2021	154
2	2022	194
3	2023	256

Source: DisnakertransKab. TTU, 2024

Based on table 1.1, the number of procedural migrant workers in North Central Timor Regency has increased every year. In 2021, there were 154 procedural migrant workers. This number increased to 194 in 2022 and continues to rise to 256 in 2023. This increase shows that there is an improvement in the recruitment process of migrant workers in accordance with legal procedures recognized by the government. This also reflects the effectiveness of the efforts of the Manpower and Transmigration Office in educating the public and strengthening regulations and supervision of migrant workers.

The phenomenon that occurs in the North Central Timor Regency area is the lack of job provision, the large number of school dropouts, the lack of skilled labor and low household financial income. This encourages non-procedural migrant workers to work abroad. The factors that encourage non-procedural migrant workers in TTU Regency are the number of brokers or agents who open recruitment with the attraction of making it easier for people who want to work abroad, usually brokers come to villages to look for workers who want to work with cheap fees because they do not need to take care of documents such as passports, visas, and insurance so as to speed up and shorten the procedural stages that migrant workers must go through to go abroad, economic inequality factors and difficulty in getting a decent job, limited access to information and education related to how to migrate abroad, the rampant invitation of friends or illegal recruiting agents, the lure of wealth and higher wages than in Indonesia and the lack of Status Public education, along with the workforce is not well trained and does not understand their rights so that it is easy to exploit.

Some of the problems experienced by non-procedural migrant workers from TTU Regency. Therefore, the North Central Timor Regency government through the Manpower and Transmigration Office has taken several strategic steps to prevent non-procedural migrant workers. The preventive efforts carried out are as follows: First, socialization about migrant workers in accordance with the correct rules, Second, Notification by mail to each sub-district and villages in the TTU Regency area, Third, conducting training for legal migrant workers. The following is data on non-procedural migrant workers in North Central Timor Regency in 2021-2023.

Table 2. Data Migrant Workers Non-Procedural (Illegal) North Central Timor Regency Year2021-2023

Yes	Year	LabourMigrantsMale	LabourMigrant Women	Quantity
1	2021	-	5	5
2	2022	4	5	9
3	2023	10	5	15
Total		14	15	29

Source: Disnakertrans Regency TTU, 2024

Based on table 2, the number of non-procedural (illegal) migrant workers in North Central Timor Regency increased from 2021 to 2023. In 2021, there were 5 female migrant workers without male migrant workers. The following year, the number of non-procedural migrant workers increased to 9 people, consisting of 4 men and 5 women. In 2023, there was a further increase with a total of 15 non-procedural migrant workers, namely 10 men and 5 women. Overall, in the three-year period, there were 29 non-procedural migrant workers with a composition of 14 men and 15 women. The North Central Timor Regency Manpower and Transmigration Office made various efforts to prevent non-procedural migrant workers, which included increasing public awareness, providing Training and economic empowerment, as well as cooperation with relevant agencies for supervision and law enforcement. These efforts aim to protect would-be migrant workers from exploitation and ensure they receive protection and appropriate rights when working abroad.

Table 3. Problems of non-procedural migrant workersYear 2021-2023

Yes	Year	Died		Deported		Imprisoned		Intercepted at the Airport/Port/ Waters	
		L	P	L	P	L	P	L	P
1	2021	2	-	2	-	-	1	-	-
2	2022	3	1	2	-	1	-	-	2
3	2023	4	1	6	3	-	-	-	-

Source: Disnakertrans Regency TTU, 2024

Based on table 3, the most frequent problems experienced by non-procedural migrant workers are deportation, with a total of 13 cases (10 men and 3 women) over a three-year period. The second problem that often occurs is death, with a total of 11 cases (9 men and 2 women). Other problems such as being imprisoned and intercepted at airports/ports/waters are relatively few, with the category having only 2 cases.

These data show that non-procedural migrant workers face significant risks, including loss of life and forced repatriation. Further prevention and protection efforts are needed to reduce the number of non-procedural migrant workers and improve their safety and well-being.

Based on the above background and the problems experienced by non-procedural migrant workers from TTU Regency. So the researcher submitted a research with the title: "Efforts to Prevent the Manpower and Transmigration Office Against Non-Procedural Migrant Workers in North Central Timor Regency".

LIBRARY OVERVIEW

ConceptEffort

According to Hartono, an effort is a conscious effort made to find the best way to change something for the better. (Hartono, 2010: 171). Meanwhile, according to Oktavia, 2013 in his research journal revealed that, Preventive/Preventive Efforts is an effort made by individuals to prevent something unwanted from occurring. Preventive, etymologically, comes from the Latin *praventire* which means to come before/anticipate/prevent from happening. In a broad sense, preventive is defined as an effort deliberately made to prevent the occurrence of disturbances, or losses for a person.

According to Team Compiler of the Ministry of National Education (2008:1787) Effort is an effort, intellect or effort to achieve a goal, prevent problems, find a solution and so on. It can be concluded that effort is an effort that is carried out with the intention of being motivated so that all existing problems can be solved properly and can achieve the expected goals.

According to Poerwadarminta (2006:1344), "Effort is an effort to convey intentions, intellect and effort. Effort is everything that is striving for something so that it can be more useful and successful in accordance with what is intended, the purpose and function as well as the benefits of a thing are carried out".

According to Surayin (2001:665) reveals that effort is effort; intellect; effort (to achieve something). In every effort made by a person, it aims to prevent something that is considered unnecessary or disturbing so that a solution can be found.

Types:

1. Preventive efforts have a connotation, namely something that is a problem or something that is trying to be prevented. As for something in question, it contains dangers both for the personal and global spheres.
2. Curative efforts are efforts that aim to guide a person back to their original path, from being a problem person to someone who can solve problems and be free from problems. This effort also seeks to build a person's sense of confidence so that they can socialize with their environment.
3. Adaptation efforts are efforts that try to help create adjustments between a person and their environment so that there can be compatibility between a person's personality and his environment.

From the above conclusion that it is an effort to do something in order to be more effective and successful in accordance with the purpose, purpose and function as well as the benefits of a thing is carried out.

ConceptPrevention

Prevention is an action taken to prevent, hinder or hold something from happening (Adawiah, 2015). According to Oktavia, 2013 in His research journal revealed that preventive efforts are an effort made by individuals to prevent something unwanted from happening. Preventive, etymologically, comes from the Latin praventire which means to come before/anticipate/prevent from happening. In a broad sense, preventive is defined as an effort deliberately made to prevent disturbance, damage, or loss for a person.

The prevention carried out by the Manpower and Transmigration Office in North Central Timor Regency includes: Re-checking the documents required to become a PMI, Conducting socialization to sub-districts, Collaborating with other agencies that are members of the PMI prevention task force, Monitoring BLT and PT PerekrutPMI, Conducting training to improve human resources. In its implementation, the North Central Timor Regency Directorate of Transmigration has made efforts to prevent it well before, during and after the process of departure to become a PMI. However, various obstacles cause the efforts made not to run as planned (Triputro, 2023).

Migrant WorkersNon-Procedural

Migrant workers are also included migrant workers who are not in accordance with existing procedures or are called illegal, non-procedural migrant workers. The *International Organization of Migration* (IOM) defines this type of migrant worker as a movement that is carried out outside the norms or rules imposed by the recipient country or country of origin. From the perspective of the destination country, this activity is the process of entering, staying and working without being in accordance with the established immigration policy (*International organization of migration*). Wei san loh (2019) classifies procedural migrant workers into four forms:

1. Those who enter illegally without using official passports, travel documents or appropriate entry and residence permits.
2. People who enter procedurally but are not allowed to work include people who do not meet the procedures as migrant workers, use a visit visa but then settle and change employers and also those who use tourist or student visas.
3. *Overstays* are people whose residence permit or work permit has expired but does not immediately leave the country after the validity date of the visa or residence permit.
4. Then the last form is refugees, whether they have legal status as refugees or not (Loh et al., 2019).

According to Law No. 18 of 2017 article 1 number 2, migrant workers are any Indonesian citizen who will, is or has done work by receiving wages in the territory of the Republic of Indonesia.

Requirements (In accordance with Article 5 of UUNO 18 of 2017) :

1. Minimum age 18 years old
2. Possessing Competence,
3. Physicaland Spiritual Health
4. Registered and have Social Security number,
5. Have the required complete documents

There are several literature reviews that researchers conduct as a first step to understand the context and framework of the research before exploring further the problems that will have been researched. Thus, there are several previous researchers who have discussed related to Non-Procedural migrant workers.

RESEARCH METHODS

This research uses a qualitative descriptive research method. According to Sugiyono (2011**),** the qualitative research method is a research method based on *the philosophy of post-positivism*, used to research on the condition of natural objects, where the researcher is the key instrument, data source sampling is carried out *purposively* and *snowball sampling*, collection techniques by *tri-angulation* (combined), data analysis is inductive or qualitative, and the results of this research emphasize meaning more than generalization.

Focus Research to describe the government's prevention efforts in non-procedural migrant workers, using Surayin's (2001: 665) theory of three variables which include: preventive efforts, curative efforts, and adaptation efforts. Data sources, research informants include: Head of the Manpower and Transmigration Office, Staff/Employees of the Manpower and Transmigration Office, Victims of non-procedural workers., Tapen Bikomi Foundation, and Migrant Worker Management.

The The documents contained in this study are in the form of written notes as obtained from: documents that have already been used as one of the reference sources, so that they can obtain records related to research such as general images related to Prevention Efforts of the Manpower and Transmigration Office of Non-Procedural Migrant Workers in North Central Timor Regency. The data collection techniques used are through the results of: observation, interviews, and documentation. The data analysis techniques used in this study are Miles and Huberman's interactive models which include: data collection, data reduction, data presentation, and data conclusions.

RESEARCH RESULTS

OverviewOverview

The North Central Timor Regency Nakertrans Office has a vision, namely "The Realization of Optimal Services in the Field of Manpower and Transmigration". In order to achieve the expected vision, the Manpower and

Transmigration Office has the following missions:

1. Encourage the creation of jobs and business opportunities.
2. Encourage the creation of harmonious industrial relations.
3. Encouraging the realization of a better quality of life for Transmigration residents and the community.

PresentationDataFocus

Preventative Efforts

Preventive efforts have the connotation of a problem or something that is trying to be prevented. The thing in question contains both personal and global risks. Preventive measures include continuous monitoring of processes and adjustments of systems to prevent problems before they occur in both personal, professional, and organizational contexts, and often involve sacrifice, discipline, and perseverance to achieve desired results.

From this statement, the researcher conducted an interview with the Head of the Labor and Transmigration Office of North Central Timor Regency represented by the Head of P2K and PKK.According to the Mother, what cases have often happened to non-procedural migrant workers in TTU Regency in recent years?

"The most common cases are undocumented migrant workers, the salary given is not in accordance with the workload and the lack of knowledge or special skills in accordance with the work being done". (Interview results, Tuesday, July 16, 2024 at the North Central Timor Regency Manpower and Transmigration Office).

According to you, what are the solutions for non-procedural migrant workers when they experience problems?

"The solution we provide is to collaborate with the Indonesian Embassy and companies that employ migrant workers who have died to be repatriated to the time of origin and repatriation (deportation) for migrant workers who do not have official documents". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency). According to you, what preventive efforts have been made to reduce the number of non-procedural migrant workers in Central Timor Regency? "The efforts we make are to provide socialization every year, especially in villages with a large number of migrant workers in TTU district, provide education and training, distribute brochures to the community and form a Task Force in villages in the TTU regency area". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency).

The researcher also conducted an interview with Mr. Jose SoaresRego, S.Sos as a functional official/introduction to the work of young experts with the question "According to Mr. What are the cases that often occur and how to overcome the problems in TTU Regency for non-procedural migrant workers in recent years"? The existence of cases called TTPO that are rampant in TTU is attributed to the absence of complete documents, facilitated by brokers so that they are not known by the government of the Manpower and Transmigration Office in North Central Timor

Regency. The way to overcome the problem of migrant workers is to form a task force in accordance with the Decree of the Regent of TTU No. 164/KEP/HK/IV/2022". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency).

The researcher also conducted an interview with Mrs. Mawar Suriani Pohan as the chairperson of the Tapen Bikomi Foundation with the question How does the Tapen Bikomi Foundation collaborate with Disknakertrans in an educational program to prevent non-procedural migrant workers?

"One of the partners of the task force for the prevention and control of human trafficking crimes in North Central Timor Regency where the daily service is the Nakertrans Service in the task force functions as a collaborator and coordinates in TTPO activities, both victims in carrying out socialization activities and so on". (Interview results, Wednesday, July 17, 2024 at the Tapen Bikomi Foundation).

Does the Tapen Bikomi Foundation have a special initiative in disseminating information about the risks of becoming a non-procedural migrant worker?

"Yes, the institution has regular activities and continues to provide related activities *Human Trafficking* by doing Socialization and technical assistance Regarding the formation Cluster tasks, the formation of regional action plans, and village head regulations always collaborate with local governments in North Central Timor Regency and in other districts that cooperate with Tapen Bikomi. The Tapen Bikomi Foundation also collaborates with the Immigration office regarding the existence of procedural migrant workers and non-procedural migrant workers entering Timor Leste". (Interview results, Wednesday 17 July 2024 at the Tapen Bikomi Foundation).

The researcher also conducted an interview with Mr. Laurentius Eno as the administrator of migrant workers with the question: What are the preventive measures that have been taken by the Manpower and Transmigration Office to reduce the number of procedural migrant workers in TTU Regency?

"The importance of working as a procedural person where our rights are given, non-procedurally the percentage is rather difficult. Holding counseling and education programs for the community related to the consequences of becoming a non-procedural migrant worker, as well as information about official procedures and applicable regulations in the recruitment and placement of workers". (Interview results, Thursday, July 18, 2024 in Letmafo Village, Insana Tengah District, North Central Timor Regency).

In line with the study on preventive efforts carried out by the Manpower and Transmigration Office against non-procedural migrant workers in TTU Regency, based on data in the *2022–2023 Manpower Information Booklet,* it is known that the number of non-procedural labor placements continues to increase. This condition encourages the Task Force (Satgas) to increase prevention efforts as stipulated in the Decree of the Regent of North Central Timor Number 164/KEP/HK/IV/2022 concerning the Establishment of the Anti-Trafficking in Persons and the Prevention and Handling of Prospective Indonesian Workers or Problematic/Non-Procedural Indonesian Workers in TTU Regency in 2022, which stipulates the duties and functions of the Task Force in preventing non-procedural placement of workers.

Curative Efforts

Curative efforts are efforts that aim to guide a person back to their original path, from being a problem person to someone who can solve problems and be free from problems. This effort also seeks to build a person's sense of confidence so that they can socialize with their environment. Social protection for non-procedural migrant workers is very important to ensure that their welfare and rights are met, especially when they are in vulnerable situations. From this explanation, the researcher conducted an interview with Mr. Jose SoaresRego, S.Sosselaku, a functional officer/introduction to the work of young experts with the question: According to Mr. What solutions are provided to non-procedural migrant workers when they experience problems/problems that occur? "The importance of providing easy access to legal assistance and psychological or social counseling is very important, especially to overcome Problem such as abuse or exploitation by employers or employers, as well as the need for effective monitoring mechanisms and protection of their rights, including law enforcement against violations that occur against them, must be ensured". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency).

According to you, how does the community respond to the handling of non-procedural migrant worker cases by the Manpower and Transmigration Office?

"Public responses related to non-procedural migrant workers in providing support for efforts to strengthen policies and better implementation and address the problem of non-procedural migrant workers. They may appreciate concrete steps taken to improve access to health services, education, training, and legal aid for migrant workers." (Interview results, Tuesday, July 16, 2024 at the North Central Timor Regency Manpower and Transmigration Office).

The researcher also conducted interviews with Victims of Non-Procedural Migrant Workers with the question How to handle the victims of non-procedural migrant workers?

"The labor office or related institutions usually receive reports and complaints from migrant workers who are victims of exploitation or abuse. This can be done through hotlines, public service offices, or through aid organizations that work with migrant workers. However, we as non-procedural migrant workers when we leave are not in accordance with the existing rules, so we do not get legal protection from the Manpower Office." (Interview results, Thursday, July 18, 2024 in Letmafo Village, Insana Tengah District, North Central Timor Regency).

What are the obstacles that you face in the handling process? "Victims of non-procedural migrant workers often face significant psychological and social distress due to their experiences. The labor office or related agencies may need to overcome these challenges in providing holistic assistance and supporting the recovery process." (Interview results, Thursday, July 18, 2024 in Letmafo Village, Insana Tengah District, North Central Timor Regency).

The researcher also conducted an interview with Mrs. Mawar Suriani Pohan as the head of the Tapen Bikomi Foundation with the question What is the role of the Tapen Bikomi Foundation in providing psychological support and rehabilitation for returning non-procedural migrant workers?" Tapen Bikomi in collaboration with the Manpower and Transmigration Office provides data related to migrant workers who return or have problems, their stay is canceled, that's where one of *the assessments was carried out* where they went down to the location and received assistance in the form of psychological support and were taken to the social service to be accompanied because they have a psychologist who can help and recover these workers." (Interview results, Wednesday, July 17, 2024 at the Tapen Bikomi Foundation).

Can you give an example of a case where the TapenBikomi Foundation has succeeded in helping non-procedural migrant workers through curative efforts? "One example of the Tapen Bikomomi FoundationTransmigration canceling non-procedural migrant workers who want to enter Timor Leste to work there and then checking only passports while work visas are not available so that assistance is carried out by being given directions and socialization related to the correct procedures". (Interview results, Wednesday, July 17, 2024 at the Tapen Bikomi Foundation).

In connection with this description, the researcher presented data in the form of table 7 on data related to the resolution of problematic labor in North Central Timor Regency, with the following description:

Table 7. Data on Solving Problematic Labor (Non-Procedural) in TTU Regency in 2021-2023

Yes	**Year**	**TypeProblem**	**Gender:**		**Returned from the Country**
			L	P	
1	2021	Passed away	-	2	Malaysia
		Deported because no Have official documents	-	2	Malaysia
		Imprisoned because no Have official documents	-	1	Nigeria
2	2022	Passed away	3	1	Malaysia
		Deported because no have Official documents	-	2	Malaysia
		Intercepted at ports/airports (Waters Sumatra)	-	2	Malaysia
		ABKwho was imprisoned for not having official documents	1	-	São Paulo
3	2023	Passed away	4	1	Malaysia
		Discharged due to illness	-	1	Malaysia
		Deported because no Have official documents	6	3	Malaysia

Source: Nakertrans OfficeTTU Regency, Year 2024

Based on table 7, it can be explained that the number of illegal workers in 2021-2023 originating from TTU Regency was 29 non-procedural migrant workers.

Then, the non-procedural labor candidates were canceled, because they did not have complete documents and under the guise of wanting to visit family in the destination area, but after being interrogated by the task force team they were unable to provide complete information.

EffortAdaptation

Efforts that seek to help create adjustments between a person and his environment so that there can be a compatibility between a person's personality and his environment. This includes the ability to adapt to changes in the weather, social environment, or economic conditions. From this explanation, the researcher conducted an interview with Mr. Jose SoaresRego, S.Sos as a functional officer/introduction to the work of young experts with the question: Do you think there are any trainings conducted by the Manpower and Transmigration Office for non-procedural migrant workers? "Economic Development Training This program aims to empower migrant workers with the knowledge and skills necessary to start small businesses or support local economic initiatives in their home countries after returning. The purpose of the training is to improve the skills, welfare, and socio-economic integration of non-procedural migrant workers so that they can improve living conditions them". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency).

The researcher also conducted interviews with victims of non-procedural migrant workers with the question "In your opinion, is the effort made by the agency sufficient in helping victims of non-procedural migrant workers to adapt back to the community? "Assisting victims in building supportive social networks and communities, so that they feel more connected and integrated back into their social environment as well as holding programs or activities that introduce or remind victims of local culture and values, helping them adjust to the new environment after returning". (Interview results, Tuesday, July 16, 2024 at the North Central Timor Regency Manpower and Transmigration Office).

What are your expectations for the agency related to efforts to prevent the handling of non-procedural migrant workers in the future? "My hope is for the development and expansion of reintegration programs for non-procedural migrant workers returning to their homeland, including in terms of providing new skills, psychological support, and social reintegration". (Interview results, Tuesday, July 16, 2024 at the Manpower and Transmigration Office of North Central Timor Regency).

The researcher also conducted an interview with Mrs. Mawar Suriani Pohan as the chairperson of the Tapen Bikomi Foundation with the question of what programs does the Tapen Bikomi Foundation offer to assist non-procedural migrant workers in adaptation after returning to their home areas?

"The institution provides business capital by providing capital and building stalls, cattle and has expertise in weaving is given weaving yarn and the results are sent to the gallery of the Tapenbikomi Foundation by marketing the weaving products for local food processing such as chips and sold to the nearest stalls". (Interview results, Wednesday, July 17, 2024 at the Tapen Bikomi Foundation). What are your expectations for the relevant agencies regarding efforts to prevent and handle non-procedural migrant workers in the future?

"It is the hope of us at the Tapen Bikomi foundation that migrant workers will follow the existing procedures in terms of preparing files so that they are free from bad actions, as well as improving education and providing information to migrant workers before they leave abroad, including about their rights, risks that may be faced, and the resources available to get the necessary assistance". (*Interview results, Wednesday, July 17, 2024 at the Tapen Bikomi Foundation*).

The researcher also conducted an interview with Mr. Laurentius Eno as a migrant worker administrator with the question What are the types of training or economic empowerment programs provided by the Manpower and Transmigration Office for non-procedural migrant workers returning to their hometowns?

"Non-procedural migrant workers also received training from BP3MI which was carried out at the grandroyal hotel and we also invited perindokop in yarn dyeing training budgeted from village funds and customs from Atambua who surveyed the training and there was an increase in what was obtained from the training so that non-procedural migrant workers who wanted to return to the workplace where they had been previously no longer wanted because they were already at home and could get wages from the work done." (Interview results, Thursday, July 18, 2024 in Letmafo Village, Insana Tengah District, North Central Timor Regency). How is the Manpower and Transmigration Office ensuring that non-procedural migrant workers return should Adapt and start a new life well? "There have been many in Letmafo village surveyed, there have been changes that have returned and some have not where the workers who have returned already have capital and built stalls, providing re-education programs or skills training to help Workers migrants equip themselves with the latest skills or job market needs in their country of origin". (Interview results, Thursday, July 18, 2024 in Letmafo Village, Insana Tengah District, North Central Timor Regency).

There are adaptation efforts to adjust the conditions of the workforce carried out by the TTU Regency Manpower and Transmigration Office by opening up the creation of new business entrepreneurship which can be seen in table 8 as follows:

Table 4. Data New Entrepreneurship Creation in District TTUT 2024

Yes	**TypeEntrepreneurship**	**LocationActivities**	**Number of WorkforceWork**
1	Workshop	KelurahanKefamenanuTengah	10
2	LivestockPigs	VillageOesoko	20
3	Ikat Weaving	Tuabatandan Villageand Oenak	30

		Village	
4	LivestockGoat	Maubesi Village	10
5	LivestockChickenCut	Tapenpah Village and Oesena Village	30
6	Beauty Salons	KefaSelatan Village and T'eba Village	20
7	Sewing	Benpasi Village	20
Total			140

Source: Nakertrans OfficeTTU, 2024

Based on table 4, it can be explained that there is a new entrepreneurial training program for non-procedural migrant workers who have been repatriated to the TTU Regency area. The creation of the new business is packaged as a program, namely a program to increase and expand employment opportunities with post-placement workforce empowerment activities. The training for the workforce includes training activities: workshops, pigs, slaughtered chickens, goat farms, ikat weaving, beauty salons, and sewing. The source of funds is from the TTU Regency regional revenue and expenditure budget.

DISCUSSION

Based on the results of research in the field regarding the Prevention Efforts of the Manpower and Transmigration Office for Non-Procedural Migrant Workers in North Central Timor Regency, in this case it can be related to the theory of preventive efforts according to Surayin (2001:665) where there are 3 indicators, namely:

Preventative Efforts

Preventive efforts are steps taken to prevent problems from occurring in dealing with non-procedural migrant workers before they arise. According to Surayin (2001), preventive efforts have a connotation, namely a problem or something that is trying to be prevented. The thing in question contains a danger both for the personal and global scope.

Based on the results of research conducted by the researcher based on several studies on research informants, with various parties in North Central Timor Regency (TTU), it can be concluded that the problem of non-procedural migrant workers is still a serious issue in this region. Cases such as workers without official documents, and lack of skills for the workforce often occur. To deal with this problem, the Manpower and Transmigration Office and non-governmental institutions have taken a number of preventive measures. Preventive efforts include annual socialization in villages with the highest levels of migrant workers, education and skills training for prospective migrant workers, and the establishment of task forces (Satgas) at the village level.

In addition, there is also collaboration with the Embassy and companies to handle cases of deportation or repatriation of migrant workers who experience problems. The government and organizations such as the Tapen Bikomi Foundation play an active role in raising public awareness about the risks of becoming non-procedural migrant workers through education and socialization programs.

Squirting

According to *Centers for Disease Control and Prevention* (CDC) :D natural environmental safety and health context, curative efforts involve actions to overcome and reduce the impact of events or conditions that have already occurred. Minister of State Surayin (2001), stated that curative efforts are efforts that aim to guide a person back to their original path, from being a troubled person to someone who can solve problems and be free from problems. This effort also seeks to build a person's sense of confidence so that they can socialize with their environment. From Results The study concludes that curative efforts for non-procedural migrant workers are essential in guiding them back on the right path and helping them to be free from the problems they face. This process includes not only legal and social assistance but also psychological support to restore confidence and social skills. In addition, social protection is a priority to ensure that the rights of migrant workers, especially non-procedural ones, can be protected. Especially in 2024 Transmigration Office and Manpower can only supervise and educate workers in TTU Regency, due to budget limitations. Although Thus, The Transmigration and Manpower Office remains present in each sub-district government and village government together with BPD to record non-procedural workers who have worked outside the region or abroad to regulate administration, especially TTU residents so that they can have procedural administration.

EffortAdaptation

According to Surayin (2001), it is stated that adaptation efforts are efforts that try to help create adjustments between a person and his environment so that there can be a compatibility between a person's personality and his environment. In the theory, adaptation efforts also explain how the process by which the organization develops in the organizational environment in order to achieve goals and achieve common interests within the scope of the organization.

Based on the results of the research, it was found that there is a new entrepreneurship training program for non-procedural migrant workers who have been repatriated to the TTU Regency area. The creation of the new business is packaged as a program, namely a program to increase and expand employment opportunities with post-placement workforce empowerment activities. The training for migrant workers by carrying out training activities: workshops, pigs, slaughter chickens, goats, ikat weaving, beauty salons, and sewing. The source of funds is from the regional revenue and expenditure budget of TTU Regency. The Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number PER.07/MEN/IV/2008 concerning Labor Placement is mentioned in Article 1: Labor placement is a service process to job seekers to obtain jobs and employers in filling job vacancies in accordance with talents, interests, and abilities. Local Work Between Jobs, hereinafter referred to as AKL, is the placement of workers between districts/cities in 1 (one) province.

a) Inter-Regional Employment, hereinafter referred to as AKAD, is the placement of inter-provincial labor within the territory of the Republic of Indonesia.

b) Inter-State Employment, hereinafter referred to as WILL, is the placement of workers abroad.

Based on the descriptive data in the study, and the data obtained from the TTU Regency Manpower and Transmigration Office, the researcher can conclude that adaptation actions, both from the government through the Manpower and Transmigration Office and from non-governmental institutions such as the Tapen Bikomi Foundation, are very important to ensure that non-procedural migrant workers can adjust well after returning to their homeland. Skills training, business support, and social reintegration are steps that play a role in improving their lives in a sustainable manner. These efforts are the foundation for migrant workers to build a new life and avoid returning to non-procedural migrant workers.

CONCLUSION

Based on the results of research carried out by researchers regarding Prevention Efforts of the Manpower and Transmigration Office in North Central Timor Regency, it can be concluded that:

1. Preventive efforts involve active socialization in villages, education, training, and sharing of information related to the risks of non-procedural work. The establishment of task forces in villages serves as supervisors and informants to reduce the number of non-procedural migrant workers and improve protection for them.
2. Curative efforts include legal assistance, psychological support, and skills training for migrant workers. Community involvement and cooperation with government agencies and non-governmental organizations, such as the Tapen Bikomi Foundation, play an important role in the recovery and empowerment process of non-procedural migrant workers facing various issues.
3. Adaptation efforts focus on providing skills training, social support, and economic empowerment for migrant workers. This support helps them reintegrate into the community and improve their well-being. With the development of more comprehensive programs and improved education, it is hoped that the reintegration process for non-procedural migrant workers can be more effective and they can live better and productive lives in the future.

ADVICE

Based on the results of the research and discussions that have been carried out by the Researcher, the researcher has suggestions related to efforts to prevent labor and transmigration in North Central Timor Regency, namely:

1. For the Manpower and Transmigration Office in North Central Timor Regency, integrated cooperation between agencies, especially for prospective non-procedural migrant workers, needs comprehensive handling and requires cross-sectoral handling and involves all relevant agencies, both the Manpower and Transmigration Office, law enforcement officials, in this case, all legal professionals, and others. One-stop service pattern and simplifying administration for

prospective migrant workers who will work abroad will at least lead to the rampant exchange of non-procedural migrant workers. As well as making a North Central Timor Regency Regional Regulation to bind and provide strict sanctions to brokers and people who are desperate to depart through non-procedural routes.

2. For the public, they should not easily believe in the seduction of brokers with the lure of high salaries, and be more active in seeking information about jobs both at home and abroad through trusted agencies or legal entity distribution companies.
3. The need for socialization about labor laws to communities in villages and prospective workers.

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