

DYNAMICS OF INDONESIAN LABOR COOPERATION RELATIONSHIP WITH SAUDI ARABIA

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Abstract

Each country will meet each other and work together to meet the needs of their respective countries. In bilateral relations, Indonesia cooperates through an agreement on the protection and placement of domestic sector workers between the Republic of Indonesia and the Kingdom of Saudi Arabia with an effort to agree on a moratorium on sending Indonesian Migrant Workers (PMI) to Saudi Arabia. The problem discussed in this study is the relationship between Indonesia and Saudi Arabia regarding the protection and legal remedies for Indonesian workers in Saudi Arabia. This research uses normative juridical mode. Methods of collecting information from books, magazines and the internet such as relations between Indonesia and Saudi Arabia. The results show that the governments of Indonesia and Saudi Arabia have agreed on a Memorandum of Understanding (MoU) on the placement and protection of Indonesian Migrant Workers in Saudi Arabia. The effect of the signing of this Memorandum of Understanding is to guarantee the protection of the rights and welfare of Indonesian Migrant Workers who work there.

Keywords: Indonesian Migrant Workers, Saudi Arabia, Cooperation, Memorandum

1. Introduction

1.1 Background

Diplomatic relations between Indonesia and Saudi Arabia have developed for a long time and have given rise to many forms of cooperation that were inseparable in the past by Indonesia, the country with the largest Muslim population with around 13% of the world's Muslim population. Although officially Indonesia is not a Muslim country. The interaction model between the two relations has also developed over a long period of time, where the actors in the bilateral relationship are not only the governments of Indonesia and Saudi Arabia or G to G (government to government), but also institutions, especially non-governmental organizations and organizations. International

Diplomatic relations between Indonesia and Saudi Arabia officially established on November 21, 1947 or 8 Muharram Hijriah 1867, because at that time the Kingdom of Saudi Arabia recognized the independence and sovereignty of the Republic of Indonesia and agreed to establish diplomatic relations. relations between the two countries. In 1955, Saudi Arabia opened an embassy in Indonesia located in Batavia. At that time, not only Saudi Arabia, but Iran and Pakistan both had embassies in Indonesia. It was not until 1964 that Indonesia opened an embassy in Saudi Arabia, which is located in Jeddah. The Embassy of the Republic of Indonesia was moved from Jeddah to Riyadh on September 29, 1985 (P.Salih,2007). By establishing cooperation in the fields of religion, culture and politics, the relationship between the two countries is further strengthened. This is confirmed by mutual understanding in matters of bilateral and international relations, which underscores the desire of the two countries to cooperate in the fields of economy, tourism, investment, energy, transportation, and employment. (Gunawan,2021).

The desire to improve relations between the two countries was emphasized by the second Joint Commission Session held on 30-31 August 2008, a bilateral forum to discuss various issues related to the events of the two countries, where representatives of the two friendly countries agreed to hold an annual meeting. This year is a year of further expansion of cooperation in the fields of employment, protection of workers' rights, population, economy and trade, investment, hajj and umrah, grants and wakaf, immigration, health, tourism, aviation and industry. (Ministry of Religion, 2015). The purpose of this article is to find out the cooperation between Indonesia and Saudi Arabia in the field of employment.

1.2 Research Question

The research questions:

- a. To find out. Indonesia-Saudi Arabia Labour Cooperation
- b. Relations between Indonesia and Saudi Arabia in the Placement of Indonesian Migrant Workers
- c. Legal Protection of Indonesian Migrant Workers in Saudi Arabia
- d. Legal Settlement Efforts for PMI (Indonesian Migrant Workers) in Saudi Arabia

1.3 Purpose and Objective

Destination this research for researchers is to understand the actual conditions in the field, as a reference for further research, and researchers can improve their knowledge and skills, the ability of researchers to conduct discourse analysis in news reporting.

2. Literature Review

2.1 International Communication

Relations between nations have been going on for a long time, and this relationship takes place between nations in a place called society. Early primitive relationships have taken more modern forms. This relationship arises because humans are essentially social beings who cannot fulfill their own needs and need other people. Likewise, countries need each other. The state also has economic, political, social, cultural, defense and security responsibilities and others. In each of those countries there are areas where the government is there to control everything.

A country must have at least state elements such as people and territories, government and recognition of other nations. It is impossible to meet all the needs of a nation alone, so countries need other countries to make international policies. First, relations between nations arise from contacts and reciprocal relations between the nations of the world on political issues such as economics, ecology, social and culture. In this study, the international relations referred to are bilateral relations, including the Memorandum of Understanding between Indonesia and Saudi Arabia in the employment cooperation program between Indonesia and Saudi Arabia. The combination of these factors makes the author use the theory of international relations to develop this research.

2.2 International Cooperation

International relations and cooperation arise because the conditions and needs of each country are different, but the opportunities and potentials are not the same. This allows a country to need resources and needs that exist in other countries. International cooperation will be of paramount importance to ensure that these measures are supported and implemented in an orderly manner and that their benefits are enhanced to promote friendship and mutual understanding among nations. (Zulkifli, 2012).

Cooperation can also occur as actors coordinate their behavior in response to choices made by other actors or to anticipate their actions. Cooperation can occur during the actual negotiation process or because the parties understand each other that negotiation is not necessary.

According to KJ Holst in the book "International Politics, Table Analysis, Volume II" translated by M. Tahrir Azhari, international cooperation can be defined as follows:

- a) An idea involves two or more interests, values, or goals and can result in several promotions or achievements together.
- b) The perspective or hope of a nation that the policies set by other nations will help the country achieve its interests and values.
- c) Some arrangements or transactions between two or more countries take advantage of common interests or conflicts of interest.

d) Formal or informal rules about future events to fulfill a contract or cooperation agreement

e) Transactions between countries to fulfill their agreement (Holsti, 2008).

International Cooperation is also a relationship between countries for the sake of national interest. International cooperation includes the established rules, principles, norms and decision-making procedures that govern the activities of international governments. Moreover, the countries that carry out international cooperation all have the same goals or interests, because cooperation without equality is impossible (Injaya, 2013).

Cooperation is needed if the estimated benefits outweigh the benefits. Therefore, the success of the partnership can be measured by comparing the benefits obtained with the number of results obtained. The essence of cooperation lies in achieving goals. The ultimate goal of being a means of cooperation is determined by the main interests of each partnering party (Holsti, 2008).

Then, international cooperation is carried out not only between individual countries, but also between countries that rely on international organizations or institutions.

According to Muhadi Sugiono, several factors must be considered in international cooperation;

a. The state is no longer an exclusive subject in International Politics, but is only part of a political, military, economic, and cultural network with economic actors and civil society.

b. Cooperation International is no longer determined solely by the interests of each participating country, but also by international organizations, because international organizations are often not only able to manage multi-stakeholder interests whose forms are different from the interests of Member States but also determine their own interests. (Arumsari, 2014).

International cooperation can be carried out within the framework of multilateral, regional and bilateral relations. Multilateral relations are cooperative relations between one country and several countries in a group or organization, such as OPEC and WTO. Regional relations are cooperative relations between countries in certain regions, such as ASEAN and AFTA. Bilateral relationship is a concept in international relations, it is more complex, carries and includes more meaning in the dynamic aspects of international relations. The concept of bilateral relations is used to enhance cooperation between the two countries in the fields of economy, politics, culture, and security, as well as to utilize authority to achieve national goals. International cooperation reaches and develops national goals of the two countries.

3. Research Method

Method has a double meaning of the word method and logic. Method means doing something systematically or regularly, but logically means knowledge according to the principle of reason. Method is the science of doing something systematically. Research is important for the development of science and technology and aims to verify and develop existing knowledge (Suharismi Arikunto, 2006).

In this study, the researcher decided to take a normative legal approach. Legal access refers to existing statutory regulations, while normative access to library

materials both from secondary data sources and examples is often referred to as a legal research library (Soekanto, 2014).

4. Results and Discussions

4.1 Indonesia Indonesia-Saudi Arabia Labor Cooperation

Cooperation between Indonesia and Saudi Arabia must include international (bilateral) cooperation between the two countries, whose cooperation is in the form of a bargaining cooperation agreement. Bargaining cooperation is an agreement between individuals and groups to exchange goods and services. Practiced as a cooperative process that provides equal benefits for both parties.

In addition, there is another additional note from this research, the term Indonesian Migrant Worker was changed to "expatriate/worker" in 2017. According to the then Minister of Manpower M.hanif Dhakiri, the name change was expected to better serve Indonesian citizens abroad and more appreciated. Because Indonesian Workers are often called Indonesian Migrant Workers (PMI), especially Indonesian

Migrant Workers (PMI) in Hong Kong. Even though many Indonesians work as doctors, nurses, and other professional occupations. That's why, this name change indicates that Indonesian citizens working abroad are not only assistants but many have professional professions. With the change of name, it is hoped that there will be value for Indonesian migrant workers abroad to not belittled.

- a. The first reason is free time.
- b. The second reason is the high population but lack of job opportunities.
- c. The third reason is to maintain internal political and economic stability.
- d. The fourth reason is that the income of Indonesian Migrant Workers generated abroad is one of the pillars of development, especially in underdeveloped areas where Indonesian Migrant Workers originate.

Based on the historical condition of the workforce in Saudi Arabia, there are at least four reasons why the Indonesian state cooperates with Saudi Arabia. The first reason is the demand for labor in the domestic sector in Saudi Arabia. The ongoing oil boom in Saudi Arabia, has resulted in economic development, technology and modernization, demanding that imports require a lot of labor, while the workforce in Saudi Arabia, which is the majority of unskilled workers, does not meet the modernization that is developing in Saudi Arabia., create a shortage of manpower in Saudi Arabia and choose foreign workers from various developing countries, including Indonesia. Another reason is that the Asian workforce, including Indonesia is ruthless, disciplined, cheaper and more efficient, for employers and the domestic sector in Saudi Arabia (Khaitam, 2014).

4.2 Relations between Indonesia and Saudi Arabia in the Placement of Indonesian Migrant Workers

Indonesia's high population growth has resulted in fewer job opportunities at home, leading some to seek higher employment opportunities abroad. In 2012, according to the Indonesian Migrant Worker Protection Agency, there were 3,998,592 million Indonesian workers working abroad with a total of 1,427,928 million Indonesian workers in Saudi Arabia.

Many Indonesian citizens who work abroad have legal problems in the countries where they work, such as Saudi Arabia. Since 2013, the National Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI) has processed 12,270 cases of Indonesian migrant workers, of which the majority of 6,516 cases and 3,720 cases were resolved in Saudi Arabia. Various efforts have been made by the Indonesian government to overcome this problem, one of which is by establishing bilateral cooperation with Saudi Arabia (Dhiu and Kusuma, 2021).

In 2011, the Indonesian government imposed a moratorium on sending Indonesian Migrant Workers to Saudi Arabia due to the difficulty of protection measures and to build more labor cooperation and protective relations with workers between the Indonesian government and the Saudi Arabian government. However, after the moratorium was used, a number of Indonesian immigrants remained entangled in the judicial process, they were still executed on death row in Saudi Arabia, due to the weak treatment and supervision of the Indonesian government. Some of the factors why Indonesia's position in negotiating with Saudi Arabia is weak

- a. Correspondence written by Indonesia's highest actor, namely the president, was not taken seriously, only the king of Saudi Arabia was received several times;
- b. Indonesia still has a death penalty system, so Saudi Arabia also believes that Indonesia also violates human rights and legally, Indonesia does not have an extradition treaty with Saudi Arabia;
- c. Saudi Arabia believes that Indonesia is more dependent on Saudi Arabia because it has to send workers, pilgrims for Hajj and Umrah, oil and gas from Saudi Arabia and so on.
- d. Many Indonesian immigrants are ensnared by law in Saudi Arabia, especially domestic workers, because the Saudi public trust in Indonesian Migrant Workers is still low and underestimated. (AI Salih & Nasution, 2020).

After various efforts to overcome these problems, the Indonesian government signed a memorandum of understanding with Saudi Arabia on February 19, 2014, which contained an agreement on the placement and protection of Indonesian citizens in the domestic sector. This Memorandum of Understanding was signed by the Indonesian delegation, namely Muhaimin Iskandar and the Saudi Arabian delegation, namely Adel M. Fakieh based on good relations and cooperation between the two countries in various other fields and at the will of the parties. increase cooperation and enthusiasm in the field of utilization of the two countries with the principle of mutual benefit and respect for justice.

In addition, the signing of this Memorandum of Understanding aims to protect the rights of Indonesian workers and employers, as well as to protect the rights and interests of both countries. This Memorandum of Understanding entered into force on February 19, 2014 and is only valid for a period of 3 years and can be extended for the same period of time, but can be terminated when either party gives notice of the intention to terminate the contract from either party. treaties, both bilateral and multilateral, are generally limited by the last clause of the treaty itself (Dance, 2019).

4.3 Legal Protection of Indonesian Migrant Workers in Saudi Arabia

Labor protection is an integral part of the protection of citizens as a state obligation. Wherever they fight for their basic rights, basic human rights must be fulfilled and protected (Muin,2015). A large number of foreign workers do not get their rights until they are caught in the legal process. To overcome this, the Indonesian government has established bilateral relations to protect Indonesian migrant workers, one of which is with Saudi Arabia. Through this collaborative effort, the governments of Indonesia and Saudi Arabia agreed on a Memorandum of Understanding on the placement and protection of Indonesian Migrant Workers in Saudi Arabia. The Memorandum of Understanding explains the provisions that contain rights and obligations that bind the two countries.

The existence of a contract creates a legal relationship in the form of rights and obligations for the parties who make the contract after the formation of the contract text in accordance with the agreement and applicable law, its implementation and negotiation for all difficulties and ending with a fixed period of time. The agreed time is contracted must be subject to the relevant laws, and the agreement is subject to the laws agreed upon by each country. The signing of a Memorandum of Understanding between Indonesia and Saudi Arabia adds to the obligations that must be fulfilled by both countries (Herawati, 2018).

Article 2 letter (a) explains the obligations of both parties to effectively protect Indonesian Migrant Workers and their rights to legal assistance in accordance with applicable law and international law. The Indonesian government has legal provisions that regulate the rights and protection of Indonesian Migrant Workers, namely Law No. 39 of 2004. The rights of Indonesian workers to obtain legal protection are regulated in articles 85 (1) and (2), namely:

- a. In the event of a dispute between Indonesian migrant workers and the organizers of Indonesian migrant workers regarding the agreement and implementation, both parties seek to resolve it by deliberation to reach consensus;
- b. In the event that deliberations are not reached, then one or both parties may request assistance from the agency responsible for manpower affairs in the Regency/City, Province or Government. (Pharhita,2020)

In addition, letters 3 (a) – (h) in the Memorandum contain the following provisions: the first party to provide protection for Indonesian Migrant Workers, namely Saudi Arabia;

- a. Controlling the fulfillment of the conditions concluded in the employment contract between the employer and the worker.
- b. Check travel records, personal data or other records of Indonesian Migrant Workers, unless there is a confiscation from the courts of Saudi Arabia.
- c. Workers' rights to freedom of contact with family in Indonesia
- d. Carry out legal issuance of identity cards after the arrival of workers, and in accordance with applicable laws;
- e. Strive to provide insurance to protect the rights of Indonesian Migrant Workers
- f. Facilitate the opening of a savings account to save and remit the income of Indonesian Migrant Workers, under the name of the worker

- g. Establish a mechanism for providing 24-hour assistance for Indonesian Migrant Workers
- h. Provide an Indonesian consular office to provide assistance and security in the form of information about Indonesian migrant workers who are arrested, detained or illegally detained in accordance with the applicable laws and regulations;
- i. Provide repatriation opportunities for Indonesian Migrant Workers who have completed their contracts or are in an ongoing emergency. It takes like issuing a visa to exit

After the signing between the two countries, the state structures of Indonesia and Saudi Arabia were created. However, there are obstacles in its implementation due to differences in the legal system between the two countries, Saudi Arabia uses an Islamic legal system, which is different from the Indonesian legal system which uses the Western legal system. The Indonesian government has made various efforts to resolve legal issues for Indonesian Migrant Workers in Saudi Arabia, such as diyat payments, sending letters to the King of Saudi Arabia, sending diplomatic notes, demands for allowances for the release of Indonesian Migrant Workers, and various other efforts through the Institute for Reconciliation and Peace.

However, after various efforts, there are still Indonesian Migrant Workers who are executed on death row, as attached by kompas.com, there are 4 Indonesian Migrant Workers who are executed on death row. Obviously the Memorandum of Understanding did not run effectively and efficiently. just a paper deal that the government of Saudi Arabia doesn't appreciate.

Other constraints related to employers or the companies they work for do not protect Indonesian Migrant Workers working in Saudi Arabia under applicable law. The existence of the Kafala system and the Iqamah system which is a permit for employers and companies to withhold passports and visas belonging to Indonesian migrant workers, this results in employers and companies having full power over workers. This matter is not in accordance with the MoU agreed by Saudi Arabia especially in article 3 letter (b). this causes workers to not get freedom and legal protection.

Apart from signing the MoU, the Government of Saudi Arabia does not always decide on the punishment. As in the cases of Siti Zaenab and Karni, the Indonesian government sent a letter to the King of Saudi Arabia, stating that the two Indonesian citizens should not be sentenced to death, but it was not the Saudi government that decided to appeal. accepted or not, most of the decisions are left to the families of Saudi Arabian Citizens. Therefore, the protection of Indonesian Migrant Workers is not only an effort by the government, but Indonesian citizens themselves must be able to maintain ethics in the workplace. Because the Indonesian government and Saudi Arabia only facilitate workers.

Backed by research (Nurvianti,2020) This finding shows that the government of Saudi Arabia cannot be blamed for complying with the provisions of Article 36 of the 1963 Vienna Convention on Mandatory Consular Notification between Indonesia and Saudi Arabia, so that workers can rely on the protection of human dignity and not injure the sovereignty of their respective countries, Indonesia's efforts to protect

Migrant Workers Indonesia in Saudi Arabia is the Indonesian government's International Human Rights effort against Indonesian migrant workers. The moratorium policy can be seen as a political form of the Indonesian government to prioritize the protection of Indonesian Migrant Workers.

4.4 Legal Protection Efforts for Indonesian Migrant Workers in Saudi Arabia

Indonesia and Saudi Arabia have long established bilateral cooperation, and Indonesia is one of the largest contributors to Saudi Arabia's workforce. However, the conditions of Indonesian workers living in Saudi Arabia prior to the moratorium were not taken into account, such as irregular working hours, wages not in accordance with the contract and inappropriate treatment from employers such as sexual harassment, were not considered. This matter is based on the interests of each country, even though there are international agreements, but within the scope of the interests that the country needs. Indonesia and Saudi Arabia have fairly good bilateral and multilateral relations, but recently there have been several obstacles in labor cooperation in Saudi Arabia. This has become an obstacle to Indonesia's relations with Saudi Arabia.

On the other hand, Saudi Arabia must take firm action against anyone who interferes with the process of Indonesian Migrant Workers in Saudi Arabia so that this does not happen again and hinders all activities. Saudi Arabia and Indonesia must change existing regulations and take strict action against anyone who tries to prevent bilateral and multilateral cooperation activities between Indonesia and Saudi Arabia. For the smooth running of diplomatic relations between Indonesia and Saudi Arabia, it is very necessary.

The issue that has attracted the most public attention is the violence perpetrated by Indonesian migrant workers in Saudi Arabia. This violence can occur for several reasons, namely the personality of the prospective employer in Saudi Arabia, the existence of sexual harassment and violence, makes Indonesian migrant workers defend themselves from attempts at violence and harassment by employers. However, this creates new problems for Indonesian migrant workers, Saudi Arabia claims that Indonesian migrant workers act harshly and do not comply with the rules of their employers.

But not only that, the triggering factor for violence against Indonesian Migrant Workers can come from internal reasons, namely problems that exist in Indonesia, such as the weak government oversight of governance of agents who send Indonesian Migrant Workers to Saudi Arabia. such as unlicensed or illegal travel agents, therefore the Indonesian government must have safeguards to protect its citizens who work abroad.

Apart from the supervision of the Government of Indonesia and the Government of Saudi Arabia, there is an International Labor Organization (ILO) that supervises the workforce, the ILO is in charge of supervising the international environment specifically for workers who are part of the United Nations and has the most important function;

- a. Provide protection from law enforcement on working conditions and protection of workers in carrying out their work, such as hourly wages, as well as the health and welfare of workers

- b. They provide knowledge and training to the parties concerned, in order to know the legal provisions
- c. Providing information to the authorities about their own non-compliance without a clear legal basis (Arumsari, 2014).

In 2011 a discussion was held on the Moratorium, the purpose of which is to prevent problems from Indonesian workers in Saudi Arabia, and as a reminder for the Government of Saudi Arabia to pay more attention to Indonesian workers who work there. The contents of the Indonesian Moratorium with Saudi Arabia are as follows:

- a. Provide a way to make the best use of time in the placement of workers and protect Indonesian Migrant Workers in the domestic sector
- b. Good communication is needed to monitor the arrival of Indonesian Migrant Workers and arrange several things
- c. Provide full service to Indonesian Migrant Workers and comply with relevant regulations in each country
- d. Provide information on how to work for workers in accordance with relevant regulations
- e. Helping to solve problems that exist in distribution agents and workers with the help of the Joint Working Committee.

With this moratorium, it is hoped that Indonesia and Saudi Arabia will be wiser in solving problems. We must cooperate with each other because Indonesia and Saudi Arabia both get benefits from the collaborations, for example Indonesia sends workers to Saudi Arabia, and Indonesia receives foreign exchange benefits, and vice versa, many pilgrims from Indonesia go on umrah and pilgrimage, this adds to the benefits for Saudi Arabia and Indonesian citizens get comfort and convenience when they want to worship in Saudi Arabia. But behind it all there must be rules that strictly regulate all forms of international agreements and their implementation must be monitored, to avoid arbitrary behavior or violations of agreements.

5. Conclusions and Recommendations

5.1 Conclusions

The close relationship between Indonesia and Saudi Arabia is a mutually beneficial relationship. Although this is productive and generates profits, namely foreign exchange as additional income for each country, this relationship can also cause problems between the two countries that cannot be said to be ordinary problems. Because it can disrupt the diplomatic and political stability of the two countries, if this problem is not resolved, such as the occurrence of judgments against Indonesian citizens without notification to the Indonesian government, this is one of the serious problems that must be resolved, because it involves the protection of citizens and foreign legal security diplomacy. country. the only way for the two countries to carry out good cooperation is to carry out diplomatic communication by identifying and communicating various issues that are important to both of them, and knowing each other's roles and interests, so that good relations and mutual respect are established.

In addition, holding regular meetings between the governments of Indonesia and Saudi Arabia in diplomatic relations. This effort is expected to facilitate

cooperation between the two countries, so that Public Diplomacy and national interests are well established. Because each country contributes a lot to each other and to other countries, moreover, both of them also have the same frame of majority religion, namely Islam.

5.2 Recommendation

Indonesia as a sovereign country should fight for the prosperity of its citizens by providing guarantees of protection even if they have to change the legal system of other countries. For the smooth implementation of protection for Indonesian Migrant Workers in Saudi Arabia and in other placement countries, it is hoped that the governments of each country will be able to maintain consistency and be willing to continue to evaluate domestic mechanisms that cause regulations not to work as they should.

Carrying out sustainable development, namely carrying out government programs that have been effective to continue to be implemented even though the leadership has changed. Minimizing the possibility of the emergence of parties who are not responsible for the fate of migrant workers abroad by dispatching non-procedural migrant workers without adequate provision by reminding all components of society that migrant workers are not commodities that can be traded without protection from the legal umbrella of the country of origin and the country of origin work.

In addition, it also evaluates the performance of state officials to be more optimal in carrying out state duties in all aspects, be it economic, social, political, defense and security as well as culture. Because a sovereign state is a state capable of guaranteeing the welfare of its citizens based on the preamble of the 1945 Constitution which states "Indeed, independence is the right of all nations".

5.3 Suggestion

The need for the Indonesian people's economy is getting higher every year, causing an increase in Indonesian workers abroad. With this, it is necessary to have a cooperative relationship between the Indonesian state and the country concerned to protect these workers, such as the cooperation between the Indonesian state and Saudi Arabia. Even though there has been cooperation and the signing of a memorandum of understanding regarding the protection of Indonesian workers, until now there are still a number of workers who are caught in legal cases and are unable to exercise their rights. Therefore, it would be nice to further increase supervision of Indonesian workers working abroad, this supervision can be carried out not only by the government but can be carried out by a special agency formed by the government to supervise workers abroad.

The process from the moratorium to the signing of the MoU was inseparable from cooperation and mutual understanding between the two countries in addressing labor issues, even though it took quite a long time and there were still many parties who did not fully agree with the lifting of the moratorium. The implementation of the

points of the agreement will soon be carried out in line with the readiness of the components and stakeholders for the placement of workers between Indonesia and Saudi Arabia by improving the system in each country for guaranteeing the protection of Indonesian migrant workers. With the birth of the MoU on the protection of Indonesian migrant workers, it is the beginning of a new milestone in the continuation of cooperation in the field of employment in a better direction.

For the smooth implementation of protection for Indonesian migrant workers in Saudi Arabia and in other placement countries, it is hoped that the governments of each country will be able to maintain consistency and be willing to continue to evaluate domestic mechanisms that cause regulations not to work as they should. Carry out sustainable development, namely carrying out government programs that have been effective to continue to be implemented even though the leadership has changed. Minimizing the possibility of the emergence of parties who are not responsible for the fate of Indonesian workers abroad by dispatching non-procedural Indonesian migrant workers without adequate provision by reminding all components of society that Indonesian migrant workers are not commodities that can be traded without protection from a legal umbrella country of origin and country of employment. And finally, every Indonesian embassy is asked to pay more attention to reporting related to Indonesian migrant workers who are working, not just being silent. Must form a monitoring team for every worker who is sent by his agent or who has permission to stay there for a long time, to avoid illegal workers whose whereabouts are not identified, because they endanger the worker.

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