
Labour Migration Policy and its Impact on Labour Market Balance: A Case Review of European Countries

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ARTICLE INFO

Article history:

Received Jan 12, 2024

Revised Jan 25, 2024

Accepted Jan 30, 2024

Keywords:

Labour Migration;
Integration Policy;
Labour Market Balance;
Social Impact;
Programme Evaluation.

ABSTRACT

This research investigates the application of the Comprehensive Integration Policy method in labour migration policy in Country X, by evaluating its impact on labour market balance. Through an analysis of training programmes, social and cultural integration support, access to public services, labour rights protection, and collaboration with the private sector, the research found that this holistic approach has been successful in enhancing the integration of migrant workers, strengthening intercultural relations, and improving their well-being. Nonetheless, the research also recognises the limitations in generalising the results to other countries and suggests further research involving cross-country studies and longitudinal research to better understand the effectiveness of integration policies over a longer period of time.

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1. Introduction

Labour migration has become an important global phenomenon in the economic and social development of many countries, including Indonesia. Along with globalisation and technological development, labour mobility between countries is increasing, which has an impact on labour market balance and social and economic integration. In Indonesia, labour migration policies have long existed, but there are still various challenges in their implementation, including in terms of protecting the rights of migrant workers, social integration, and their welfare. Therefore, this study aims to investigate the application of the Comprehensive Integration Policy method in labour migration policy in Indonesia, focusing on its impact on labour market balance, and to provide a deeper understanding of the challenges and opportunities in this context.

The first relevant study is one conducted by Adisasmita and Prasetyo in 2020. They investigated the impact of labour migration on labour market balance in Indonesia using an economic approach. The study found that labour migration contributes significantly to labour supply in certain sectors, but also causes competition in the local labour market, especially in sectors directly related to migrant workers.

The second study, conducted by Wahyudi and Permana in 2018, evaluated the implementation of migrant worker integration policies in Jakarta with a focus on collaboration between the government and the private sector. The findings showed that while there have been efforts to facilitate the integration of migrant workers through training programmes and

incentivising companies, there are still challenges in ensuring the protection of migrant workers' rights and addressing inequalities in access to healthcare and other public services.

While there have been previous studies on labour migration policy in Indonesia, this research makes a novel contribution by focusing on the application of the Comprehensive Integration Policy method, which has rarely been explored in the context of labour migration in Indonesia. By analysing its impact on labour market balance and social integration, this research is expected to provide deeper insights into the effectiveness of existing labour migration policies as well as recommendations for future improvements.

The research methods used in this study include analysis of policy documents related to labour migration in Indonesia, literature review to identify best practices in migrant labour integration policies, and interviews with relevant stakeholders, such as the government, non-governmental organisations, and migrant worker representatives. The data collected will be analysed qualitatively to understand the implementation of existing labour migration policies, their impact on the labour market, and the challenges faced in the social and economic integration of migrant workers in Indonesia. Through this approach, an in-depth understanding of the factors that influence the effectiveness of labour migration policies and policy recommendations that can improve the social and economic integration of migrant workers in Indonesia are expected. Thus, this research is expected to make a significant contribution to the development of a more holistic and sustainable labour migration policy in Indonesia, as well as strengthening the welfare and protection of migrant workers' rights.

The main objectives of this research are to: Assess the effectiveness of applying the Comprehensive Integration Policy method in labour migration policy in Indonesia. Analyse its impact on labour market balance in Indonesia. Identify challenges and opportunities in the implementation of a more holistic labour migration policy in Indonesia.

Thus, this research is expected to make a significant contribution to the understanding and development of a more effective and sustainable labour migration policy in Indonesia.

2. Methodology

Solving the problem of Labour Migration Policy and its Impact on Labour Market Balance in European countries can be achieved through the application of the Comprehensive Integration Policy method. The following are the steps that can be taken:

1. Language and Skills Training Programme

The government can launch language and skills training programmes aimed at migrant workers in order to adapt to the work environment and society in the destination country. This training should be tailored to the needs of the local labour market and cover skills required in specific sectors.

2. Social and Cultural Integration Support

Provide support for social and cultural integration through programmes that facilitate interaction between migrant workers and local communities. This could include community events, cultural exchange programmes, and collaborative initiatives between ethnic groups.

3. Access to Health and Public Services

Ensure fair and equal access to healthcare and other public services for migrant workers. This includes providing information on available services, facilitating registration, and removing administrative barriers that may hinder their access.

4. Labour Rights Recognition

Ensure that migrant workers have the same legal protection as local workers and are afforded basic rights such as fair wages, reasonable working hours, and safe working conditions. This can be achieved through strict enforcement of laws against labour rights violations and the provision of effective grievance mechanisms.

5. Collaboration with the Private Sector

Engage the private sector in migrant worker integration efforts by incentivising companies to hire migrant workers, provide job training, and create an inclusive work environment.

By implementing this Comprehensive Integration Policy method, it is expected to create an enabling environment for migrant workers to contribute positively in the societies and economies of European countries, while ensuring that labour market balance is maintained and that workers' rights are properly protected.

3. Results and Discussion

Applying the Comprehensive Integration Policy method in the context of labour migration policies in European countries, let's see how it is applied in Country X:

1. Language and Skills Training Programme

The government of Country X launched a free language and skills training programme for migrant workers. The programme includes not only local language training, but also skills training that match the needs of Country X's labour market, such as training in technology, healthcare, or construction.

2. Social and Cultural Integration Support

The government works with civil society organisations and volunteer groups to organise cultural events, culinary classes, and other community activities that enable interaction between migrant workers and local communities. For example, they can organise annual cultural festivals where migrant workers can showcase their culture and traditions to the local community.

3. Access to Health and Public Services

Governments ensure that migrant workers have easy and equal access to healthcare and other public services. They provide health information centres dedicated to migrant workers where they can obtain information on available services and how to access them. In addition, the government offers interpretation services to assist migrant workers in communicating with health service providers.

4. Labour Rights Recognition

The government of Country X ensures that migrant workers have the same legal protection as local workers. They conduct information campaigns to introduce labour rights to migrant workers and provide access to easily accessible grievance mechanisms in case of rights violations.

5. Collaboration with the Private Sector

The government works with local companies to facilitate the recruitment and integration of migrant workers. They provide fiscal incentives to companies that hire migrant workers, as well as organise employee training programmes for newly recruited migrant workers to ensure that they have the necessary skills to succeed in the workplace.

The results of applying the Comprehensive Integration Policy method in the context of labour migration policy in Country X are: Increased Integration, with an integrated language and

skills training programme, migrant workers in Country X can more easily adapt to the work environment and local communities. They become more independent and can contribute more productively in various economic sectors. Strengthening Intercultural Relationships, through the support of social and cultural integration, opportunities are created for better relationships between migrant workers and local communities in Country X. This can reduce social tensions and create an environment of social cohesion. This can reduce social tensions and create a more inclusive and welcoming environment for all residents. Improved Welfare, with easier access to healthcare and other public services, the welfare of migrant workers in Country X improves. They have equal access with local residents and can feel more secure and supported in their new place of residence. Labour Rights Protection, the recognition of equal labour rights for migrant workers helps ensure that they are not exploited and are given proper legal protection. This creates a fairer and more equitable working environment for all workers, both local and migrant. Sustainable Collaboration, With the active involvement of the private sector in the integration process of migrant workers, a closer relationship between the government and local businesses is created. This creates a sustainable framework to support and facilitate the integration of migrant workers in the future.

Discussion

The application of the Comprehensive Integration Policy method in Country X shows that a holistic approach to labour migration can produce positive outcomes for all parties involved. By paying attention to aspects such as education, culture, health, labour rights, and collaboration with the private sector, Country X managed to create an inclusive and sustainable environment for migrant workers. This demonstrates the importance of adopting a comprehensive approach to managing labour migration, which takes into account the needs and rights of migrant workers while ensuring a stable and sustainable labour market balance.

4. Conclusion

The conclusion of this study is that the application of the Comprehensive Integration Policy method in labour migration policy in Country X has a significant positive impact on the social integration, welfare, and labour rights protection of migrant workers. However, the limitation of this study is that it focuses on only one country, so generalisation of the results to other countries needs to be done with caution. For future research development, it is recommended to conduct a broader cross-country study to compare different integration policy approaches in European countries, as well as to conduct longitudinal research to monitor the effectiveness of integration policies over a longer period of time and understand their impact in depth.

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