

WOMEN'S LABOR FORCE SUCCESS IN HONG KONG

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Abstract

International migration occurs because population growth does not match the job opportunities and availability. This issue has increased labor migration abroad. International migration as a workforce is dominated by female migrant workers or Tenaga Kerja Wanita (TKW). Women in their development want to actualize themselves by having transitional roles as workers who actively earn money for their families. During this time, news and research are still around the protection and problems TKI / TKW has experienced. Only a few studies have focused on the TKI / TKW's success during their work. This research is qualitative using the textual study method by analyzing secondary data from various related literature and former TKW interviews. Empirical data showed that the factors leading to Hong Kong's success were caused by the Hong Kong and Indonesian governments' policies. They protected the workers' rights and support to self-actualize, and female workers began to join the organization. Thus, women had more insight, freedom, and confidence to work in Hong Kong.

Keywords: *Women's Labor Force, Success, Policy, Organization*

Abstrak

Migrasi internasional terjadi karena pertumbuhan penduduk tidak sesuai dengan kesempatan kerja dan ketersediaan. Masalah ini telah meningkatkan migrasi tenaga kerja ke luar negeri. Migrasi internasional sebagai tenaga kerja didominasi oleh pekerja migran perempuan. Perempuan dalam perkembangannya ingin mengaktualisasikan dirinya dengan memiliki peran transisional sebagai pekerja yang aktif mencari nafkah untuk keluarganya. Selama ini pemberitaan dan penelitian masih

seputar perlindungan dan permasalahan yang dialami TKI/TKW. Hanya sedikit penelitian yang berfokus pada keberhasilan TKI/TKW selama bekerja. Penelitian ini bersifat kualitatif dengan menggunakan metode studi tekstual dengan menganalisis data sekunder dari berbagai literatur terkait dan wawancara mantan TKW. Data empiris menunjukkan bahwa faktor keberhasilan Hong Kong disebabkan oleh kebijakan pemerintah Hong Kong dan Indonesia. Mereka melindungi hak-hak pekerja dan dukungan untuk mengaktualisasikan diri, dan pekerja perempuan mulai bergabung dengan organisasi. Dengan demikian, perempuan memiliki lebih banyak wawasan, kebebasan, dan kepercayaan diri untuk bekerja di Hong Kong.

Kata kunci: *Angkatan Kerja Wanita, Keberhasilan, Kebijakan, Organisasi*

INTRODUCTION

Migration is a process that affects every individual with specific economic, educational, social, and demographic characteristics. Population mobility occurs due to spontaneous migration, usually based on economic reasons. A classic theory that is quite familiar with population movements is Everett S. Lee's Push and Pull Theory (1981). It explains the pushing and pulling factors that cause a person to immigrate. The limited job opportunities in a country followed by an overgrowing workforce and demand for labor force in developed countries and labor force availability in developing countries make labor force migration abroad increase the international migration activities. The Indonesian Ministry of Foreign

Affairs recorded that more than 3,091,284 Indonesian citizens are currently abroad, and 58.9 percent work as domestic workers. The number of migrants can be estimated to be two to three times higher because most Indonesian citizens do not report to the Immigration Service (Hidayatunnismah, 2013). Some countries, including Indonesia, have immigrated workers as the leading choice for survival, especially for people in rural areas. Overseas migration is another alternative when climate change disrupts agricultural production or an economic crisis occurs. Families in the village can survive by relying on remittances from families working abroad.

During this time, Indonesian Migrant Workers or Tenaga Kerja

Indonesia (TKI), both men and women, are known as foreign exchange heroes. TKI who work abroad is almost 75% working in the informal sector such as household management, baby and toddler caregivers, and elderly (nursing) nurses. TKIs who work in the formal sector such as oil palm plantations, industry and trade services are only around 25%. TKIs who work in the formal sector is relatively low due to their education level related to the domestic labor market structure. Indonesian workers make a significant contribution to Indonesia's balance of payments (NPI). According to 2007 data, national income from migrant workers' remittances nationwide was estimated at 5.9 billion US dollars, equivalent to 27.6% of the total income and current transfers listed in the Indonesian balance of payments. This remittance reached 8.24 billion US dollars, equivalent to 80.24 trillion Rupiahs in 2008 (Supriana *et al.*, 2010). This value does not include remittances that are not recorded because they are sent through friends or taken alone. This remittance can then have a double impact on the economy. Remittances are used to build houses and open businesses for families, and some

are saved for venture capital after the overseas employment contract ends.

Every year, thousands of Indonesian citizens become migrant workers. Most of them are women, estimated at 72% of the total number of Indonesian Migrant Workers (BMI). Of all the Women Migrant Workers (BMP), 92% work as domestic workers. On average, female workers come from various regions in Indonesia, especially from villages. One reason for the increasing number of female workers comes from the patriarchal structure of development, which deprives women of their livelihoods, further strengthening women's impoverishment (Solidaritas Perempuan, 2014).

Rural Indonesian women, especially the lower middle class, are almost entirely involved in economic activities. They will leave their villages to improve their economy. In social construction, women belong to the household domain with tasks or activities related to managing the house, husband and children. Men are in the domain outside of household activities, focusing on the productive economy by earning a living for the family. Most women who work abroad come from the most impoverished areas in Indonesia. Unemployment,

poverty and the limitations of formal education contribute to the increasing number of Indonesian women who migrate, not to mention the opportunity to get relatively high wages compared to their villages.

The dominant representation embedded in the community towards migrant female workers (TKW) is that they are helpless victims. The media often reviews cases regarding women migrant workers who experience abuse, rape and murder by their employers in the recipient country. So far, mass media and online report migrant workers for the government directly, while studies discuss more on the problems experienced by workers. Indonesian labor migration has become a public issue on a national scale since the mid-1980s, seen from a large amount of press coverage and reviews regarding the sad conditions of Indonesian migrant workers, especially female migrant workers (Komnas Perempuan, 2003). Barely any studies focus on discussing the success of migrant workers and migrant workers during work. Their success in actualizing themselves brings about a better chance because their existence has been underestimated, although they are economic cycle actors. Therefore, with their success, they

will undoubtedly make the country proud of them.

Some migrant women have begun to show that they are not helpless victims and can become empowered activists and agents. For example, Eni Lestari, a former migrant worker in Hong Kong, became an activist and was invited on various occasions to speak at the opening of the 2016 UN Summit on Migrants and Refugees. She showed that female workers could succeed in self-development. Another example, a migrant worker who succeeded in Hong Kong was Rina Sari. She came from Brebes and won the gold medal at the Hong Kong Taekwondo Competition Master's Poomsae in 2017 (TribunJogja.com, 2017). By seeing this potential, migrant workers, especially women, are expected to be agents of change. They get money and add some value, as the local government will support migrant workers who organize themselves neatly. This condition is what distinguishes Hong Kong from other countries. The Consul General of the Republic of Indonesia is obliged to maximize this golden opportunity, then the Indonesian Consul General or self-help TKI/TKW in Hong Kong conducts programs for self-development through various training, arts,

cultural, religious and sports organizations, salary management, and providing education on rights and obligations and how to report and deal with problems. This program aims to prepare the future of TKI / TKW to prepare for the future. They are equipped to start a business and live independently (Konjen RI Hong Kong, 2007).

By becoming a female workforce, they participate in the economic sector of the family. However, their choice of working abroad is also accompanied by problems of subordination and oppression. Therefore, it requires extra protection from the government. Knowledge and awareness of rights and obligations as workers and activeness is a self-development into an agent of change. Based on the facts mentioned earlier, the author is interested in studying the factors that make the female workforce successful in Hong Kong.

RESEARCH METHODS

The research approach used was a descriptive qualitative approach. The textual study method analyzed secondary data from various related literature and interviewed some former TKWs using the library research method. This data collection method was a secondary data collection technique where

the data was taken, analyzed, and quoted from various sources. This study used secondary data through scientific books or research results, documents, journals, articles, newspapers and other documents relevant to this research. Then, this study was completed by semi-structured interviews of the primary respondents.

DISCUSSION

1. Driving Force for Female Migrant Workers

Female workers take over family economic responsibilities. Most of them work in the informal sector, such as plantation workers, housemaids, farm laborers, factory workers, scavengers, and migrant workers. The increasing number of Indonesian female migrant workers raises a new phenomenon called the feminization of migration. By looking at the type of work that the average woman is engaged in, feminizing poverty is a systematic process of impoverishing women, where women have to bear more weight because of poverty (TR Wulan, 2010). Migration for women is a phenomenon driven by the compulsion of the conditions experienced. Economic backwardness, low education levels, and the absence of jobs are several reasons women migrate. The multiple

burdens that women must carry to ensure their families' survival have encouraged them to work abroad as domestic workers. It further reinforces the argument that the driving force for women's migration comes from external factors.

Women who become female migrant workers experience an increase in each labor dispatch period. Based on data from the percentage of female workers in 1996, 55.8% of 517,169 Indonesian migrant workers were recorded, until in 2000, the number of female workers was 68.3% of 435,222 Indonesian migrant workers. Although it declined in 2005, in 2007, the number of TKI increased again with 78% of the total TKIs 696,746. Similarly, in the following years, the percentage of female labor was higher than male labor (Badan Pusat Statistik (BPS), 2016).

From this phenomenon, Indonesian labor is increasingly feminized. The feminization of migration shows that the pattern of international migration has been gendered. According to IOM, almost 79% of Indonesian migrant workers were women, while BNP2TKI said lower, with a ratio of 56% for female workers and the remaining 44% to 46% were male workers. The difference between the two sources was that data from BNP2TKI are generally based on official records, while undocumented Indonesian workers were not well recorded (Ali Maksum dan Surwandono, 2017). However, apart from the differences in the two data sources, women who work abroad remain higher than men based on gender-based workers' data distribution presented by BNP2TKI below (Ali Maksum dan Surwandono, 2017).

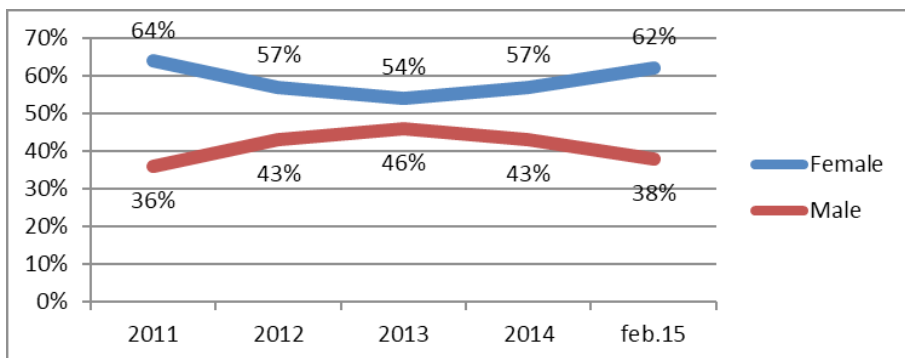


Figure 1: The Distribution of Indonesian Migrant Workers Based on Gender Source: (BNP2TKI, 2015)

From the graph above, the percentage of female workers or migrant workers abroad is higher because opportunities for open employment for women are more significant than men, especially the type of work in the informal sector in households such as domestic workers, babysitters, and caregiver (Raharto, A. *et al.*, 2013).

Women are somehow forced to migrate by those around them due to family economic difficulties, low education levels, and lack of employment. Wijiati is an ex TKW who worked in Hong Kong for seven years, from 2011-2018. In Wijiati case, her decision to leave as a migrant worker was because she had to provide a decent living for her family. Her decision to work abroad is a sacrifice for the people in her life.

2. Becoming Women Workers in Hong Kong

Hong Kong is one destination where Indonesia sends its migrant workers. Based on data from BNP2TKI in 2017, Hong Kong is the third choice country as a place to work, with a presentation of 2,869 people. Working in Hong Kong compared to other countries is relatively safer. Labor issues in Hong Kong are significant only related

to violations of work agreements, and underpayment, unlike other placement countries with various more severe problems.

Working in Hong Kong allows its workers to earn much higher wages and extraordinary freedom in various ways. Hong Kong also upholds human rights and firmness in law enforcement based on direct reports from victims. The type of work offered does not require particular expertise, but with a relatively large salary of around 8 million Rupiah per month, such as housemaid or Asisten Rumah Tangga (ART), babysitter, elderly caregiver, and gardener. Hong Kong is a region in China that has inherited many European cultures where every home needs domestic helpers, while most Chinese people are rarely interested in working in that sector. This condition opens the opportunity for migrant workers to work there. The regulations and policies of the Hong Kong government support the protection of foreign workers in the region. Together with Indonesia, Hong Kong held a Labor Attaché (Atnaker) where its authority protects Indonesian migrant workers (Syaifud Adidharta, 2011).

“The salaries are high. We have time off every week, and the

employer's house is small, so that house chore is easy. I always wanted to travel abroad. For seven years, I had explored Hong Kong and its surroundings (Wijiati, 2019). “

Wijiati, a former TKW, had unique reasons for choosing Hong Kong as a place to work. Low wages in Hong Kong are still higher than wages in Indonesia, which becomes a critical draw factor in the migration process. Moreover, the average female worker comes from the village so that the wages will be noticeable. However, wages are not the only crucial factor. Wijiati also added that she always wanted to travel to developed countries which was another determining factor for choosing Hong Kong. Besides, Hong Kong has explicit rules regarding work time-offs, which employers must obey, unlike other countries that can exploit workers' work time. Those are what distinguishes Hong Kong from the other destination countries for migrant workers.

3. Success Factors of Migrant Workers in Hong Kong

a. Indonesia and Hong Kong Government Policies

- *Indonesian Government Policy*

Legal protection for migrant workers in Hong Kong is currently quite good, and there is still

synchronization between Indonesia and the Hong Kong governments. The protection of Indonesian migrant workers in Hong Kong is based on good relations between Indonesia and Hong Kong. As a commitment to protecting migrant workers, the Indonesian government has agreed on a Memorandum of Understanding (MoU) with the Hong Kong government. The memorandum of understanding was signed by the Indonesian Minister of Foreign Affairs, Retno Marsudi and Hong Kong Secretary for Manpower and Welfare, Stephen Sui and witnessed by President Jokowi and Hong Kong Chief Executive Leung Chun Ying on May 1, 2017. The memorandum contains the two governments' continued commitment to cooperate, improve communication and information sharing, and promote awareness of migrant workers' rights to protect Indonesian migrant workers in Hong Kong (Larasati, 2018). In terms of institutions, the Indonesian government authorizes the Indonesian representative office in Hong Kong, called the Consulate General of the Republic of Indonesia in Hong Kong, to protect Indonesian citizens in Hong Kong, including Indonesian migrant workers.

The Indonesian Consulate provides education to Indonesian migrant workers to improve the knowledge and skills of Indonesian migrant workers in Hong Kong. The aim is to smooth the daily tasks as a Foreign Domestic Helper (FDH) and the future provision of migrant workers after finishing their work in Hong Kong. These skills enhancement activities foster labor functions divided into 3 (three) activities, welcoming program, stay and debriefing activities, and exit programs (KJRI, 2015). The training skill above is also prevention carried out by the Consulate General for fulfilling Indonesian migrant workers' rights. Wijati, while working in Hong Kong, often participated in training and workshops held directly by the Indonesian government, represented by the Indonesian Consulate and from organizations or communities. Usually, the Indonesian Government brings experts from Indonesia and the Consulate General.

“We often joined training in self-development bases, like a workshop organized by the government with Pak Ippho Santosa and Dwi Gunawan as the speakers (Wijati, 2019).”

Through a Consulate General program in Hong Kong, which began

in 2007, slowly, the workforce began to understand and realize what their rights and obligations were while working in Hong Kong. Indonesian workers in Hong Kong, especially women, began to participate in the organization, self-supporting organizations or institutions such as the International Migrant Alliance (IMA) and the Association of Indonesian Migrant Workers in Hong Kong (ATKI-HK), and other communities. Then, TKW began to know their rights as workers, salary mechanism, and how to report when exposed to problems.

With the government's various efforts, it opens opportunities for migrant workers to develop their abilities outside of their primary work, such as by training to sharpen their talents. The training gave birth to competitive migrant workers by participating in various Indonesian and Hong Kong governments. Another successful migrant worker, Rina Sari, won a gold medal at the Hong Kong Taekwondo Competition Master's Poomsae in 2017, and many more stories about other migrant workers. Outside activities are also highly supported, as long as not violating work visa rules. Holidays are utilized for any activity following their respective talents and interests.

- **Hong Kong Government Policy**

The Hong Kong government has good policies related to protecting migrant workers in their country that comprehensive labor policies and systems protect foreign workers. The Hong Kong Ministry of Manpower focuses on the affairs of foreign workers. Migrant workers in Hong Kong have rights, obligations, and standard contracts arranged

in such a way by the government. These provisions are in Employment Ordinance Chapter 57 to manage foreign households or foreign domestic helpers. The regulations made tend to pay more attention to women workers who work in the domestic sector because they are a more problem-prone group. The items in Chapter 57 Employment Ordinance include:



Picture 1: Employment Ordinance Chapter 57(Larasati, 2018)

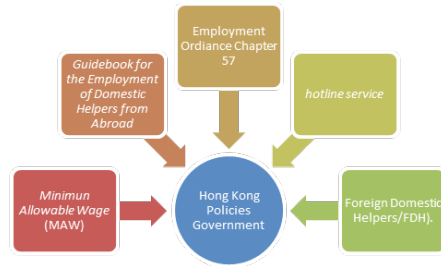
Various issues are regulated from the picture above, such as minimum salary, job description, residence conditions, work accident insurance, one day's week off, 7-day annual leave, meals and transportation, and health insurance. The Hong Kong government also provides access and some free services to workers, including consultation and conciliation. Since 2018, the Hong

Kong government has increased the salaries of Indonesian migrant workers because TKI / TKW is considered helpful given that Hong Kong's demographics are the elderly and good relations between the two governments. The salary rate has increased since September 2018 from 4,410 to 4,520 Hong Kong dollars, and it exacerbates sanctions for agencies that violate the rules in

the amendments to the Employee Ordinance. The government also provides good services by facilitating workers with training first (Larasati, 2018).

The Ministry of Manpower Hong Kong provides a service hotline that is available for 24 hours. The Hong Kong Immigration Department provides a *Guidebook for the Employment of Domestic Helpers from Abroad* for informal foreign workers and standard contract guidelines for workers or prospective employers. The Hong Kong government also applies a minimum wage for foreign migrant workers in the informal sector called Minimum Allowable Wage (MAW) because it is categorized as unskilled labor. Employment contracts for migrant workers are regulated by the Immigration Department of the Hong Kong government. The department only provides one standard employment contract for foreign domestic workers (the Hong Kong Government calls it the Foreign Domestic Helpers / FDH). Prospective employers must fill in the work contract form with code id407, and prospective workers must send a file for filing requirements for foreign domestic workers at the immigration department

(Departemen Tenaga Kerja Hong Kong, 2012).



Picture 2: Hong Kong Policies Government

Looking at the comprehensive Hong Kong Government employment policies and systems in protecting foreign workers, their social rights can be guaranteed, unlike other countries which have not entirely regulated the problem of migrant workers. With guaranteed rights, workers will interact socially. Holidays are used by participating in various Indonesian government activities and from organizations or associations in Hong Kong. The guarantees they get will undoubtedly make it easier to develop their potential with activities that can hone their skills in various fields, including art, sports, religion, and activism.

b. Organizational Awareness

The organization of migrant workers has an essential role in protecting its members. In line with the 1987 International Labor

Organization (ILO) convention, migrant workers have the right to form unions and worker associations of their choice. They are also allowed to join and be represented by trade unions in the recipient countries. An association or organization is needed to voice and advocate for problems or as a place for the self-development of migrant workers. Indonesia certainly has trade unions or trade unions both within the country and abroad, especially the country of workers' destination. The organization of Indonesian Migrant Workers (BMIs) in Hong Kong is developed compared to BMI organizations in other countries.

Then, the rights of trade unions/labor unions are as follows: first, a) make a collective labor agreement with the entrepreneur; b) represent workers/laborers in labor agencies; c) establish institutions or carry out activities related to efforts to improve the welfare of workers/laborers; d) represent work/laborers in resolving industrial disputes; e) conduct other activities in the field of labor that do not conflict with applicable laws and regulations. Secondly, it is the duty of trade unions/labor unions: a) protect and defend members from violating their rights and fighting for their interests; b) fight for improving the welfare of

members and their families; c) be accountable for the organization's activities to its members following the articles of association and by-laws (Zulkarnain, 2016).

Hong Kong has many emerging organizations because it upholds equalities that do not discriminate between humans and their backgrounds. Similarly, the freedom of organization in Hong Kong is guaranteed by the government so that Indonesian migrant workers in Hong Kong have the freedom to organize according to their wishes. In Hong Kong, there are many organizations and associations established by BMI, including the Indonesian Migrant Worker Union (IMWU), the Indonesian Workers' Association (ATKI), the Hong Kong Indonesian Workers Coalition (KOTHIKO), and many other BMI communities. Many organizations are still engaged in various fields, such as Indonesian migrant workers organizations whose focus is only on cultural and artistic activities, religion (da'wah), writing (Lingkar Pena), sports, investment or business for strengthening the organization's relationship in the association of the Coalition of Indonesian Labor Organizations in Hong Kong (KOTKIHO) (Narsidah & Fika Murdiana R, 2012).



Picture 3: Representative Organization

The picture above represents organizations engaged in various fields, from the law, cultural arts to religion. In 1999, the Indonesian Migrant Workers Union (IMWU) registered with the Hong Kong Government. IMWU became the only BMI union in Hong Kong at that time. IMWU members are Indonesian migrant workers who work as domestic workers from Indonesia in Hong Kong. 7 BMI organizations founded KOTHIKO in August 2000 based on togetherness, solidarity and shared feelings. The seven organizations are IMWU, the Mu'minat Caring for People's Communication Forum (FKMPU), Yogya International Club (YIC), Sanggar Budaya, Amanah, and Majelis Taklim and the Da'wah Victoria Association (PDV). In 2008, Al Mubarakah and Mar'atush Sholihah joined KOTKIHO, so that currently, KOTKIHO members are nine organizations (Associated Press

in Hong Kong, 2015). The coalition aims to provide a unifying forum for existing BMI organizations and conduct social work by establishing training centers for Indonesian migrant workers, providing advocacy services for troubled BMIs, and establishing shelter houses for problematic BMIs. In addition to carrying out that social work, KOTHIKO's essential task is to build cooperation and communication with migrant worker organizations from other countries.

So far, well-working unions are in Hong Kong, known as the Indonesian Migrant Workers Association in Hong Kong (ABMI-HK) or ATKI (Indonesian Workers' Association). The destination country for migrant workers who have a trade union must first have a memorandum of understanding (MoU) regarding these two matters. Therefore, not all countries that use Indonesian migrant workers have trade unions. For Southeast Asia itself, only the Philippines is a sending country with trade unions throughout its partner countries, cooperation or the country of employment. The destination country for Indonesian migrant workers who have a trade union must first have a memorandum of understanding (MoU) regarding

these two matters (Sitti Nurtina, 2018).

According to Wijati, several organizations are directly managed by the government, namely the Consulate General and independent organizations managed in groups from the personal funds of each migrant worker. Through the organization, they learn many skills and can show their potential. The associations are a makeup studio, dance studio, or several study groups in mosques. Particular organizations accommodate computer courses, sewing courses, English language courses, arts, and sports. Usually, every holiday Saturday or Sunday has held a meeting and training. Wijati participated in several associations, one of which was Gemar Membaca.

“Yes, I joined the GEMAR reading association, the activity coordinated the mobile library. We brought books that were put in wooden suitcases, we opened them in the parks, and we rented them (Wijati, 2019).”

Other migrant workers who want to read are given one week to borrow books. The association provides various books but in limited numbers because they only carry the books only with wooden suitcases. They move from the park to another park because many migrant workers

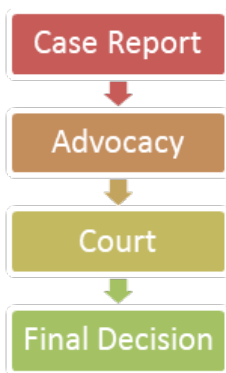
gather there. Funds for providing books come from personal funds and from supporting proposals for funding to the government. The government contributes books and funds to facilitate The Joy of Reading. This association aims to educate migrants to read fluently or increase knowledge because migrants usually have a low educational background.

Since joining the ATKI (The Association of Indonesian Migrant Workers in Indonesia) organization in Hong Kong, Wijati has only begun to understand what rights should be obtained as migrant workers. In Hong Kong, it has a role in advocating for the rights and protection of migrant workers, providing information on Indonesian migrant workers, and participating in providing socialization regarding the legal placement in Hong Kong. Therefore, when she returned to Indonesia, Wijati was directly involved in the organization by helping migrant workers demand their rights and prevent injustices against Indonesian migrant workers. Wijati sees that injustice can be resisted and dealt with together by building an organization for migrant workers in Indonesia. The absence of a law that can protect the rights of migrant workers makes Wijati motivated to

build organizations that can provide knowledge about the process of migration and empowerment of former migrant domestic workers and their families.

“When I returned to Indonesia, I tried to help the ATKI organization and make it a forum for the empowerment of migrants, especially migrant domestic workers and their families (Wijiati, 2019).”

The following is an example of how activists help resolve migrant workers who experience problems through organizational assistance. In 2013, ATKI received a report of torture cases that happened to Erwiana, who suffered torture and exploitation by her employer for eight months. Since the report, Indah, an activist from ATKI, was determined to help Erwiana get justice.



Picture 4: The flow of settlement of migrant problematic

Erwiana’s family reported her case. Complaints of problems were conveyed directly to the ATKI organization. As a Beautiful activist, he also advocated for this case by assisting Erwiana since treatment in Sragen, Central Java. With the Yogyakarta Legal Aid Institute (LBH) and the ATKI network, the Erwiana case was success sexy tried in Hong Kong. When Erwiana’s case entered a Hong Kong trial, her former employer named Law Wantung was arrested. During the six weeks of the trial process, Erwiana’s employer was found guilty and sentenced to prison for six years. Erwiana’s employer was proven to have committed 18 of the 20 charges given against her. Indah felt that she could obtain justice by advocating for the rights of migrant workers and becoming a person who had empowerment for her destiny by carrying out these activism activities (Wahyudi, 2020). Based on Anik Maslikah’s experience, she said that Hong Kong’s law is quite fair.

“Hong Kong has a fair law and does not take sides on native Hong Kong citizens. If someone reports with direct evidence, the laws will drag the perpetrators to prison (Muslimah, 2020). “

From the experiences of migrant workers above, being

activists makes them more aware of their fundamental rights as workers and helps other workers when experiencing the same problems and fight the injustices. They also strive

to help female migrant workers and former migrants use their organizations to advocate for rights violations and empower themselves when returning home.

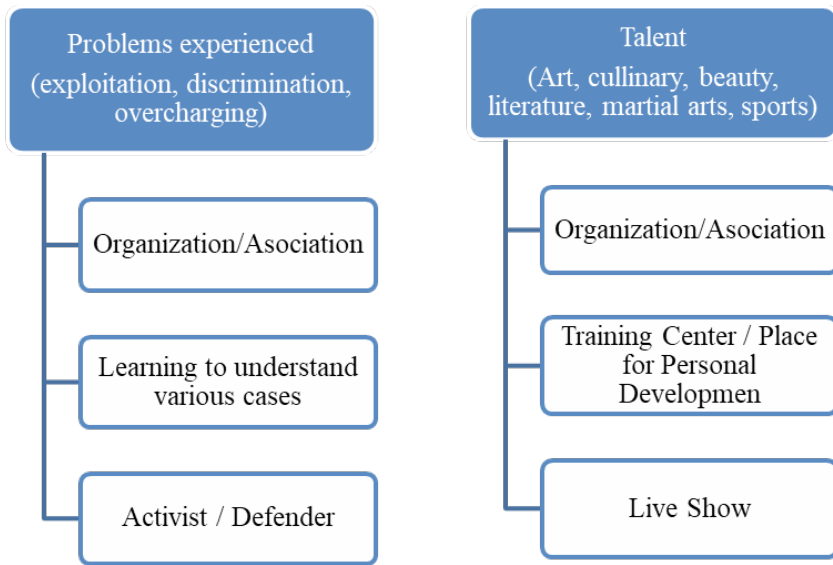


Figure 5: TKW Social Change and Success Process

The figure above explains the social change of migrant workers to become successful based on the two factors. The first flow shows that being successful begins with being a victim of exploitation, discrimination, overcharging, and so forth. Then, they decide to gain more knowledge about the case and how to handle it, be aware of the law, and know their rights as women workers because their ignorance will make them vulnerable to discrimination.

The organization works as a bridge for them to be more reflective and efficient.

Furthermore, those who want to become reliable organizers must learn more to understand various cases and speak publicly. Finally, to be an activist or advocate, when coworkers get discrimination problems, they have to find out the root, provide solutions and help, and provide advocacy as Erwiana experienced, departing from her

case and becoming an influential person.

The second flow shows that being successful begins with TKW, who have talents in art, food, beauty, literature, and sports. Female workers who already have expertise in a field will have a greater chance of developing themselves. They will join an organization or association specifically to teach like a Cultural Studio. Furthermore, TKW, with the potential of sufficient talent to occupy them, will be provided with a training center/place for self-development to train their talents to participate in a competition or live show. The training venue is usually in a better place with more professional trainers. For example, TKW will train at Oriental Martial Arts in Hong Kong and do Taekwondo at the Nunchaku Association for Kungfu. Then, they will join competitions once ready, like Anik Maslikah, who participated in several Wushu competitions, and Rina Sari in the Taekwondo competition. Anik Maslikah has inspired others to follow in her footsteps (Maslikah, 2020).

The more organizations and associations of migrant workers, the more success chance of migrant workers. Organizations in value can provide knowledge or as a place to

develop the potential of a migrant. Organizational awareness gives birth to new, more insightful individuals with different and competitive mindsets than those who have not joined the organization. They took part in changing their role as agents of change and agents of development. They can have this ability because there is a role for institutions in organizations or movements in advocating for migrant workers' rights (especially the rights of women migrant FDH). Becoming activists in their organizations can realize the strength of women's agencies through their efforts to fight for their rights, either by reporting their cases or by demonstrating to claim their rights and their struggle to negotiate their positions. Negotiating their position is an attempt by female migrant workers to no longer have subordinate or marginal positions. By negotiating positions through activism, several women have managed to revive themselves and become more empowered.

CONCLUSION

The Indonesian government has begun to give greater attention to Indonesia's foreign exchange heroes actively. The Indonesian Consulate General in Hong Kong as a representative of the Indonesian

Government in Hong Kong has provided training to Indonesian migrant workers to support good Indonesian migrant workers' performance. The Indonesian government also cooperates with a network of Indonesian migrant workers in Hong Kong to guard against the problems of Indonesian migrant workers. The Indonesian government and the Hong Kong Government's various policies and efforts make it easier for workers to get the access they want, including in developing potential. It is also supported by the awareness of organizing to change the mindset of migrant workers, especially women who are initially limited to domestic work. Organizations add their insights regarding their fundamental rights at work, like maternity leave. With the training held by the Indonesian Consulate and social security from the Hong Kong government, the success of migrant workers can be determined because they are freed to actualize themselves to become competitive individuals.

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