

## ABSTRAK

### ANALISIS KOMPARATIF KERJA SAMA INDONESIA-MALAYSIA DAN INDONESIA-SINGAPURA DALAM MERESPONS MASALAH PEKERJA MIGRAN NON-PROSEDURAL, 2020 - 2024

Oleh

**SHEFIYNA MEILITA PERMATA ARISNA**

Pekerja Migran Indonesia (PMI) Non-Prosedural merupakan kelompok rentan yang menghadapi risiko eksploitasi, perdagangan manusia, dan pelanggaran hak asasi manusia secara struktural di negara tujuan. Malaysia dan Singapura menjadi dua negara tujuan utama PMI di kawasan Asia Tenggara dengan pendekatan kebijakan yang berbeda secara signifikan dalam merespons permasalahan migrasi non-prosedural.

Penelitian ini bertujuan untuk mendeskripsikan dinamika permasalahan PMI Non-Prosedural di Malaysia dan Singapura pada periode 2020–2024, serta menganalisis secara komparatif bentuk kerja sama bilateral Indonesia–Malaysia dan Indonesia–Singapura dalam merespons permasalahan tersebut. Penelitian ini menggunakan metode kualitatif komparatif dengan pendekatan studi pustaka. Landasan teoretis yang digunakan adalah Teori Bilateral Cooperation dari Holsti (1988) yang diperkuat oleh konsep *reciprocity* dari Keohane (1986), serta konsep *Illegal Migrant*.

Hasil penelitian menunjukkan bahwa permasalahan PMI Non-Prosedural di Malaysia bersifat masif dan mengakar secara struktural, dengan jutaan pekerja tak berdokumen terserap dalam sektor perkebunan, konstruksi, dan manufaktur, sementara di Singapura permasalahannya lebih bersifat administratif dan berbasis eksploitasi dalam sistem formal. Secara komparatif, kerja sama Indonesia–Malaysia berpola pragmatis dan transaksional melalui mekanisme rekalisasi tenaga kerja dan *specific reciprocity*, sedangkan kerja sama Indonesia–Singapura bersifat regulatif dan berbasis tata kelola multi-aktor dengan pola *diffuse reciprocity*. Perbedaan karakter kebijakan domestik kedua negara tujuan secara langsung memengaruhi bentuk, strategi, dan efektivitas kerja sama bilateral yang dibangun Indonesia dalam isu PMI Non-Prosedural.

**Kata Kunci:** Pekerja Migran Non-Prosedural, Kerja Sama Bilateral, Indonesia–Malaysia, Indonesia–Singapura, *Reciprocity*

## **ABSTRACT**

### **A Comparative Analysis of Indonesia-Malaysia and Indonesia-Singapore Cooperation in Responding to Non-Procedural Migrant Worker Issues, 2020 - 2024**

*By*

**SHEFIYNA MEILITA PERMATA ARISNA**

Non-procedural Indonesian Migrant Workers (PMI) constitute a vulnerable group exposed to structural risks of exploitation, human trafficking, and human rights violations in destination countries. Malaysia and Singapore serve as two primary destination countries for Indonesian migrant workers in Southeast Asia, each adopting significantly different policy approaches in responding to non-procedural migration. This study aims to describe the dynamics of non-procedural PMI issues in Malaysia and Singapore during the period of 2020–2024, and to comparatively analyze the forms of bilateral cooperation between Indonesia–Malaysia and Indonesia–Singapore in addressing these issues. This research employs a comparative qualitative method through a library research approach. The theoretical framework is grounded in the Bilateral Cooperation Theory proposed by Holsti (1988), reinforced by Keohane's (1986) concept of reciprocity, and the concept of Illegal Migrant. The findings reveal that non-procedural PMI problems in Malaysia are massive and structurally entrenched, with millions of undocumented workers absorbed in plantation, construction, and manufacturing sectors, while in Singapore the issues are more administrative in nature and characterized by exploitation within the formal employment system. Comparatively, Indonesia–Malaysia cooperation follows a pragmatic and transactional pattern through labor recalibration mechanisms and specific reciprocity, whereas Indonesia–Singapore cooperation is regulatory and governance-oriented, involving multiple actors and reflecting a pattern of diffuse reciprocity. The differing domestic policy characteristics of the two destination countries directly shape the form, strategy, and effectiveness of Indonesia's bilateral cooperation in addressing non-procedural migrant worker issues.

**Keywords:** Non-Procedural Migrant Workers, Bilateral Cooperation, Indonesia–Malaysia, Indonesia–Singapore, *Reciprocity*