

Chapter V

Conclusion

In this modern era, it is easier for people to do anything because of the development of technology that already exists. The level of population movement is also increasingly high, including population movements in order to fulfill their needs and their families' needs. Indonesia is one of the countries with the largest population in the world. It is not surprising that Indonesia also sent many of its workers abroad. The sending of Indonesian worker abroad is also intended to fulfill national interests such as to provide job vacancies to the public and to prosper society.

South Korea is one of the many destinations for sending Indonesian workers. Since South Korea has been active in the industrial sector, it also increasingly needs human resources to run its economy. In 1994, the South Korean government launched the Industrial Trainee Scheme (ITS) as a policy to accept foreign workers as workers in South Korean companies. Then, in 2003 the South Korean Government changed its policy by issuing an Employment Permit System (EPS) as a better foreign employment program. In this system, foreign workers can get better contracts and more guaranteed protection.

At this time, Indonesia has continuously sent new workers to South Korea through the cooperation Government to Government programs (G to G). The Minister's Counselor at the Republic of Indonesia Embassy, Aji Surya, said that there were around 38,000 Indonesian workers in South Korea⁶⁶. South Korea is a developed country that offers high

⁶⁶ Ariestia. (2018, July 28). *Gaji TKI di Korea Selatan Sampai Rp 30 Juta Tapi Susah Kaya, Terjebak Gaya Hidup*. Retrieved March 17, 2019, from Tribun Pekanbaru: [http://pekanbaru.tribunnews.com/2018/07/28/gaji-tki-di-korea-](http://pekanbaru.tribunnews.com/2018/07/28/gaji-tki-di-korea)

salaries for low-skill workers. Within a month, Indonesian workers can get at least IDR 22 million excluding overtime. In fact, many of Indonesia's workers can afford private cars in South Korea.

Shipping workers to South Korea does not always run smoothly. There is not a small number of labors that becomes an illegal worker or overstaying. Even though, they did not have an official permit, they still decided to continue working there to get the money. There are many factors that cause workers to choose to stay in South Korea rather than to return to Indonesia. These factors influence them to continue to break the rules that have been applied.

- **Push Factors**

- a. The economic condition in Indonesia

Most Indonesian workers who work in South Korea are people from a poor economic condition. By working in South Korea, they can get a large salary even as a low-skill worker.

- b. Complex bureaucracy in Indonesia

Indonesian bureaucratic services which are still considered complicated and require longer time are the reason why workers do not want to return to Indonesia. They still want to work in South Korea. They consider the processing of documents in Indonesia is too long if they want to return to South Korea again. Then, if they return to Indonesia, they can also be threatened not to be able to return to work in South Korea because their age has exceeded the age limit of worker registration in South Korea.

- c. The workers do not know what will they do in Indonesia

If there is a desire to stop working in South Korea, the workers also get an idea of what they should do after arriving in Indonesia later. They are afraid they will not get paid well as they can get in South Korea because they have been used to the amount of salary they get.

- **Pull Factor**

- a. Comfortable atmosphere in South Korea

Even though workers live far away from their families in Indonesia, there are still many Indonesian workers who help each other in that foreign country. They also make many Indonesian communities in South Korea. They make community with workers coming from the same hometown and hobby. This makes the atmosphere become a second home for Indonesian workers.

- b. High salary for illegal workers

It's not a piece of news if the salary earned by workers in Korea is quite high. This is because the standard salary of foreign workers is equivalent to the standard salary of local people. Illegal workers even make it possible to get a higher salary because there are no things such as tax and insurance. With their salaries, Indonesian workers can also afford a new car for themselves.

- c. Great Facilities and Infrastructure in South Korea

The ease of doing anything in South Korea also makes workers feel at home to stay in South Korea. The situation of South Korea as a developed country is very different from the situation in their hometown. Therefore, the worker has also been immersed in a more advanced lifestyle.

- d. The emotional relation within the workers

Emotional feelings will emerge in everyone. This can also be found by Indonesian workers in South Korea. The Indonesian worker met with many people both from Indonesia and from the other countries. Then, they have an emotional bond within them. It can hold them to go back home.

e. The mild law enforcement in South Korea

The law enforcement in South Korea about illegal workers is quite weak. There is no strict law that can threaten illegal workers in South Korea. If there are illegal workers caught, government officials will only check the criminal records of these workers. If they do not have criminal record, workers will be deported to their home countries and get travel ban for several years.

f. Some company in South Korea accept illegal workers to work there

Overstaying workers in South Korea are known to have worked longer hours than workers who have just come to Korea. They become more skilled at operating work tools and it is also easier to communicate with these overstaying workers. Thus, South Korean companies consider that work will be faster with the overstaying workers compared to workers who have just come to South Korea.

The amount of salary earned by workers in South Korea is also offset by their hard work at the workplace. The longer working hours are taken, the salary will be higher. Not a few workers give up many hours of their rest time to get money. The most common among several factors that caused Indonesian workers to become overstaying workers was due to the economic conditions of the worker. Their needs in Indonesia which have not been fulfilled yet encourage workers to live in South Korea despite being forced to become an illegal labor.

Indonesian workers who overstayed in South Korea had reached 7,734 as of March 2018. This number increased from the previous year. If it continues to increase, this could reduce the quota of sending Indonesian workers to South Korea. Although the governments of Indonesia and South Korea are trying to reduce the number of illegal workers, according to Indonesian Workers who still live there, raids on illegal labor are not often carried out by the South Korean government. It was only at the beginning of 2019 that the raids were intensified because there were many Thai workers entering South Korea after the free visa was applied. In addition, the Indonesian government in South Korea also felt less assertive in bringing illegal workers back to Indonesia. There are only admonitions that are usually intensified by the Indonesian government.

Being an illegal worker in another country is an action that can endanger Indonesian workers themselves. Workers cannot get adequate protection from the government. This can make them vulnerable to being targeted by criminals such as human trafficking, etc. Besides, the lack of protection also makes them unable to report to the authorities if they experience injustice. However, there are still many workers who dare to take all these risks in order to keep fulfilling the obligation to make a living for their family and to prosper themselves and also their families.