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## Ensure the Availability of Indonesian Migrant Workers to Support Saudi Vision 2030 Through the Establishment of a One-Channel Placement System

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### Abstract

*Efforts to achieve the goals of Vision 2030 may be hampered as a result of the implementation of the moratorium policy on the placement of Indonesian migrant workers imposed by the Indonesian government. This research found that, to support the realization of the 2030 vision, the Saudi Arabian government was forced to agree to the conditions proposed by the Indonesian government to establish a mechanism for protecting Indonesian migrant workers through a one-channel placement system. The Indonesian government succeeded in using the moratorium policy as leverage to influence the Saudi Arabian government to fulfill their request to provide protection for Indonesian migrant workers. The Saudi Arabian government is forced to fulfill the Indonesian government's request, because Indonesian migrant worker services have become a favorite choice for the community, and if they are not fulfilled it will hamper activities, this could make it difficult to realize Vision 2030. This research also found that to ensure the availability of migrant worker services, the Saudi Arabian government has also carried out several initiatives such as reforming worker recruitment regulations and digitizing worker recruitment.*

**Keywords:** Indonesian Migrant Workers, Moratorium Policy, Vision 2030, One Channel Placement System.

### Introduction

As time goes by, each country has its own long-term development agenda, one of which is Saudi Arabia which has Vision 2030 as its long-term development agenda. Vision 2030 was first announced to the public by Deputy Crown Prince Muhammad bin Salman, the vision is a plan to revolutionize the Saudi economy by ending its dependence on oil, Vision 2030 focuses on creating jobs for Saudi citizens to run a modern economy driven by productivity (Khashanm, 2017). Vision 2030 has three components consisting of diversifying the oil-based economy to reach technology and tourism in the economy, making Saudi Arabia the center of Islam and Arab culture, as well as becoming an economic and geographical center covering Asia, Europe and Africa (Cochran, 2019). The history of Saudi Arabia's dependence on income from oil exports began with the discovery of the first oil resources in Saudi Arabia. In 1938, an oil company from the United States, namely the California Arabian Standard Oil Company

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(CASOC), succeeded in finding oil reserves in the Dammam 7 well (Morton, 2018). The oil content in the Dammam 7 well is very large, which makes this well the largest source of petroleum. The discovery of the world's largest oil resources in Saudi Arabia has then provided huge profits for Saudi Arabia, which has made oil exports one of the largest sources of national income compared to other sources of income.

Before the discovery of oil sources, Saudi Arabia's economy was still traditional, relying on the agriculture, fisheries and trade sectors, but then the oil sector dominated the economy, making a significant contribution to the country's GDP and government revenues, and enabling development in various sectors in Saudi Arabia (Fgahmed, 2023). Saudi Arabia's development plans after the discovery of oil and the Oil Boom phenomenon were divided into three plans which were implemented in different years, the first plan was implemented in 1970-1975, the second plan was implemented in 1975-1980, and the third plan was implemented in 1980-1985. Saudi Arabia's first development plans (1970-1975) were still cautious because increasing revenues from the oil sector had just begun; The Second Plan (1975-80) was a very ambitious plan in which planned expenditure increased up to 13 times that of the first plan aimed at rapid development in all sectors simultaneously, what was previously a distant goal in the first plan later became a long-term achievement target short in the Second Plan; the Third plan (1980-85) recognized the various forms posed by the second plan, and attempted to focus development paths more closely (Niblock, 2008). This development plan was implemented in line with the large amount of income obtained by Saudi Arabia, including from the oil sector which contributes a large amount to national income.

The significant decline in global oil prices then caused Saudi Arabia to also experience large losses. The decline in income experienced as a result of the decline in world oil selling prices has made Saudi Arabia aware that they cannot always depend on income from the oil sector, and there is a need for diversification through new economic sources, this is what then became the background for the formation of Vision 2030 by the Arab government Saudi. In Vision 2030, to diversify Saudi Arabia's national income, this is done by creating new economic sources through foreign investment entering Saudi Arabia. This investment also helps to create jobs to absorb the Saudi Arabian population as workers. So far, unemployment has been one of the complex problems faced by the Saudi Arabian government, where the Saudi Arabian population has not been able to absorb the available employment opportunities. One of the reasons for this is a lack of competence, a feeling of laziness, and also a patriarchal culture that limits women's activities. Some of these things can occur as a result of subsidies that have long been provided by the government, so that these habits have been maintained for a long time.

In order to be able to work in the available jobs, it is important to make the people of Saudi Arabia a competent workforce, therefore, in an effort to support the achievement of Vision 2030, the Saudi Arabian government is also implementing the National Transformation Plan program which aims to increase competence and competitiveness. One form of program from the National Transformation Plan is to reduce the provision of various forms of subsidies, this is intended to reduce the burden on state expenditure, and encourage people to be independent in meeting their needs. The National Transformation Plan also includes initiatives to improve the quality and accessibility of education for the Saudi Arabian population through improving the learning curriculum, so that they can form the competencies needed to support work activities. Apart from that, the plan also includes regulatory reforms to allow women the freedom to carry out various activities, including being able to work in various available jobs.

The various initiatives in the National Transformation Plan are a form of effort to shape the

Saudi Arabian population as a superior and competitive workforce, which can also support the achievement of Vision 2030. The availability of a superior and competitive workforce can help attract foreign investment, this is due to the availability of the workforce. is closely related to achieving the Saudi vision 2030, this is because to attract foreign investment into Saudi Arabia as a new economic source, a competitive labor market is needed, where there is a competent workforce that can be relied on. In addition, with the availability of competent labor, users do not need to recruit labor from outside Saudi Arabia, and can use available local labor at more affordable wages.

The migration phenomenon can continue to occur due to push factors in the migrant's country of origin, and also pull factors in the country of migration destination. This can be shown in the migration phenomenon carried out by Indonesian migrant workers who migrate to various placement countries to work. Many Indonesian migrant workers are spread across various placement countries, one of which is Saudi Arabia. For Indonesian migrant workers, placement in Saudi Arabia has its own attractions, such as the similarity of the religion shared by residents of Saudi Arabia, namely Islam, and also the opportunity to perform the Hajj and Umrah (Irawaty & Wahyuni, 2011). The existence of these various things becomes an attraction which then influences the preference for choosing a placement country for Indonesian migrant workers to choose Saudi Arabia compared to other placement destination countries. However, there are risks to placement in Saudi Arabia, these risks are the various protection problems that many Indonesian migrant workers experience in Saudi Arabia.

Forms of protection problems experienced by Indonesian migrant workers in Saudi Arabia include torture (Shaleh & Nasution, 2020), confinement by employers (Yuliardi et al, 2021), unpaid salaries (Ndarujati, 2021), and unilateral law enforcement. (Aditya, 2018). The existence of these various problems not only threatens the rights of Indonesian migrant workers as workers, but can also cause Indonesian migrant workers to experience physical torture and even cause death. The Indonesian government has taken various measures to provide protection for Indonesian migrant workers in Saudi Arabia, these efforts are carried out in a preventive and remedial manner. The causes of various forms of problems experienced by Indonesian migrant workers in Saudi Arabia are due to the implementation of the kafala system, the absence of legal protection for migrant workers and also the social culture in Saudi Arabia, which then causes the vulnerability of migrant workers, including Indonesian migrant workers, to experience various forms of protection problems while working in Saudi Arabia.

The Kafala system is a reputation-based system implemented to help ensure that migrant workers will be vetted by their local sponsors, these sponsors will also be responsible for actions taken by migrant workers under their auspices, the sponsors also help provide protection for migrant workers and also help prevent migrant workers from violating the laws or customs that apply in Saudi Arabia (Diop et al, 2018). The implementation of the Kafala system in Saudi Arabia is carried out based on practices based on Islamic law that have been implemented for a long time in Saudi Arabia, which have continued to be implemented until modern times. The implementation of the Kafala system in Saudi Arabia is carried out based on the laws and regulations contained in the Residence Regulations, Law No. 2/17/25/1337, art. 5, 14, these regulations stipulate that anyone entering Saudi Arabia must first have a sponsor and anyone who wants to leave Saudi Arabia must obtain permission from the Foreigners Control Office. According to Dito (2015), the Kafala system can legally sponsor 2 groups of migrants, namely migrant workers in general and also migrant workers in the domestic sector. The provisions for implementing the Kafala system are regulated in the Employment Law and

Population Law of Saudi Arabia, these regulations emphasize the provision that migrant workers may only work for the employer who sponsors them while they are in Saudi Arabia (Mahayni & Mahayni, 2016). Kafala sponsors of migrant workers can be individual citizens of Saudi Arabia or corporate entities, including building companies, facility management companies, travel agents and employment agencies (Damir-Geilsdorf & Pelican, 2019).

Work contract under Kafala system is valid for at least a period of two years, the visa and legal status of the worker is tied to the sponsor, which then makes the sponsor have responsibility for migrant workers which includes recruitment costs, health checks and migrant worker identity cards. This gives the sponsor complete control over worker mobility, which makes workers very dependent on the sponsor from the start of their arrival to work in Saudi Arabia (Kelly et al, 2022). The existence of various regulations that require migrant workers to receive protection from sponsors, as well as the amount of authority that sponsors have over migrant workers, often results in migrant workers being under the control of sponsors while working in Saudi Arabia. The sponsor's control over migrant workers often does not provide protection for migrant workers in accordance with the obligations stipulated in the applicable regulations, but in fact does not provide, and even makes it difficult for migrant workers to obtain protection for various forms of problems experienced by migrant workers. Apart from the implementation of the Kafala system, another factor causing the vulnerability of protection issues for Indonesian migrant workers in Saudi Arabia is the absence of legal protection regulations for migrant workers in Saudi Arabia.

The labor law in force in Saudi Arabia does not include migrant workers as protected groups in the law, this then makes migrant workers vulnerable to experiencing various forms of problems (Minority Rights Group International, 2012). Apart from that, the Saudi Arabian government has also not ratified several international conventions related to human rights such as the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and especially the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. This situation means that the Saudi Arabian government is not bound by its obligations to fulfill and protect human rights, including among migrant workers. The law enforced in Saudi Arabia is a form of elaboration of Islamic teaching values including the holy scriptures which are interpreted into legal rules, this then causes Saudi Arabia not to ratify various international conventions on human rights, including the protection of migrant workers.

Another factor causing the many protection problems experienced by Indonesian migrant workers in Saudi Arabia is slavery and the patriarchal culture. In the past, in Islamic countries such as Saudi Arabia, slavery was a common practice, because slaves had an important role in the country's economy where slaves were employed as labor in various sectors (Miers, 2013). The practice of slavery in the modern era can be seen from the implementation of the Kafala system which ensnares migrant workers, especially domestic workers, which then causes migrant workers to experience various problems fulfilling their rights as workers (Akzahrani, 2014; Trần, 2021).

The practice of slavery, which has become a culture among the population of Saudi Arabia, then causes migrant workers, especially domestic workers, to continue to be looked down upon on a par with slaves who can be treated arbitrarily. Apart from the practice of slavery, another culture that exists among the Saudi Arabian population and can threaten migrant workers is patriarchal culture. The patriarchal culture that exists in the population of Saudi Arabia can be seen from how the population of Saudi Arabia views the division of tasks between men and women, where women are under the domination of men, women are given various forms of

restrictions, in contrast to men who have more freedom in carrying out activities (Abalkhail, 2017; Soekarba, 2019). The existence of a patriarchal culture among the population of Saudi Arabia can then contribute to migrant workers, especially female domestic workers, experiencing various forms of problems, this is because the existence of this culture can cause migrant workers to be looked down upon and receive abusive treatment.

Preventive efforts carried out by the Indonesian government to provide protection for migrant workers from various forms of problems in the placement country are through outreach and education carried out during the pre-placement period, as well as efforts to establish a mechanism for protecting Indonesian migrant workers together with the Saudi Arabian government. These outreach and education efforts are intended to provide tips for migrant workers to understand their country of placement, including efforts that can be taken to prevent various forms of problems (Shubhan, 2012). To establish a mechanism for protecting Indonesian migrant workers, the Indonesian government has long been trying to collaborate with the Saudi Arabian government, but this invitation for cooperation has not been realized concretely because it has not received a serious response from the Saudi Arabian government (Fatmawati, 2014).

Meanwhile, the countermeasures undertaken by the Indonesian government to provide protection for Indonesian migrant workers in Saudi Arabia are through diplomatic protests against the Saudi Arabian government, summoning the Saudi Arabian Ambassador by the Indonesian government and implementing a moratorium on the placement of Indonesian migrant workers in Saudi Arabia. The diplomatic protest carried out by the Indonesian government was carried out as a result of various cases of execution of the death penalty against Indonesian migrant workers in Saudi Arabia who had been found guilty and sentenced to death. The execution of the death penalty was carried out without notification to the Indonesian government, this action was considered to violate applicable norms (Mazrieva, 2018). The Indonesian government continues to carry out diplomatic protests as many Indonesian migrant workers experience similar cases in Saudi Arabia. Apart from protesting diplomatically, the Indonesian government also summoned the Saudi Arabian Ambassador to Indonesia.

As an effort to protect Indonesian migrant workers, the Indonesian government has also implemented a moratorium on the placement of Indonesian migrant workers to various countries that are considered problematic, one of which is Saudi Arabia. The implementation of a moratorium on the placement of Indonesian migrant workers began to be implemented during the era of President Susilo Bambang Yudhoyono, which was triggered by the large number of cases experienced by Indonesian migrant workers in placement countries, including Saudi Arabia. Based data collected from the Indonesian Migrant Worker Protection Agency shows that from 2007 to 2009, there were various forms of problems experienced by Indonesian migrant workers, including among domestic workers, such problems as unpaid salaries with a total of 6,695 cases, termination of relations. work reached 33,033 cases, abuse reached 5,911 cases, and sexual harassment problems reached 3,322 cases. Responding to the many cases experienced by Indonesian migrant workers in Saudi Arabia, the Indonesian government then imposed a soft moratorium on the placement of Indonesian migrant workers, especially in the domestic sector, to Saudi Arabia, which was implemented on January 1 2011 (Detiknews, 2011).

The form of the soft moratorium policy implemented by the Indonesian government is in the form of total tightening with zero placement, and problem handling is carried out by the Indonesian Migrant Worker Protection Agency with supervision from the Ministry of Manpower accompanied by system improvements such as job orders and additional qualification requirements for work agreements and increased wages (Kompas, 2011). Among



the various cases experienced by Indonesian migrant workers, the case experienced by an Indonesian migrant worker named Ruyati is a case that has received widespread public attention. Ruyati was sentenced to death which is a form of *qisas*, namely a punishment commensurate with what she did. Ruyati was sentenced to beheading without any notification being given to the Indonesian government (Setiawanto, 2011).

The execution of Ruyati has triggered responses from various parties who support the government's firm efforts to stop the placement of Indonesian migrant workers in Saudi Arabia through the implementation of a moratorium policy. Responding to Ruyati's execution, President Susilo Bambang Yudhoyono (immediately held a meeting with the People's Representative Council. During this meeting, one of the recommendations submitted is regarding the implementation of a moratorium on the placement of Indonesian migrant workers (Sherlita, 2011). In the Presidential cabinet meeting on 23 June 2011, the President announced that there were 6 decisions and instructions regarding Indonesian migrant workers, the President also announced the implementation of a moratorium on the placement of domestic workers in Saudi Arabia, especially those applied to the informal sector, the policy became effective on August 1 2011 (Juandea, 2014).

The implementation of the soft moratorium policy is an initial action before the full implementation of the moratorium policy. In line with the many cases experienced by Indonesian migrant workers in Saudi Arabia, the full implementation of the moratorium will be considered after reviewing the success of the implementation of the soft moratorium. The provisions for implementing the moratorium policy are valid until a better system, mechanism, requirements and work agreement standards are established to provide guaranteed protection and welfare for Indonesian Workers in Saudi Arabia (Ady, 2014). The implementation of the soft moratorium policy continued until the change of leadership from Susilo Bambang Yudhoyono to Joko Widodo.

However, in the era of President Joko Widodo, there were still various problems experienced by Indonesian migrant workers in Saudi Arabia. In 2015, there were 250 Indonesian citizens who were threatened with the death penalty abroad, of which some were Indonesian migrant workers working in Saudi Arabia (BBC, 2015). Among the various cases of death sentences imposed on Indonesian migrant workers, there are several cases such as the case of Indonesian migrant workers named Zaenab and Karsin who were executed without any notification to the Indonesian government (Banjarmasin post, 2015). Responding to the many cases of death sentences carried out even without notification to the Indonesian government, President Joko Widodo gave instructions to the Minister of Manpower to form a road map to stop sending domestic workers to Saudi Arabia (Warta Ekonomi, 2015). Responding to instructions given by the President, the Republic of Indonesia Labor Minister decided to implement a full moratorium, this decision was explained in his press conference on 4 May 2015 (Dewiyani, 2015).

The implementation of the moratorium policy applies to destination countries for placement of Indonesian migrant workers who are considered vulnerable, such as Algeria, Bahrain, Iraq, Kuwait, Lebanon, Libya, Morocco, Mauritania, Egypt, Oman, Palestine, Qatar, Sudan, Syria, Tunisia, United Emirates. Arabia, Yemen and Jordan. The implementation of the moratorium policy on the placement of Indonesian migrant workers will only be lifted if a protection mechanism for Indonesian migrant workers has been established in the placement country which was established bilaterally together with the destination of placement, including Saudi Arabia. This research examines how the Saudi Arabian government is trying to ensure the availability of Indonesian migrant workers in Saudi Arabia to support the achievement of their Vision 2030.

## Conceptual Framework

This research uses several theories such as foreign policy and foreign policy strategy. Based on its definition, Carlsnaes et al (2013) define foreign policy as a state action that is directed at the goals, conditions and actors, both state and non-state actors, who are outside the country's territorial territory and are the state that wants to be influenced through foreign policy. Meanwhile, based on formation factors, according to Holsti (1992), there are internal and external factors that influence the formation of foreign policy such as socioeconomic and security needs, geographical and topographical characteristics, national attributes, government structure and philosophy, public opinion, bureaucracy, leader personality, political parties. and interest groups, bureaucracy and ethical considerations, while external factors consist of the structure of the international system, characteristics or nature of the international economy, policies and actions of other countries, global issues, international law that regulates the international world.

To achieve the objectives of the foreign policy implemented by a country, it is important to be able to implement appropriate foreign policy strategies. Foreign policy strategy according to Lovell (1970) is a plan to prioritize the national interests of each country, while on the other hand it is also a form of effort to prevent opposing parties from obstructing and getting ahead of them. Lovell (1970) further explained that there are typologies of foreign policy strategies such as leadership, concordance, confrontation and accommodative strategies. Foreign policy strategies are also accompanied by tactical actions such as legitimacy, exploitation of tactical advantages, reduction of tactical losses, increase bargaining position, and strengthening deterrence, and also tactical techniques such as declarations, commitments, promises and threats, demonstration of capability, deterrence, and reward and punishment. The form of strategy as well as the tactical actions and techniques applied can be chosen by policy makers in accordance with the policy achievement targets set. In this research, foreign policy theory and foreign policy strategy theory are used to explain the formation of a one-channel placement system as an effort made by the Saudi Arabian government to ensure the availability of Indonesian migrant workers to meet the needs of the people in Saudi Arabia.

## Research Method

This research used qualitative research methods. Cresswell (2016) defines qualitative research methods as methods used to explore and understand the meaning ascribed by a number of individuals or groups to social or humanitarian problems. According to Lamont (2015), the use of qualitative methods in international relations studies is aimed at assisting in understanding the meaning and processes that shape international relations. In this research, qualitative methods were used because the type of research data used was qualitative data obtained through library study methods from various sources, which were then processed and analyzed qualitatively and then presented in a narrative descriptive manner. The aim of using qualitative research methods according to Berg & Lune (2017) is to understand how a phenomenon occurs, compared to the tendency for this phenomenon to occur frequently.

## Results and Discussion

### The Important Role of Indonesian Migrant Workers in Supporting the Saudi Arabia's Vision 2030

The reluctance of the Saudi Arabian population to do various domestic jobs means that the Saudi Arabian population has to employ migrant workers in the domestic sector. Migrant workers help in looking after children and the elderly, and also play an important role in helping the Saudi Arabian population in traditions and celebrations of important days such as the Eid al-Fitr holiday. In Saudi Arabia, child care work is a type of domestic work that is mostly carried out by domestic sector migrant workers. The dependence of Saudi families on domestic sector migrant workers in several tasks related to child care include: cleaning the child, arranging his sleep time, serving him healthy food, giving him medicine when he is sick, training him to defecate, playing with the child, accompanying him in his free time, keeping him company, going for a walk, play with him, waking him up for school, helping the child learn English, buying school supplies, taking the child to school, supervising the child in doing his homework (Al Oteibi, 2014).

In Saudi Arabia, families are traditionally responsible for caring for the elderly; he will continue to live with them until the end of his life, it is also customary for rich people to help their poor elderly relatives financially, to prevent them from suffering the embarrassment of asking others for help (Elyas, 2011). However, based on the opinion of Faleh (1983), Al-Thaaqib (1986), Al-Tuwaijri (2001) shows how the increasing trend of women's busyness in Saudi Arabia has changed traditional values in parental care, where previously care was carried out directly by children. and daughter-in-law, and now, along with their busy lives, this care has been transferred to third parties, namely domestic sector migrant workers. The role of domestic sector migrant workers also becomes very important on certain days such as Ramadan and the Eid al-Fitr celebration in Saudi Arabia.

In Saudi Arabia, Eid al-Fitr is not only an important religious event but also an important event that can be "shown off" by not just doing things that can form a family, but being seen doing things that a family should do, namely openly displaying the often stereotyped ideals of compassion and solidarity (Finch, 2007; Dermott & Seymour, 2011). To support Eid al-Fitr celebrations, many domestic sector migrant workers are employed by residents of Saudi Arabia. Based on reports from migrant advocacy groups that there is an increase in the number of domestic workers fleeing during the month of Ramadan, however, domestic sector migrant workers who are Muslim, report that they are more likely to do extra work during the celebration without complaining, both because it confirms their obedience as Muslims and because of their longing for celebrations at home with family and friends (Elyas & Johnson, 2014).

Saudi Arabian society often use the services of Indonesian migrant workers, especially domestic sector workers, because Indonesian migrant workers have many advantages compared to migrant workers from various other countries, such as the same religion, namely Islam, a good work ethic, and affordable service costs, these advantages then form trust of the Saudi Arabian population to employ Indonesian migrant workers. However, along with the implementation of the moratorium policy on the placement of Indonesian migrant workers, now residents of Saudi Arabia cannot employ Indonesian migrant workers, because placements have been completely stopped by the Indonesian government. Due to the limited availability of migrant workers in the labor market, one of which is caused by the implementation of a moratorium policy by the Indonesian government, residents of Saudi Arabia are forced to employ illegal migrant workers who are trafficked illegally (Nafee, 2014). Employing illegal migrant workers has its own risks for residents of Saudi Arabia as users, such as the risk of criminal acts that can be committed by illegal migrant workers (AL-Fawaz, 2015).



Now, there is Vision 2030 which has reduced the subsidies given to the population, which is then indirectly an effort to encourage the population to work in available jobs. With limited time to do household work, residents of Saudi Arabia need the services of trusted domestic sector migrant workers. This need can be met by Indonesian migrant workers, however, the implementation of the moratorium policy means that Indonesian migrant workers cannot be placed in Saudi Arabia. It is important for the Saudi Arabian government to pay attention to the availability of services for domestic sector migrant workers in the labor market in Saudi Arabia, this is because sufficient availability can meet the needs of the Saudi Arabian population, so that the Saudi Arabian population can work productively. In order to ensure the availability of services for Indonesian migrant workers, it is important for the Saudi Arabian government to seek to lift the implementation of the moratorium. This effort can be done by fulfilling the Indonesian government's request to establish a mechanism to protect Indonesian migrant workers while working in Saudi Arabia.

### **Improving the Protection of Indonesian Migrant Workers in Saudi Arabia Through a One-Channel Placement System**

After several efforts made by the Indonesian government to establish a worker protection mechanism did not receive clarity from the Saudi Arabian government, after the full implementation of the moratorium on the placement of Indonesian migrant workers, the Indonesian government again held talks with the Saudi Arabian government to discuss the establishment of a protection mechanism for Indonesian migrant workers. In Saudi Arabia, these talks then succeeded in producing a cooperation agreement to establish a protection mechanism through a one-canal deployment system. In the one-channel placement system, it contains 21 points of cooperation to improve various aspects which are weak points in the protection of Indonesian migrant workers, such as improving (1) the process of recruiting and placing workers through an integrated online system to facilitate supervision, monitoring and evaluation; (2) use of the sharia system to replace the kafalah system; (3) salary payments through banking; (4) as well as the existence of a joint committee tasked with overseeing the recruitment and placement process of workers in Saudi Arabia (Siregar, 2018).

The application of the one channel placement system is still a limited trial, the application of the system only applies to a certain number of workers, in certain placement locations such as Jeddah, Medina, Riyadh, and eastern regions such as Damam, Qobar, Dahrn, and also applies to certain areas of work such as child caretakers, family cooks, caretakers for the elderly, family drivers, household assistants, the implementation of the system will also be accompanied by evaluations carried out every three months during the trial period (Fanani, 2018). Then, the implementation of the one-channel placement system was also followed by improvements to the worker training mechanism, where now workers who will be sent to Saudi Arabia must first receive training at work training centers provided by the Indonesian government, workers who have completed the training will departed for Saudi Arabia.

The obligation for workers to receive training before being placed in Saudi Arabia aims to make the work of workers there easier, apart from that, this is also done to provide assurance to users that the workers they employ are workers who have work competence. In the one-channel placement system, it also involves private parties such as Syarikah from Saudi Arabia, and the Indonesian Migrant Worker Placement Company from Indonesia. The implementation of the one-channel placement system also does not revoke the implementation of the moratorium on the placement of Indonesian migrant workers which was previously imposed by the Indonesian government, however, the implementation of this system can reopen the placement of

Indonesian migrant workers to Saudi Arabia after previously being stopped.

The success of the Indonesian government in establishing a worker protection mechanism through a one-channel placement system is inseparable from the success of using the moratorium policy on the placement of Indonesian migrant workers as leverage to strengthen Indonesia's position, and influence the Saudi Arabian government to agree to the establishment of a protection mechanism after previous negotiations carried out by the government. Both countries did not produce clarity. Apart from that, the establishment of a one channel placement system can also encourage labor absorption, and increase state revenues from remittances generated from Indonesian migrant workers working in Saudi Arabia, where Saudi Arabia is one of the favorite placement destination countries for Indonesian migrant workers, because of that, many workers want to work there. On the other hand, the establishment of a one channel system also provides benefits for Saudi Arabia. The existence of efforts to achieve Vision 2030 means that the Saudi Arabian government must make efforts to ensure that community needs are met, such as the need for the availability of domestic workers which can only be met by migrant workers, including migrant workers from Indonesia. The establishment and implementation of a one channel placement system means that Indonesian migrant workers can return to work in Saudi Arabia, this situation can then maintain the availability of workers in the labor market to meet the needs of the community.

### **Saudi Arabian Government's Efforts to Provide Protection for Migrant Workers**

In order to maintain the availability of domestic worker services among migrant workers, including Indonesian migrant workers, the Saudi Arabian government has also reformed the worker recruitment system through the establishment of the Musaned platform, as well as reforming recruitment rules and work conditions for domestic workers. Previously, recruitment and job placement of migrant workers in Saudi Arabia was very dependent on sponsors who had been regulated in the Kafala system, but this actually gave rise to various forms of problems because sponsors had great authority, so they could oppress workers. As an effort to make it easier for migrant workers to work in Saudi Arabia, the Saudi Arabian government started using the Musaned platform to replace the Kafala system. Musaned is an integrated electronic system initiated by the Ministry of Labor and Social Development of Saudi Arabia to facilitate the procedural recruitment of domestic workers, and to increase the protection of every right owned by all parties (Hassan, 2019).

The Musaned platform has various advantages compared to the application of the Kafala system, where through the Musaned system, recruitment, job placement, and job transfer of workers can be carried out practically and openly through an electronic system so that the process can be carried out transparently and accountably which will then be also facilitates supervision of workers. In contrast to the use of the Musaned platform, previously various processes for recruitment, placement, supervision and protection of workers were carried out through the kafala system where each process was carried out behind closed doors, so that there could be the potential for various forms of irregularities in the process which would then be detrimental to each party. The Musaned platform also has various services that can make things easier for workers and users, such as (1) facilitating the transfer of workers' salary payments via digital services; (2) simplify the application and approval of worker visa applications; (3) worker transfer; (4) provision of workers' insurance services; (5) clarify the contractual relationship between workers and users; (6) as well as services for resolving contractual relationship problems between workers and users, these various services can continue to increase along with service updates that are carried out according to needs.

In a one-channel placement system, the Musaned platform is integrated with the SIAPkerja platform which is operated by the Indonesian Migrant Worker Protection Agency. In a one-channel placement system, the Musaned platform functions to provide information regarding job orders in Saudi Arabia. This information will then be conveyed and displayed on the SIAPkerja platform so that it can be accessed by prospective Indonesian migrant workers. The forms of information regarding job orders from the Musaned platform displayed on the SIAPkerja platform are (1) information regarding the types of jobs available; (2) information regarding the identity of potential users; (3) information regarding work conditions (4) work location information; (5) information regarding the salary that will be obtained. By understanding the information regarding job orders displayed on the SIAPkerja platform, prospective workers can choose suitable jobs, and avoid various forms of work that are considered risky and dangerous. On the other hand, the use of the Musaned platform which has been integrated with the SIAPkerja platform also provides benefits for worker users. Through this platform, users can find out the identity of prospective workers, as well as their skill competencies, this allows users to get workers according to their wishes. By using the Musaned platform in a one channel placement system, it has provided a solution to prevent losses from users and workers.

Apart from establishing the Musaned platform, another effort made by the Saudi Arabian government to maintain the availability of domestic worker services among migrant workers is through reform of recruitment rules and work conditions for domestic workers. To be able to employ domestic workers, the Saudi Arabian government now requires users to be able to prove their ability to pay the salaries of domestic workers. The Saudi Arabian government stipulates that married Saudi citizens who wish to employ a worker must have a minimum bank balance of SAR 35,000. Married Saudi citizens are limited to a total of three visas including one male domestic worker visa. first will require SAR 5,000 on top of a bank balance of SAR 35,000 as proof of financial capability, this amount will increase to SAR 500,000 on the fifth visa (Gulfbusiness, 2017). In addition to the rules regarding proof of financial capability, the Saudi Arabian government also limits the types of work that can be recruited by Saudi citizens, such as female domestic workers, private drivers, babysitters, male cooks, female cooks, waiters, male nurses and female nurses (Arabnews, 2017).

The obligation to prove financial capability to employ domestic workers also applies to foreign workers working in Saudi Arabia. For the issuance of a first-time recruitment visa, foreign workers must have a minimum salary of SR10,000 and provide proof of financial stability with bank documents worth a minimum of SR100,000. For the issuance of the second visa, the minimum salary requirement for permanent employees is doubled to SR20,000, accompanied by proof of financial capability proven by a bank balance sheet of SR200,000, this evidence must be validated by the General Organization for Social Insurance (Al-Amir, 2023). Apart from having to prove financial capability, another rule imposed by the Saudi Arabian government for foreign workers to be able to employ domestic workers in Saudi Arabia is the prohibition on employing workers who have the same nationality as the foreign worker (Okaz, 2023). The existence of regulations on the obligation to prove financial capability in recruiting domestic workers can help to prevent the practice of recruiting workers beyond the user's ability to pay these workers.

The Saudi Arabian government also enforces minimum age limits for service users to employ domestic workers, as well as minimum age limits for domestic workers to be able to work in Saudi Arabia. For prospective service users who are not married, the age requirement to obtain

a visa to employ domestic workers is 24 years (Economic Times, 2023). Meanwhile, the age limit set by the Saudi Arabian government for domestic workers to be able to work in Saudi Arabia is 21 years (Hashmi, 2023). Apart from that, the Saudi Arabian government also requires that work contracts be made based on the Gregorian calendar, the specific inclusion of each element in the work contract, limiting the trial period to no more than 90 days, limiting working hours to a maximum of 10 hours per day, having weekly paid rest periods of 24 hours. respectively, the service user is responsible for paying document processing fees and fines, the user's obligation to look after the worker, the user is prohibited from withholding the worker's identity documents, and the user must also allow the worker to communicate with external parties (Samaa, 2023). These various efforts show how domestic workers have an important role in Saudi Arabia, therefore, it is important to maintain the availability of domestic workers.

## Conclusion

This research found that the formation of a single channel placement system can be interpreted from two points of view. From Indonesia's perspective, the establishment of this system is a form of the Indonesian government's success in using the moratorium policy as leverage to influence the Saudi Arabian government to provide protection for Indonesian migrant workers. Meanwhile, from the perspective of the Saudi Arabian government, the establishment of a one-channel placement system is a form of compulsion due to the community's dependence on the use of Indonesian migrant worker services, so that if these needs are not met it can affect people's daily lives, which can then hinder the realization of Vision 2030

To realize Vision 2030, the Saudi Arabian government is forced to fulfill the Indonesian government's request to establish protection for Indonesian migrant workers in Saudi Arabia through the establishment of a one-channel placement system. The availability of Indonesian migrant worker services can then make people focus on working on the jobs that are available. The existence of Indonesian migrant workers has become an important part of people's lives in Saudi Arabia, because it has helped carry out various activities that cannot be carried out by the community, such as household work, which is a type of work that is considered unfit for the people of Saudi Arabia to do.

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