ANALYSIS OF THE NEED FOR LABOR MIGRATION POLICY IN SINGAPORE

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ABSTRACT

Singapore is categorized as a Developed Country because of its developed trading industry among Southeast Asian countries. The existence of Singapore is inseparable from the presence of residents. As is known, most residents of Singapore are the result of migration policies due to the lack of population. Singapura recorded a record decline in people over the past year. The government's annual brief report revealed that the restrictions and conditions of the Covid-19 pandemic were one of the leading causes. Singaporean population also fell 0.7% to 3.5 million, while permanent residents (PR) fell 6.2% to 0.49 million. This is the first drop from YoY, both in population and population since data was collected in 1970. Migration is the movement of people from one area to another aimed at living sedentary, which goes beyond the administrative/political boundaries. The move made by a resident is usually immigrant because he has the desire to live a sedentary life for a long time. This research uses a qualitative descriptive method with literature review research. The results showed that one of the factors driving migration from Indonesia to Singapore was the lack of labor in Singapore. The process of self-formation into a Singaporean identity through migration, adaptation, and integration stages. Singapore has a policy toward migrant workers. The policy is specifically related to skills and age. If workers' skills do not meet the criteria, the Government applies a policy to upgrade skills by conducting certified training. The Basic Skill Certificate (BSC) and Skill Evaluation Certificate (SEC) have been implemented since 1998.

Keywords: *Singapore, Migration, Industry, Labour, Policy.*

A. INTRODUCTION

Migration is the movement of population from one area to another aimed at living sedentary, which goes beyond the administrative/political boundaries. The move made by a resident is usually immigrant because he has the desire to live a sedentary life for a long time. The driving factor that the population has experienced is mobilizing the people to move from one place to another. One of the factors is economics. The problems experienced by the population are migrating due to the lack of jobs and the difficulty of finding markets. Migration is also one of the factors influencing population growth.

For example, in Indonesia, residents carry migration from one region to another still within the boundaries of Indonesia. According to the Central Statistics Agency, migration in Indonesia is defined as the movement of a population with the aim of settling from one place to another by crossing certain administrative boundaries or leaving the place of origin, or since occupying the destination with a time limit of 6 months. Migration in Indonesia is regulated in the *Undang-Undang Nomor 6 Tahun 2011* concerning Immigration. Based on the *Undang-Undang Nomor 6 Tahun 2011*, Keimgrasian is a matter of traffic of people entering or leaving Indonesian territory and its supervision to maintain state sovereignty.

Indonesians have been migrating since 1500, as was done by workers from Java who already had jobs on the Malay Peninsula as enslaved people sent because they lost the war. Furthermore, in 1870, plantation companies in Malaya opened up recruitment for Javanese workers. Since 1833 the British had abolished slavery. Therefore the British had not treated Javanese workers as enslaved people. The British colonies had a reason to recruit Javanese workers who were occupying the Malayan area because the conditions of Malaya, which was very rich in abundant natural resources, would be exploited by the British but not supported by its human resources. At that time, the increasing squeezing of the Javanese population to development was the reason for the British colony in Malaya. However, Javanese migrants have limitations in their ability to have no expertise and are known only to have menial work abilities.

In 1863, the Dutch helped abolish the policy of slavery in the East Indies colony with this. The Dutch abolished the status of the largest supplier of enslaved people in the world. Because of the large population of Java, the Dutch sent labor to their colonies, such as Suriname. The mobilization carried out by the Javanese people has always been reasoned to want to obtain a better livelihood. The condition of the Indonesian state and those triggered by economic factors caused good migration policies. Migration for work generates tangible benefits for migrant workers and their families. Remittances increase usable household income and allow other family members to get an education or invest in land or household supplies. (Chiyin Shim, 2011)

Singapore recorded a record decline in populations over the past year. The government's annual brief report revealed that the restrictions and conditions of the Covid-19 pandemic were one of the leading causes. Singaporeanpoulation also fell 0.7% to 3.5 million, while permanent residents (PR) fell 6.2% to 0.49 million. This is the first decline from YoY, both in population and population,

since the data was collected in 1970. (Custodian et al., 2021)Population growth is reflected in the balance between factors that add up and factors that reduce the number of inhabitants. Factors that increase the population can be seen in births (fertility) and in-migration (in-migration). Meanwhile, the factors that reduce the people are caughtin mortality and out-migration. So population growth is influenced by birth (fertility), mortality (mortality), and migration (migration) (Anwar & Yuangga, 2019).

Population growth has to do with economic development. (Dewi et al., n.d.) If population growth continues to decline, it will be directly related to economic development conditions. Therefore, Singapore implemented a migration policy. Based on the above requirements, in this paper, we will discuss one of the factors driving migration from Indonesia to Singapore: the lack of labor in Singapore and the process of forming oneself into a Singaporean identity through the stages of migration, adaptation, and integration.

Indonesian Migrant Workers are the government's efforts to increase the country's foreign exchange, improve people's welfare, and reduce unemployment. Indonesian Migrant Workers are currently included in the cooperative relationship between countries for a certain period by receiving wages. Singapore is one of the destinations for migrant workers. Labor migrants are more widely known as menial workers because it is often heard that the news finds bad treatment such as working non-stop, inappropriate salaries, being given unsuitable jobs, and labor migrants are repatriated for various reasons.

This research was conducted to determine the need for labor migration policies in Singapore.

B. LITERATURE REVIEW

Why do people/residents migrate? There are two groupings of factors that cause the population to migrate.

1. Push *factor*

    Factors/things that cause residents to want to leave the area where they live/origin, for example, there are no more or fewer jobs in the place where they live, such as the narrowing of agricultural land and agriculture starting to use machines instead of human labor. Another thing that causes residents to want to leave the area where they live is that there is a mismatch with the customs/culture/politics in the place where they live (origin)

2. Pull factor (*pull factor*)

    Factors/things that cause residents to want to enter new/other areas (destinations) for appropriate jobs, better environmental conditions, and opportunity to be more advanced than if they remain in the home region.

In every place of origin and destination of migration,a positive factor causes the population to remain in the region and attract other residents from outside to move to the area. In addition to the positive aspects, negative factors encourage residents to move out of the region. Among the positive and negative factors, there is also a neutral factor that is not a problem for the population to migrate. In migrating, there are always obstacles both light and heavy, for example distance, migration laws, and costs. There are several types of migration, namely:

1. Inbound migration Migrant Population entry into an area (increasing population)
2. Out migration Displacement of residents out of a region (reducing population)
3. Lifetime migration Migrant based on the place of birth where the place of residence of the time in the survey is different from the area/place of birth
4. Risen migration/risen migration The place of residence in the survey is different from the area/location of residence 5 years before the survey
5. Total migration/total migration All migration events that a resident experiences
6. International migration Population movement from one country to another
7. Urbanization/Urbanization The movement of residents to the city as a result of the expansion of the urban area or the exercise of residents from villages to cities
8. Transmigration/transmigration The movement of the population from one area to settle in another predetermined area for some reason
9. Commuter migration The movement of the population from one place to another is not to settle, but because of the presence of activities at the destination, it is carried out at any given time.

In Indonesia there are 3 types of migration that are usually used to describe migration patterns in Indonesia, namely lifetime migration, risen migration, and total migration. Migration patterns in Indonesia usually use official data such as census or SUPAS. In Indonesia, migration can be done internally, namely moving between regions, or internationally, namely moving or leaving the Country of Indonesia. There is also urbanization. In terms of age group, the most significant proportion of those who migrate internally in Indonesia is the age group of 15-24 years, both inter-district and inter-provincial migration, and island anarchies, then the age group of 25-44 years. This is a productive age group.

The existence of migration certainly has an impact both economic impacts and social impacts on abandoned areas will result in a shortage of manpower so that it has an impact on slowing economic growth while for the intended area it will get additional labor so that economic growth increases. Internal migration in Indonesia, which has an impact on economic growth, also has an impact on migrants themselves. This internal migration forms the investment of human capital. Sjaastad (1962) states that individuals make rational profit and loss calculations and choose to migrate if migrating is considered profitable. The advantages of migrating are noticeable after some time later. Advantageous migration can be seen by improving employment, improvement of wages, and welfare. With the improvement of welfare, the social conditions of migrants will change. Migrants can provide a better education in the next generation, migrants can live in better places of residence (home).

Indonesia's international migration is the movement of Indonesians to other countries. International migrants from Indonesia are dominated by temporary labor migrants (contract workers). They aim to work in other countries but do not settle in those other countries. By becoming international migrants from Indonesia

they will get a better job. In addition, it is not closed to the possibility of violence or harassment against them.

International migration from Indonesia has strong driving factors, namely unemployment, low wages and poverty (Asis, 2004). Low wages and poverty are factors of the economy in general. International migrants from Indonesia are known as Indonesian Workers (TKI) and Women's Workers (TKW). Interestingly, the international migration of women from Indonesia or TKW has a reason for migrating in addition to the faktor economy to get a higher also to get higher so sial situation from Indonesia contributes to reducing unemployment and poverty in Indonesia, on the other hand, Indonesia will lack labor, if these migrants are people of productive age.

C. METHOD

Literature Review research is research carried out by collecting and critically reviewing the knowledge, ideas, or findings in the book related to research problems and objectives. This research technique aims to reveal various theories relevant to the problems issues as reference material in the discussion of research results. Literature is obtained by reading, understanding, studying, criticizing, or reviewing literature obtained from specific sources. This paper applies a qualitative descriptive method of research type in the form of*library research*, namely collecting information or scientific papers that have a relationship with*a literature review* which is literature. This research is descriptive and qualitative, with primary main sources in the form of journals, articles, books, and other relevant writings. The analysis technique is by briefly describing and drawing conclusions on various conditions taken from a collection of information derived from the literature.(Ridwan et al., n.d.)

D. EXPLANATION

Singapore as a small country in Asia with an area of only 700 square kilometers has a relatively small population, which is 5,943,551 people in 2022 after experiencing an increase of 46,867 people compared to 2021 (5,896,684 people). (Rahman et al., 2020) Singapore's population aged 65 and over reached 15.2 per cent in 2020. That's up 9 percent from 2010. Between 2010 and 2020, the number of Singaporean citizens increased to 3.52 million from 3.23 million. But of these, many residents are single (Arafat &Taniady, 2021).

Statistics Department dataon Tuesday revealed that Singapore's total population in June fell again for the second year. This dropped to 5.45 million from 5.69 million in 2020. This 4.1% population decline was the biggest year-on-year (YoY) decline since 1950. Singapura recorded a record decline in populations over the past year. The government's annual brief report revealed that the restrictions and conditions of the Covid-19 pandemic were one of the main causes. Leading Singaporean poulation also fell 0.7% to 3.5 million, while permanent residents (PR) fell 6.2% to 0.49 million. This is the first decline from YoY, both in population and population since the data was collected in 1970 (Custodian et al., 2021).

Singapore's citizen population is also continuing to age. A total of 17.6% were aged 65 and over compared to 16.8% in June 2020 and 10.1% in 2011. The rate of aging is faster compared to the last decade, and the group born from 1946 to 1964 entered the age range of 65 years. The proportion of those aged 65 and older is expected to increase to about 23.8% by 2030. On the other hand, the proportion of the population aged 20 to 64 years has fallen from 65.1% in 2011 to 61.9% at present, and is expected to continue to decline to around 56% by 2030. The latest census on shows, the slowdown in growth occurs because Singaporeans have fewer children, and immigration policies are tightened. Last year, growth saw a 0.3 percent decline in population to 5.69 million.

Migration is carried out in Indonesia internally, namely the movement between regions in Indonesia or internationally, namely moving out of Indonesia. Indonesia is one of the largest archipelagic countries in the world that has land that is very separated by the ocean. In Indonesia itself there are still many areas without residents due to the difficulty of access to get to these areas. There is a densely populated area in one of the regions in Indonesia which results in increased competition for life between residents so that local governments find it difficult to regulate their own areas that have the aim of prospering their people. The population growth rate in Indonesia is very high and only gathering in one region results in social inequality. The total population of Indonesia itself in 2021 is 273,879,750 people after experiencing an increase of 2,529,861 people compared to 2020.

In Indonesia, problems in the field of population mainly have implications for labor issues. World Bank data shows Indonesia's population growth averages 1.15% per year. With the continued increase in the population of Indonesia from year to year, on the one hand, it does have a positive impact, namely the availability of a large number of available workers. However, on the other hand, because large number of workers is not as large as the number of job opportunities available, many Indonesians are unemployed. The rapid rate of population growth will lead to an overcrowding and if it is not followed by an expansion of employment opportunities, it can cause unemployment problems.

On average, there is an increase in population of 3.26 million people every year. In bps calculations, the population increase in the 2010-2020 periods was 1.25% per year. Whereas in the previous decade, namely 2000-2010, the average population growth of Indonesia in the bps count reached 1.49%. Compared to ten years ago the population of Indonesia increased by 32.56 million people or an average of 3.26 million per year. Meanwhile, in the last ten years (2010-2020), Indonesia's population growth rate was 1.25 per year. According to the Central Statistics Agency, the results of the Population Census (2020 Population Census) in September 2020, the total population of Indonesia is 270.20 million people. That's an increase of 32.56 million compared to the results of the 2010 Population Census. Of these, the female population reached 134,229,988 and the male population was 137,119,901, and there were 86,437,053 family cards.

Indonesia is an agricultural country where the majority of the population livelihoods by farming. Geographically, Indonesia, which is also an archipelagic country, has great natural potential not only in the marine sector but also in

agricultural processing. Badan Pusat Statistik (BPS) reported that Indonesia's economicgrowth in the second quarter of 2021 increased by 7.07 percent on an annual basis (year on year/yoy). Furthermore, the Indonesian economy experienced growth of 3.31 percent (quartal-to-quartal) in the second quarter of 2021 from the previous quarter.(Darmastuti et al., 2021)

Based on estimates from the Ministry of Finance, Indonesia's economy may rise in the range of 5.0%-5.5% throughout 2022. Bank Indonesia also projects Indonesia's economic growth to be in a range that is not much different, namely 4.7%-5.5% in 2022. The Central Statistics Agency (BPS) recorded Indonesia's economic growth or gross domestic product (GDP) for the whole year of 3.69 percent year-on-year (YoY). This economic growth is in line with the projections of the government and a number of other institutions. The economic growth projection for the first quarter of 2022 is in the range of 4.5-5.2 percent (yoy) and for the year is projected to grow in the range of 4.8-5.5 percent (yoy). Various positive indications provide optimism for economic actors and have a good impact on the performance of the state budget in early 2022.

The migration of the inhabitants of Klaten occurred in several waves. The first wave was during the opening of rubber land in the Malay Peninsula which made the recruitment of workers from Java rampant along with workers from China and India. The second wave was in the third decade of the 20th century or precisely in 1938 when dozens of buntalan villagers migrated illegally to Singapore. As well as the third wave occurred during the Japanese colonial period in Klaten when a lot of labor from Klaten was sent to Singapore which made after the Japanese colonization ended they decided to stay in Singapore for a long time.

Of the three waves, they have gone through three stages, namely migration, adaptation, and integration. At the migration stage, they have of course moved their residence from Klaten to Singapore as nomads who want to meet economic needs. Then at the adaptation stage, they make adjustments to the living environment. These so-called migrants do not have a sense of discouragement because all those living in Singapore are immigrants and not indigenous people. So they only play their respective roles according to their duties. In this case, it can be seen that there is an ease of adaptation, especially the Klaten people who have Javanese culture will not have difficulties in terms of communication, culture, or lifestyle because they can mix as Malays who have similarities in various aspects like them. The latter is the stage of integration that began in the period from 1960 to 1970, when there was planning for the construction of public housing for all Singaporeans. In this period, they were required to follow government rules to be placed in one flat along with the various races that existed in Singapore. Certain races are not allowed to gather together with their communities and must associate with various other races so that in this stage, the people of Klaten also interact with each other to integrate with Singapore. Moreover, the Singapore government provides a doctrine of character education in every school to instill care, solidarity, and tolerance among others. In addition, there is a *National Service* policy that must be followed after graduating from high school or precisely at the age of 18 to carry out conscription.(Fernandi &Suharso, 2020)

These migratory Klaten people are already Singaporean citizens, the language they speak has also blended into the official language in Singapore. Intense communication between families is the key that makes them get new information, namely that there are fellow Klaten people who migrated to Singapore. The existence of these stories made them form a communication network with fellow Klaten people in the form of staying in touch with each other and exchanging stories. The communication network makes them have close relatives because they have a common background of origin of residence. Now, the respect and upright bodies they do are for the country of Singapore. These traces of the Klaten people will never be completed because up to their children and grandchildren are always presented with stories that their grandparents are from Klaten.

Migration policy requires adequate governance through harmonization of demands, expectations, goals, and implementation. Marmora suggests that one of the important conditions of good migration governance is 'efficacy', in the achievement of migration program policies and objectives. He suggests that three essential tools support efficacy:

a. Awareness of the migration process
b. setting realistic goals; and
c. Administrative efficiency. Awareness of the migration process involves the analysis of migration patterns, causes, features and consequences. Marmora argues that realism implies harmonization among the objectives of available strategies, actions, norms and means of enforcement, while administrative efficiency ensures the implementation of international migration policies and programs. Singapore has developed a transparent administration and formulated comprehensive legislation to ensure success in the management of migration.

The Ministry of Manpower (MOM) which manages foreign workers in Singapore is responsible for designing and implementing foreign workers in Singapore. At MOM, there are two divisions that deal with the issue of foreign workers in Singapore. They are the Work Pass Division and the Foreign Labor Management Division. The aim of the Work Pass Division is to develop an efficient, effective and dynamic foreign employment framework that meets Singapore's economic needs. This division facilitates and regulates the work of foreign nationals by managing three types of Work Permits, discussed in the next section. The Work Pass Division consists of the Work Permit Department serving low-skilled foreign workers, while the Employment Pass Department serves high-skilled foreign workers.

On the Order side, the Foreign Labor Management Division (FMMD) was responsible for the welfare of foreign workers during their stint in Singapore. FMMD cooperates with the order departments in the Ministry, in particular the Foreign Manpower Division, the Occupational Safety and Health Division, the Labor Relations Division and the Corporate Communications Department. The core functions of FMMD include:

a. Management and protection of foreign workers
b. Professionalism of the employment agency industry; and

c. Strengthening enforcement capabilities.
   FMMD is a structure around four departments:
d. The Department of the Manpower Inspectorate seeks to encourage effective management of foreign workers, through the police, in partnership with other law enforcement agencies and the business community;
e. The Department of Policy and Regulation focuses on the formulation and implementation of policies of foreign labor management divisions;
f. The Welfare Management Department focuses on the management and protection of foreign workers; and
g. The Enterprise Management Department supports all divisions in the field of office management.

Singapore's policy towards requested migrants has always been positive, but towards unsolicited migrants, its policy is aimed at reducing their arrival to a minimum and to control and prevent unwanted flows. The government has introduced several laws for the effective management of foreign workers since 1980. Some of the relevant laws are the Foreign Manpower Employment Act, the Immigration Act, the Employment Agency Act, the Employment of Foreign Workers (levy order), the Foreign Labor Empowerment (fee) regulations, the notification of Work Permits (Exemption) (amalgamation). Notification of the use of foreign labor (security measures at work). While this law provides for a legal framework for regulating the import, management and return of foreign labor, the administrative structure ensures the implementation of foreign labor policies and programs. Both contribute to the efficiency of foreign labor management in Singapore (Rahman, 2012).

Singapore has a policy towards migrant workers. The policy is specifically related to skills and age. If the skills of workers do not meet the criteria, the Government applies a policy to upgrade skills by conducting certified training. The Basic Skill Certificate (BSC) and Skill Evaluation Certificate (SEC) have been implemented since 1998. If the worker has a BSC then they can only work for 4 years, if the worker can have an SEC, they can work for more than 15 years. In addition, in terms of age policy Singapore applies a minimum age of 23 years with a minimum of 8 years of formal education. After 2005, all workers must take a written test. The policy of migrant workers in Singapore can be said to be selective and attach great importance to skills (Ridwan et al., n.d.) .

Labor migration as well as the population is divided into four groups that play a role in population activities, namely factors related to the area of origin, destination area, intermediate (*intervening obstales*), and individual barriers. International labor migration has the consequence that remittances are money sent back to the area of origin. Remittances are a source of income for families left behind that have a role to reduce poverty and improve the welfare of migrants' lives and their families (Ponggohong et al., 2018).

The labor migration policy in Singapore was born because there were many complaints in the form of violations committed by both labor and those who gave work, as well as to regulate labor restrictions work so as not to exceed the capacity of the number due to the limitation of the premises and the creation of order. Policies are made taking into account International cooperation which

becomes a series of relationships not based on violence or coercion but legally authorized. Migrant workers internationally are protected by the International Human Rights Agency.

E. CONCLUSION

Population growth is concerned with economic development. If population growth continues to decline, it will be directly related to the conditions of economic development. Therefore, Singapore implemented a migration policy. For example, migration occurred in Klaten residents in Indonesia to Singapore. The process of self-formation into a Singaporean identity through the stages of migration, adaptation, integration. Migration policy, especially labor migration in Singapore can be said to implement strict selection based on skills.

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