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DRAFT

18 **POLICIES AND IMPLEMENTATION OF WORKER EMPOWERMENT IN**
19 **CHINESE COMPANIES IN KONawe DISTRICT, SOUTHEAST SULAWESI**
20 **PROVINCE**

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29 **Abstract.**

30 The Research Objectives are: To describe policies and implementations, to decrease
31 unemployment rates in Southeast Sulawesi, and to Analyze an expert Chinese Foreign
32 Worker accompanied by 10 Indonesian Workers for transfer of knowledges and jobs.

33 The research used a cross sectional design. The population were all workers in 3 (three)
34 Chinese companies. Samples For Chinese workers : $435/4.788 \times 100 = 9$ workers and
35 samples for Indonesian Workers $4353/4.788 \times 100 = 91$ workers.

36 The Research shows that the policies pursued to organize the workers through Law Number
37 13 of 2003. They are known 9 foreign workers working in Chinese companies, 91 Indonesian
38 workers are working Chinese companies. even though there is discrimination in payroll
39 system that the Chinese foreign workers are greater than Indonesian workers

40 The conclusions of the research are: The policy that is taken to organize the workers is the
41 issuance Laws and regulations on Manpower, To improve the quality of Foreign Workers and
42 Indonesian Workers, assistance is provided to train science and Technology

43 **Key words:** Policy, Implementation, Workers, Science, Knowledge, Technology, Salary

44 **Introduction**

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Introduction-Aims
Method
Results and interpretation

1. Introduction

1.1. Background

The Data on unemployment in Southeast Sulawesi Province showed that in 2020 unemployment rate is 3.17 %. This figure has increased from 0.21 % compared to February 2019 and 0.38 % compared to 2018, so 3.17 % has not been absorbed in field. This condition is worst by the increasing foreign workers entered (The Central Bureau of Statistics). Based on the data on the Planned Employment of Foreign Workers of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers who entered Indonesia in 2018 were 353.630 people. This can lead to the marginalization of Indonesian Workers in Foreign Companies in Indonesia, especially the migration of Chinese workers in Konawe Regency, Southeast Sulawesi, every year are 500 people, this causes Indonesian workers to become increasingly narrow in reaching the labor market in Chinese companies in Konawe District Southeast Sulawesi province.

Workers are people who are capable of doing work in order to produce goods and / or services both to fulfill their own needs and for the community (Law Number 13 of 2003), General Provisions, article 1 paragraph 2) In Law No. 13 In 2003, it was explained that one Chinese Worker accompanied by 10 Indonesian Workers, there must be a transfer of knowledge and a transfer of jobs. Therefore, a Chinese Worker is obliged to provide job training to 10 Indonesian Workers. Job training is all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitudes and work ethic at a certain level of skills and expertise in accordance with the level and qualification of a position or job (Law No.13 of 2003, General Provisions, article 1 verse 9)

According to Edu Passed (2018), there are eight positive and negative impacts of the arrival of foreign workers in Indonesia, as explained below:

Positive impact

1. The new knowledges and technologies in a field of work with the presence of foreign workers, we will get new knowledges in a field of work. We can get these new knowledges from foreign workers who may be commonly practiced in their countries. With these new knowledges that it will increase innovation in Indonesia. Not only new science, but also new technology. Foreign workers bring technology used from their countries to be applied in Indonesia. These will be very beneficial if foreign workers come from developed countries in their fields.

2. The Development of a field work becomes faster

The development of field work is strongly supported by qualified and expert human resources. Using foreign workers who are experienced in a particular field can be a good means of development in a field work. And this good experience can be passed on to local Indonesian workers.

3. The adoption of new technology become faster.

Adoption of technology will be easier if there are workers who are experts in their field works. Technology from developed countries will be easier to do if it is

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GTG-4

supported by workers who are experienced, especially from the country of the technology.

4. Increased investment in Indonesia

The presence of foreign workers arriving in Indonesia, it is estimated that there will be an increase in investment in Indonesia. This is also obtained from the results of the recruitment of foreign workers.

5. Increasing the productivity of the local workers.

The Competition of foreign workers and local workers will undoubtedly trigger the enthusiasm of local workers to continue to spur themselves so that they can survive in the competition.

Those are some of the positive impacts regarding the entry of foreign workers into the territory of Indonesia. Beside the positive impacts, there are also be negative impacts from the influx of foreign workers in Indonesia.

Negative impact

1. Minimize employment opportunities for local workers

The most pronounced negative impact of the influx of foreign workers is the of minimize employment opportunities in the country because the number of workers will increase. If it is not balanced with an increase in domestic business, employment opportunities will become decreasing.

2. Become a threat to local workers who do not have more skills

The arrival of foreign workers in Indonesia become a threat for local workers, especially without skills at all. If not trained, local workers will not be able to compete with foreign workers.

3. Increasing unemployment for local workers

The presence of foreign workers, if it is not balanced with additional employment opportunities, will only cause a lot of unemployment. As a solution, additional jobs must also be done.

That is why there needs policies and implementations of the empowerment of Indonesian workers in Chinese companies, so who are classified as unemployed become employed. Therefore, the government issued a policy through (Presidential Regulation Number 20 of 2018) concerning Foreign Workers and Indonesian Workers. In this regulation, an expert foreign worker is accompanied by 10 Indonesian workers. In this law, an expert Foreign Worker is accompanied by 10 Indonesian Workers, besides being absorbed in the field. They are also for transfer of knowledge and transfer of jobs, so the unemployments in this area can be reduced, and obtain jobs and positions in Chinese companies.

45 for local workers due to new provisions in the Presidential Decree which are not in
46 accordance with Law No. 13 of 2003 concerning Manpower. The Presidential Regulation
47 makes it easier for the process of bringing in foreign workers to work in Indonesia. This is

48 considered to make it easier for foreign workers to enter Indonesia, and it will reduce the
 49 number of local workers. Thus, foreign workers fill more jobs in Indonesia, therefore it is
 50 necessary to conduct an analysis of the legal protection that can be carried out on local
 51 workers for using of foreign workers in the company, and what legal measures can be taken
 52 by local workers due to a violation of using of foreign workers in the companies.

53 Talking about the problem of people who are still unemployed, we are talking about problems
 54 of public interest. Therefore, public policy is a solution to overcoming problems that occur in
 55 certain activities that occur in a community created by state institutions with the intention of
 56 carrying out bureaucratic activities (Wibawa, 2011).

57 This definition, if it is related to the empowerment of workers who are still unemployed, then
 58 it is a solution through Presidential Regulation Number 20 of 2018 to help people who do not
 59 have permanent jobs, so they are not unemployed. Therefore, in relation to the empowerment
 60 of Indonesian Workers, public policy is placed as a theoretical reference in explaining this
 61 case. The right means the policy required the functioning of Chinese companies, so the
 62 government and Chinese companies need to help Indonesian Workers to be employed in
 63 existing Chinese companies. So, discussing the issue of public policy definitely refers to the
 64 government's program in investing in the form of the establishment of Chinese companies in
 65 this area and the program must be implemented in the area. Implementation can simply be
 66 interpreted as the implementation or application of a program so that implementation can be
 67 said to be a social action as well as an evaluation (Iskandar, 2012). The implementation of
 68 policies is an effort of the state or non-state individually or in groups to achieve the goals in
 69 the policy. This implementation activity was only carried out after the policy was endorsed as
 70 well as legalization and the allocation of its resources had also been approved (Wibawa,
 71 2011). Thus, the policy implementation is a reciprocal relationship between the formulation of
 72 goals and the intended objectives so that goals can be achieved (Iskandar, 2012). To empower
 73 a workers are classified as powerless to become powerful, a program is needed that can make
 74 workers able and survive working in Chinese companies through the formulation of guidance
 75 and supervision, with education and training in foreign language skills, science and
 76 technology.

77 **1.2. Problems Formulation**

78 Referring to the background, several problems are formulated: (a) Are there policies
 79 and implementations to decrease the unemployment rate in Southeast Sulawesi Province? (b)
 80 How can an expert Chinese Foreign Worker be accompanied by 10 Indonesian Workers for
 81 transfer of knowledge and transfer of jobs? (c) How many Chinese and Indonesian Workers
 82 can work in Chinese companies?

83 **1.3 The Research Objectives.**

84 The Research Objectives are: (a) To describe policies and implementations to decrease
 85 unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese
 86 Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and
 87 transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are
 88 employed in Chinese Companies.

89 **Materials and Methods**

90 **2.1. The Research Design**

91 The research used a cross sectional design. The research location was in Konawe
 92 District, Southeast Sulawesi Province, and the research was conducted in July 2019.

93 **2.2. Types of data and collection methods**

94 Primary data and secondary data research. Primary data were obtained from
 95 respondents, and secondary data were obtained from the Manpower Office of Konawe
 96 District, the Provincial Manpower Office, and the Immigration Office of Southeast Sulawesi

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97 Province. How to obtain data were: questionnaires, interviews, observation, and study
98 documentation.

99 2.3. The Population and sample

100 The population were all workers in 3 (three) Chinese companies as in the table 1.

101 Table 1: The Workers Population Data Collection in Konawe Regency in 2019

No	Companies	Chinese Workers			Indonesian Workers		
		L	P		L	P	
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nickel Industri Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

102 Source: Primary Data

103 From three Chinese companies that were deliberately sampled in PT. Virtu
104 Dragon Nickel Industry with a total workers were 4788 consisting of 435 Chinese workers
105 and 4353 Indonesian workers. The determination of the number of samples used by
106 researchers is based on the Slovin's method with the formula for calculating the minimum
107 number of samples. if the population behavior is not known with certainty. For more details,
108 the Slovin's formula put forward by Rakhmat & Ibrahim (1990) is: From this population the
109 sample is taken using the formula (Rakhmat and Ibrahim, 1990) below.

$$110 \quad n = \frac{N}{Nd^2 + 1} \dots\dots\dots(1)$$

113 Where :

114 n : Sample Size

115 N : Population

116 d : Precision (0.1)

117 Based on the Slovin's formula, the sample size can be calculated:

$$\begin{aligned}
 118 \quad n &= \frac{N}{Nd^2 + 1} \\
 119 &= \frac{4.788}{4.788 (0,1)^2 + 1} \\
 120 &= \frac{4.788}{4.788 \times 0,01 + 1} \\
 121 &= 100 \text{ workers}
 \end{aligned}$$

128 Formulas for Samples in Each Section

Comment [A8]: data source for the formula???????

$$n_i = \frac{N_i}{N} \times n \quad \dots\dots\dots(2)$$

Where :

n_i : 1st Strata Sample Size

N_i : Population Size

N : Overall Population Size

n : Overall Sample Size

1. Sample For Chinese workers

n_i : $435/4.788 \times 100 = 9$ workers

2. Samples for Indonesian Workers

n_i : $4353/4.788 \times 100 = 91$ workers

The sample size of each section can be seen in the following table

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143
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147
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Table 2: List of Total Workers at PT. Virtu Dragon Nickel Industry.

No.	Workers Sample	Total Population (people)	Number of Samples (people)
I.	Sample of Chinese Workers	435	9
2.	Sample of Indonesian Workers	4353	91
	Total	4.788	100

149 Source: Primary Data

150 2.4.Data Analysis

151 Data analysis in the research are a flow model analysis, correlational analysis, and
152 Workers perception analysis.

153 2.4.1.Design of Flow Model Components of Data Analysis

154 Descriptive-qualitative analysis uses content analysis through data reduction, data
155 display, and concurrent drawing / verification (Miles and Huberman, 1992). Data reduction is
156 defined as the process of selecting, focusing attention on simplifying, abstracting, and
157 transforming the raw data that emerge from field notes, then which dimensions and indicators
158 are discarded and used, which are summarized in such a way that conclusions can be drawn.
159 Presentation of the data used in the form of narrative text in the research, which is supported
160 by presentations in the form of tables and pictures.

161 2.4.2. Correlation Analysis Design

162 Correlation analysis can be defined as a relationship, which aims to see the pattern and
163 closeness of the relationship between two or more variables. The direction of the relationship
164 between two variables can be divided into (1) Direct correlation is the change in the
165 dependent variable with the independent variable significantly with the same direction of
166 movement, (2) Negative correlation, namely changes in the dependent variable with the
167 independent variable with the opposite direction of movement, (3) Zero Correlation, namely

GTG-8

168 the direction of the irregular dependent variable relationship and independent (Arif Pratisto,
169 2004). Based on the above understanding, the Product Moment correlation technique can be
170 used in the research with the following formula:

Comment [A9]: Data source?????

$$171 \quad n \sum x_i y_i - (\sum x_i)(\sum y_i)$$

$$172 \quad r_{xy} = \frac{\dots}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}} \dots(3)$$

$$173$$

174 In which :

- 175 r_{xy} : Correlation coefficient
- 176 n : Number of samples
- 177 x_i : Item score
- 178 y_i : Total score
- 179 $(\sum x)^2$: The square of the sum of the item scores
- 180 $\sum x^2$: Sum of squares of item score
- 181 $\sum y^2$: The sum of the squares of the total score
- 182 $(\sum y)^2$: The sum of the total score squared

183 2.4.3 Workers Perception Analysis

184 Design Concerning questions about the views of workers on existing companies using
185 a Likert scale with intervals of 1-5. Regarding the view of the workers on policy and
186 implementation, assistance and opportunities to obtain the labor market, the questions with
187 the answer are very good with a score of 5 and very bad with a value of 1 (Muller, 1992).
188 Because of the assessment criteria for the questionnaire on the three elements of the above
189 questions, from the Likert Scale formula (Muller, 1992), it can calculate the answer rank

$$190 \quad \frac{\text{The Largest score} - \text{The smallest score}}{\text{Total score}} \dots\dots\dots(4)$$

193 According to the formulation described above, a table can be made to assess the
194 respondents' answers which are included in the questionnaire that has been designed so that
195 the level of accuracy of the answers of the respondents can be known. The assessment criteria
196 are as described in table 3.

197 Table 3: Ratings for the Questionnaire

Score	Assessment criteria	Information
4,3 – 5	Very good	A
3,5 – 4,2	Good	B
2,7 – 3,4	Neutral	C
1,9 – 2,6	Bad	D
1 – 1,8	Worst	E

198 Source: Primary Data

$$199 \quad M = \frac{\sum f(x)}{n} \dots\dots\dots(5)$$

$$200$$

$$201$$

202 Where:
 203 M = Acquisition of interpretive figures (Media / Numbers)
 204 f = Answer frequency
 205 x = Weighting
 206 = Sums
 207 n = Number of respondents

208 **Results and Discussion**

209 **3.1.Unemployment Policies and Implementations in Southeast Sulawesi Province**

210 To reduce the unemployment rate in Southeast Sulawesi Province as low as possible, a
 211 policy was issued through products (Law No. 13 of 2003) regarding the use of foreign
 212 workers with the hope that: (1) providing jobs to foreign workers must have a formal permit
 213 from the minister or an appointed official, (2) foreign workers who work in Indonesia only for
 214 a certain period, (3) foreign workers who working period has expired cannot be extended and
 215 can be replaced by other foreign workers.

216 The implementation was then clarified through (President Regulation No. 20/2018). In this
 217 Regulation it is said that the use of Foreign Workers is carried out by those who provide jobs
 218 in relation to work for a certain position and for a certain time by looking at the condition of
 219 the labor market in Indonesia. According to this regulation, the utilization of Indonesian
 220 workers must be prioritized in all types of existing positions. In the event that the position
 221 cannot be occupied, the position can be filled by outside personnel, then this employee is not
 222 allowed to hold a position that handles employment issues or other positions determined by
 223 the Ministry of Manpower in applicable regulations.

224 This regulation also states that Foreign Workers in certain fields can provide jobs to those
 225 concerned who are currently given a job from the one who gave the job in the same position,
 226 until their work contracts are end. It is stated in the regulation that companies who provide
 227 jobs using foreign workers must have a plan for using foreign workers that is approved by the
 228 appointed Minister and contains at least (1) logical arguments for using foreign workers, (2)
 229 the position of foreign workers in the company structure, (3) how long does it take to use
 230 foreign workers, and (4) choose indonesian workers to accompany foreign workers.

231 Providers who using Foreign Workers without having a Plan of using Foreign Workers such
 232 personnel who are (1) who have shares occupying members of the Board of Directors of those
 233 who provide Foreign Workers, (2) foreign diplomatic employees, or (3) Foreign Workers that
 234 their works are required by the government.

235 For sudden activities, the providers of the Foreign Workers can employ the Foreign workers
 236 by submitting an application to legalize the Plan for Employing Foreign Workers to the
 237 authorized official a maximum of two working days after Foreign workers are employed.
 238 Furthermore, to legalize the Plan for Using Foreign Workers is a maximum of 1 (one) day of
 239 activity, and it will be given after the application is fully responded.

240 It is affirmed in this regulation that the providers of the foreign workers who will employ
 241 them submitting data of the foreign workers which includes: (1) the identity of the foreign
 242 workers, (2) nationality, (3) ownership of the passport and the place where the passport is
 243 issued, (3) position and period of time , (4) a statement of guarantee and the providers of the
 244 Foreign Workers, and (5) diplomas certificate and work experience, the competencies
 245 possessed are identical to the position they will occupy.

246 The official will notify the notification of data acceptance of prospective Foreign
 247 Workers within two working days and a copy is submitted to the Directorate General of
 248 Immigration. According to this regulation, the providers of foreign workers must pay
 249 compensation for using of foreign workers after receiving a notification and it is made at a
 250 bank trusted by the Minister which is non-tax state revenue.

251 The realization of the formulations contained in the presidential laws and regulations then
 252 established several Chinese companies engaged in the industrial sector to employ Indonesian
 253 workers and Chinese workers, so the government's aspiration to reduce unemployment could
 254 be achieved. The role of the industrial sector in economic development in Indonesia is very
 255 important because it has advantages in accelerating development. The industrial sector can
 256 play a key role as an engine of development because it has superior value compared to other
 257 sectors because the value of capital capitalization is very large, the ability to absorb large
 258 workers, the ability to create value added from each input or basic material processed
 259 (Mahtamil, 2017).

260 Furthermore, industry also has a role as the leading sector. With the presence of industrial
 261 development, it will spur and lift the development of other sectors. For example, the rapid
 262 growth of the industrial sector will stimulate the growth of the agricultural sector to provide
 263 materials for an industry. These industries also allow the development of the service sector,
 264 for example the establishment of a financial institution, marketing agency, or advertising, all
 265 of which support the growth rate of the industry (Arsyad, 2010).

266 However the industrial sector in Indonesia is relatively high, it is not or has not been able to
 267 be followed by the development or growth of employment. Further policies are needed so that
 268 many industries that are developing in Indonesia are labor intensive, so that the absorption of
 269 their workforce can also increase, considering that the industrial sector is one of the main
 270 pillars of the Indonesian economy (Zilfiyah, 2013).

271 Fernand Braudel (1982) divides four forms of industrial activity, the first form, which is
 272 usually headed by an employer and employs two or three traveling traders and one or two
 273 apprentices. The division of workers is simple and there is even no division of workers at all.
 274 The second form, the trading business is everywhere, but still in contact with one another. A
 275 businessman acts as a kind of director or coordinator. The entrepreneur provides the
 276 individual businesses with raw materials, ensures that work is done, pays workers salary, and
 277 markets the final product. The third form, is the concentrated factory, which is different from
 278 the first and second forms. The workers no longer work in their homes but come to the factory
 279 to complete a series of tasks under one roof. A division of labor already exists, resulting in
 280 increased productivity by manual. The fourth form, is manufacturing, the level of technology
 281 used is the machine (Sanderson, 1993)

282 **3.2. Expert Assistance Analysis for Foreign Workers**

283 The Assistance is an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers,
 284 for transferring of knowledge and jobs, so Indonesian Workers can work in the Chinese
 285 company on the other hand Chinese Foreign Workers can also work with Indonesian
 286 Workers. For example, training in English and Indonesian language, so they can make social
 287 interactions both in work days and out. The approach needed to use is the "learning process"
 288 approach which has three dimensions. They are the structural dimension, the cognitive
 289 dimension and the participatory dimension (Korten, 1981). The explanation of the three
 290 dimensions are:

291 **a. Structural Dimension**

292 The structural dimension discusses the design of the supervisory structure from the
 293 central to the regencies and cities and is structurally as follows: -The central prepares a
 294 guidance / supervision model -Province coordinates with the central and regencies /
 295 cities in terms of guidance / control of the company-District / City conduct direct
 296 guidance / supervision to the companies in districts / cities.

297 **b. The Cognitive Dimension**

298 The cognitive dimension discusses: (1) The implementation of education and training
 299 for foreign language skills, both English and Indonesian, (2) Link-and-matched
 300 programs with missionary demands of the production world are carried out / business

301 in projects that are crash programs oriented to training / guidance to workers, so they
 302 are ready to work. Talking about cognitive problems, assistance is very important in
 303 this company. The important matters discussed in assistance are discussed in the table
 304 4.

305 Table 4: Development Assistance

No	Assistance Dimension	Assistance Indicator
1	Assistance Concept	Assistance Concept is a reciprocal relationship between foreign workers and Indonesian workers who cannot speak foreign languages.
2	Assistance Purpose	Increase the capacity of the workers in operating the foreign company program
3	Assistance Strategy	Intensifying efforts to empower workers to increase their personal capacity
4	Assistance Tasks	Conducting focused discussions and implementing training and Assistance

306 Source: Primary Data

307 According to the table 4. An instructor in training concerning theory and practice
 308 must have the following basic principles: (a) A facilitator and an instructor must have an
 309 idea about what knowledge will be provided to the workers. After the ideas possessed by
 310 the facilitator and instructor, then the ideas will be narrated to the workers either in the
 311 room or in the field. After narrative is carried out, the following stage is an action that the
 312 workers can carry out experiments with the guidance of a facilitator or instructor, and it is
 313 hoped that the workers can work in their respective fields according to the knowledge they
 314 have acquired.

315 Thus, the construction of the material includes: (1) material classification includes
 316 quantitative and qualitative material, (2) the order of the material in the systematic sense
 317 of the material to be presented, so participants are not confused about receiving the
 318 material, (3) describing the theory and then training to try the material received when they
 319 enter the actual work they already believe in themselves about the material, (4) a
 320 description and syllabus of the material needs to be given as a guide for practicing, (5) the
 321 weight of the material, in the sense of how many contents of the material and how many
 322 hours the material was given. After the contents of the material are given, the training
 323 methodology is practiced, which includes: (1) the approach used, are in the form of
 324 lectures, taking notes or discussing the material, (2) what learning methods or techniques
 325 are used, (3) what media are used for learning, whether using a blackboard, powerpoints
 326 or other media, (4) which institutions are the organizer, (5) who are the instructors and the
 327 facilitators. In order for participants to understand both theoretically and practically,
 328 instructors need to apply learning methods and techniques as in the table below

329 Table 5: Methods and Techniques of Manpower Learning

No	Methods	Techniques
1	Discussion	Question and answer

Comment [A10]: a

2	Group Work	group discussion
3	Discovery	Reading and Discussion
4	Brainstorming	Demonstration
5	Inquiry or research	Symposium
6	Experiment	Panel
7	Field Trips	Panel discussion
8	Field Work	Seminar
9	Role Playing	Colloquy
10	Case Study	Lecture
11	Dialogue	Cooperative Learning
12	Problem solving	Quiz questions, and others

330 Source: Primary Data

331 The explanation above illustrates the importance of transfer of knowledge and
 332 transfer of jobs, both regarding science and technology material as well as material on
 333 foreign languages, both English and Indonesian.

334 To get the best solution so that it does not harm both Chinese workers and Indonesian
 335 workers, a focus group discussion was formulated for the implementation of
 336 unemployment, assistance for foreign workers who were experts, development of
 337 mentoring, methods and techniques for learning workers in Konawe Regency, Southeast
 338 Sulawesi Province. (FGD) at the provincial level attended by officials from related
 339 institutions such as the Provincial, Regency and City Manpower Office, Department of
 340 Immigration, Department of Education, Department of Tourism, Department of
 341 Environment, Higher Education and others, who are expected to get the best way so as not
 342 to cause conflict hidden or potential or open conflicts between Chinese workers and
 343 Indonesian workers.



344
345 Figure 1: the atmosphere of the FGD



346
347 Figure 2: FGD participants

348 The results showed that 64 respondents said it was very important, while 4
349 respondents said it was not important. This is clearly described in the table below

Comment [A11]: eliminate the figures 1 and 2

350
351
352
353
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356
357 Table 6: Respondents' Answers about the Importance of Science and Technology

No.	alternative answers	f	(x)	f (x)	$M = \frac{\sum f(x)}{n}$
1.	Very important	64	5	320	429 /100

2.	important		5	4	20	
3.	Quite important		27	3	81	
4.	Not important		4	2	8	
5.	Very unimportant		0	1	0	
	Total		100		429	4,3

358 Source: Primary Data

359 Based on Table 6, the respondent's answer to the statement about the importance of
 360 Science and Technology in the work obtained an interpretation figure of 4.3, so based on
 361 the assessment criteria it is in the "very important" category.

362

363 c. Participatory Dimension

364 The participatory dimension is oriented towards an approach that is more involved in
 365 the nature of local government in both guidance and supervision. In addition, this approach
 366 allows local governments and companies to conduct evaluations in determining objectives
 367 and formulating policies for the operation of these companies.

368 3.3. Identification of workers Absorption

369 After identifying the population in the three Chinese companies, it turns out that the
 370 ratio of workers who work in the three Chinese companies shows that as many as 8,119
 371 Indonesian workers work in three Chinese companies and as many as 985 Chinese workers
 372 who also work in the three Chinese companies.

373

374 Table 7: Results of Workers Absorption in 2019

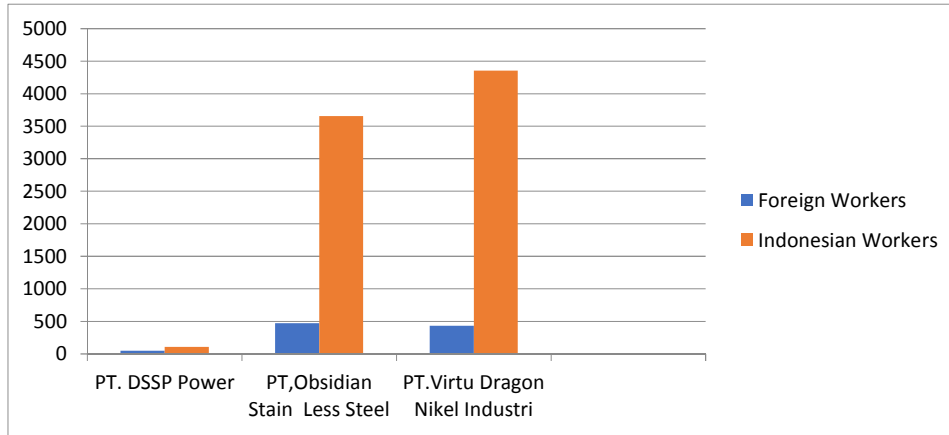
No	Companies	foreign workers			Indonesian workers		
		L	P	I	L	P	I
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nikel Industri Company	409	26	435	4008	345	4353
	Total	881	77	958	7.649	470	8.119

375 Source: Primary Data

376 To complete the data presented in table form, a visual graphic is shown so that it is easy to
 377 read and to understand by readers about the high and low absorption of Chinese workers and
 378 Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi.

Comment [A12]: explain what represent the letters

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Figure 3: Results of Workers Absorption in 2019

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Comment [A13]: units for the vertical and horizontal axis?????

Comment [A14]: Data source to be inserted

Based on table 7. It can be said that not all workers can speak foreign languages, but some can speak foreign languages. Indeed, there are certain parts that require foreign language skills, but there are certain parts that do not need to be proficient in foreign languages, such as cleaning services, company security, cooks, and others. It was tried to be identified through research samples in general that we could find out how many could speak a foreign language and how many could not. The results showed that foreign workers fluent in foreign languages were 4 respondents (4 %), and who could not speak foreign languages were 5 respondents (5 %). Meanwhile, as many as 27 Indonesian workers could speak foreign languages (27 %), and who were not fluent in foreign languages 64 respondents (64 %). The real thing can be seen in the table 8.

Table 8. Distribution of Examples based on Foreign Language Mastery

No	Companies	foreign workers				Indonesian workers			
		Yes		No		Yes		No	
		n	%	n	%	n	%	n	%
1	DSSP Power Company	0	0	5	5	7	7	0	0
2	Obsidian Stainless Steel Company	2	2	0	0	10	10	31	31
3	Virtu Dragon Nikel Industri Company	2	2	0	0	10	10	31	31
Total		4	4	5	5	27	27	64	64

395

Source: Primary Data

396

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400

The Workers who master science and technology as well as mastery of foreign languages and others that the company provides salaries as shown in the

Table 9. Sample Distribution Based on the Payroll System

No	Companies	Salary (Rp) / Month	
		Chinese Workers	Indonesian Workers

1	DSSP Power Company	10.000.000	2.500.000
2	Obsidian Stainless Steel Company	10.000.000	2.500.000
3	Virtu Dragon Nikel Industri Company	10.000.000	2.500.000

Source: Primary Data

Table 9 shows the difference in salaries between Chinese workers and Indonesian workers. This shows that in Chinese companies there has been polarization and discrimination between Chinese workers and Indonesian workers. can be seen in the table 10.

It means that modernization or development is understood as something that eliminates all the realities of a bad situation. The ideology advocates idealistic and pragmatic development is a development trait that emphasizes economic growth, and is based on market mechanisms. The benefits obtained are assumed to extend to all sectors in society. This proposition is known as the "trickle-down effect". The welfare of society in general will be obtained through economic growth with the market as the guide. However, this theory is no longer relevant in alleviating poverty in Chinese companies, which was originally expected to help in general reduce the poverty rate in Indonesia by 7.05 million in 2019 (BPS, 2019) was not reach.

The high unemployment rate that has been stated, there have been various criticisms of the empowerment model that has been implemented, such as overcoming unemployment which is applied in developing countries, especially in Indonesia by using the "trickle down effect:" argument that is considered to have failed. According to this approach, what is very important is economic growth due to investment (the wealthy). The consequence is that the underprivileged will be affected or a drop from economic growth caused by economic productivity of the rich. However, in reality this is not happened. In addition, this approach has a mode of production that is profit-oriented as much as possible and places workers as tools of production who must follow the wishes of the company owner. Development should prioritize economic growth, with the hope that in time that growth will trickle-down effect and improve people's welfare by itself.

If the income in table 9 is measured using the BPS indicator (2019), the income level for one family is included in the poor category. If the total income is divided by at least 4 family members, the family is not prosperous or poor, because BPS determines that an income of Rp 1.9 million per month is categorized as a poor family.

Table 10: Distribution of Examples by Education Level

Level of Education	Chinesse Workers		Indonesian Workers		Total	
	n	%	N	%	n	%
Primary school	0	0	0	0	0	0
Junior High School	0	0	0	0	0	0
Senior High School	0	0	30	30	30	30
Diploma	2	2	4	4	6	6
Bachelor	5	5	32	32	37	37
Magister	2	2	25	25	27	27
Doctor	0	0	0	0	0	0
Total	9	9	91	100	100	100

Source: Primary Data

To complete the data presented in table form, a visual graphic is shown so that it is easy to read and to understand by readers about the high and low absorption of Chinese workers and Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi.

Comment [A15]: Use the English style to write the numbers (please use the , instead of .)

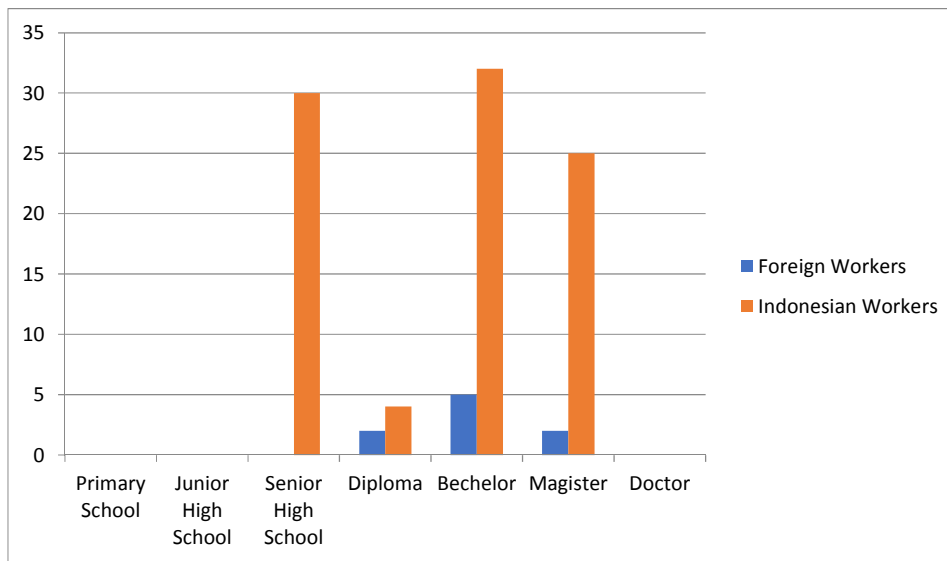


Figure 4: Distribution of Examples by Education Level

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Units for vertical and horizontal axis???

436
437

438 Even though it is seen from the level of education between Foreign Workers (Chinese
439 Workers) and Indonesian Workers who both have the same level of education, for example
440 they are both undergraduate, but the treatment is different. Indonesian workers in the company
441 are placed as waiters for eating and drinking and cleaning the room, office yard etc., while the
442 Chinese workers are placed in structural positions in the company
443 Discrimination between Chinese workers and Indonesian workers if examined through:
444 Interest Theory. The theory of interest considers Chinese workers who work in Indonesia to
445 be rational if there is no discrimination. This can be seen from the basic assumptions: First,
446 Chinese companies always try to do something to fulfill the interests of their companies.
447 Second, focus attention on actors and question whether the actions taken are based on certain
448 reasons that are considered good (Usman, 1995).

449 In this theory, Chinese companies are considered behaving to fulfill their interests. When the
450 theory of interest is used to understand Chinese companies, company owners assume that all
451 forms of action that come from these companies are profitable. Due to the interest of gaining
452 profit, according to Marx and Engels, they developed "Dialectical Materialism" as an
453 approach to Chinese Workers and Indonesian Workers.

454 Marx and Engels divided society into Modes of Production, and Infrastructure. Mode of
455 Production is divided into two; the power of production and the production relationship.
456 Production power consists of raw materials and the production relationship refers to
457 ownership of production. In the infrastructure component, Marx divides two types of
458 relations; the type of superordination and the type of subordination (Sanderson, 1993).

459 It is possible that the power of Chinese Workers as superordinate and Indonesian Workers as
460 subordination, so that the treatment is also different between Chinese workers and Indonesian
461 workers in these three companies, there are different treatments when compared to the
462 Japanese company (Yanagi Histalaraya company) in Kendari City and DSSP Power company,
463 Obsidian Stainless Steel company, and The Virtu Dragon Nickel Industry company that
464 owned by China in Konawe District which had a comparative study conducted to compare the

465 treatment between the two countries in their respective companies. Treatment socially,
466 culturally and religion as described in the following table:

467 Table 11: Differentiation of Treatment of Chinese-Owned and Non-Chinese-Owned
468 Companies

No	Japanese Company	Chinese Company
1	Indonesian workers are not obliged to be taught the language of the country of the owner	Indonesian workers must be taught Chinese
2	Expert Indonesian workers have positions according to their expertise	Indonesian workers are experts as servants of consumption
3	Indonesian workers have overtime pay	Indonesian workers do not have overtime pay
4	Indonesian workers have CSR	Indonesian workers do not have CSR
5	The working hours of Indonesian workers are not more than 40 hours / week	The working hours of Indonesian workers are more than 40 hours / week
6	Allowing prayers etc.	Do not allow worship / prayer
7	The Chinese workers are recruited from good people, not Criminals and ex-Soldiers	The Chinese worker are recruited from convicts and ex-Soldiers
8	Indonesian workers are paid a fair amount according to their expertise	Indonesian workers are not properly paid as they wish
9	The company does not destroy nature	Chinese companies destroy the natural environment
10	Chinese workers are not ex-soldiers	Many Chinese workers are ex-soldiers

469 Source: Primary Data

470 The production power is held by superordination and forces subordination to follow its will,
471 then creates co-conflict, so it needs to be approached through the 'Conflict Theory' It is
472 impressed by us that when the demonstration about the discrimination of Chinese workers
473 shows that the Conflict Theory raises the contradiction between the entry of Chinese workers
474 and Indonesian workers, when viewed from Law Number 13 of 2003. This can be seen from
475 the basic assumptions in the table 11.

476 Table 12. Basic Assumptions of Conflict Theory
477
478

No	Basic Assumptions
1	Interests are a basic element of social life
2	Social life involves encouragement
3	Society needs to be divided
4	Social life gives rise to opposition
5	Social life gives rise to structural conflicts

6	The social system gives rise to the parts of the interests
7	Social differentiation will involve power
8	Social systems are not integrated and are overwritten by contradictions
9	Social systems tend to change

479 Ian Craib (1994)

Comment [A17]: Indicate precisely the data source: data source:.....

480

481

482 The contradiction between the two workers could be wrong because if the theoretical
 483 approach is raised to a more paradigmatic level, the two groups of workers actually come
 484 from one paradigm. It is the social fact paradigm. The reason the researchers included the two
 485 groups of workers in one paradigm was because they both essentially questioned the structure
 486 of the economy. This means that from the economic aspect there is discrimination of skill
 487 workers and unskill workers, which is seen in the payroll system and the division of positions
 in the company structure between Chinese Workers and Indonesian Workers.

488

3.4. Factors Influencing Workers Absorption in Chinese Companies.

489

The correlation coefficient value is 0.822, which means that the relationship between
 490 mastery of skills, both mastery of ICTs, IT, machines and others and acceptance as employees
 491 is very close. The correlation coefficient marked (+) means the relationship between ICTs, IT,
 492 machines and others is unidirectional, so if ICTs, IT, machines and others are well controlled,
 493 they will be accepted as employees in the Chinese company.

494

The correlation coefficient of 1,000 means that the relationship between mastery of a foreign
 495 language and acceptance as an employee is very close. The correlation coefficient marked (+)
 496 means that the relationship between mastery of a foreign language and acceptance as an
 497 employee is unidirectional, so if the foreign language is mastered properly, it will be accepted
 498 as an employee at the Chinese company.

499

The correlation coefficient is 0.822, which means that the relationship between mastery of
 500 skills, both mastery of ICTs, IT, machines and others with mastery of foreign languages is
 501 very close. The correlation coefficient marked (+) means the relationship between skill
 502 mastery and foreign language mastery is unidirectional so that if the foreign language is
 503 mastered well it is easy to master ICTs, IT, machines and others because all the terms ICTs,
 504 IT, machines and others are written in foreign language in the Chinese company.

505

Correlations

variable		mastery of skills	mastery of foreign languages	accepted as an employee
mastery of skills	Pearson Correlation	1	.822**	.822**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
mastery of foreign languages	Pearson Correlation	.822**	1	1.000**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
accepted as an	Pearson Correlation	.822**	1.000**	1

employee	Sig. (2-tailed)	.000	.000	
	N	100	100	100

**. Correlation is significant at the 0.01 level (2-tailed)

506 Conclusion

507 The conclusions of the research are: (a) The policy that is taken to organize the workers is the
508 issuance Laws and regulations on Manpower. (b) To improve the quality of Foreign Workers
509 and Indonesian Workers, assistance is provided to train science and technology as well as
510 foreign languages so that workers are able to work in Chinese companies as a result of the
511 transfer of knowledge and transfer of jobs from experts and it is hoped that the Chinese
512 experts can be accompanied by 10 Indonesian Workers. (c) From the identification results in
513 the Chinese companies, it is known that 9 workers work in Chinese companies, while 91
514 Indonesian workers are also absorbed in Chinese companies, although there is discrimination
515 in terms of pay, where Chinese Foreign Workers are greater than Indonesian workers

516 Acknowledgement

517 The research can run well and perfectly, because it is financed by the Central Government, in
518 this case, from the Ministry of Higher Education Technology Research in accordance with the
519 work contract No. 2906 / I.4 / PP / 2019. Therefore, on this valuable opportunity we would
520 like to express our utmost respect and appreciation for the research fund

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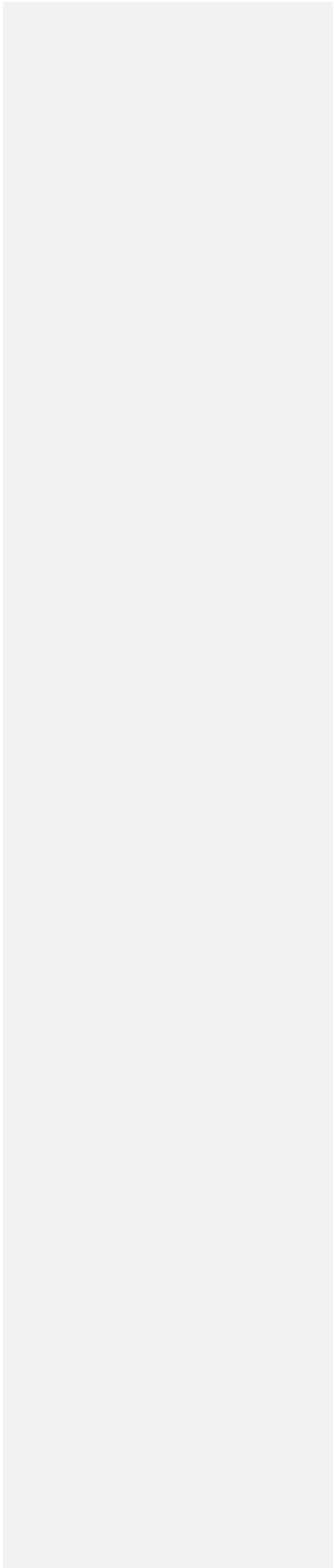
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12 **POLICIES AND IMPLEMENTATIONS OF WORKERS EMPOWERMENT**
13 **ON CHINA COMPANIES IN KONAWA DISTRICT SOUTHEAST SULAWESI**
14 **PROVINCE**

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23 **Abstract.**

24 [The Research Objectives are: To describe policies and implementations to decrease unemployment rates in
25 Southeast Sulawesi,To Analyze an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers for
26 transfer of knowledge and transfer of jobs.

27 [The research used a cross sectional design. The population were all workers in 3 (three) Chinese companies.
28 Sample For Chinese workers : $435/4.788 \times 100 = 9$ workers and andSamples for Indonesian Workers
29 $4353/4.788 \times 100 = 91$ workers]

30 The Research shows that the policies pursued to organize the workers through Law Number 13 of 2003. They
31 are known 9 foreign workers working in Chinese companies, 91 Indonesian workers are working Chinese
32 companies. even though there is discrimination in payroll system that the Chinese foreign workers are greater
33 than Indonesian workers

34 The conclusions of the research are: The policy that is taken to organize the workers is the issuance Laws and
35 regulations on Manpower, To improve the quality of Foreign Workers and Indonesian Workers, assistance is
36 provided to train science and]

37 **Key words:**Policy, Implementation, Workers, Science, Knowledge, Technology,Salary.

38 **Introduction**

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Please structure the abstract as:
Introduction-Aims
Method
Results and interpretation

39 **Background**

40 The Data on unemployment in Southeast Sulawesi Province show that in 2020 unemployment rate
 41 is 3.17 percent. This figure has increased from 0.21 percent compared to February 2019 and
 42 0.38 percent compared to 2018, so 3.17 percent has not been absorbed in field. This condition
 43 is worst by the increasing foreign workers entered (BPS, 2020). Based on the data on the
 44 Planned Employment of Foreign Workers of the Ministry of Manpower of the Republic of
 45 Indonesia, the number of foreign workers who entered Indonesia in 2018 were 353,630
 46 people. This can lead to the marginalization of Indonesian Workers in Foreign Companies in
 47 Indonesia, especially the migration of Chinese workers in Konawe Regency, Southeast
 48 Sulawesi, every year are 500 people, this causes Indonesian workers to become increasingly
 49 narrow in reaching the labor market in Chinese companies in Konawe District Southeast
 50 Sulawesi. That is why there needs policies and implementations of the empowerment of
 51 Indonesian workers in Chinese companies, so who are classified as unemployed become
 52 employed.

53 Therefore, the government issued a policy through (Presidential Regulation, Number 20 of
 54 2018) concerning Foreign Workers and Indonesian Workers. In this regulation, an expert
 55 foreign worker is accompanied by 10 Indonesian workers.

56 In this regulation, an expert Foreign Worker is accompanied by 10 Indonesian Workers,
 57 besides being absorbed in the field. They are also for transfer of knowledge and transfer of
 58 jobs, so the unemployments in this area can be reduced, and obtain jobs and positions in
 59 Chinese company.

60 Talking about the problem of people who are still unemployed, we are talking about problems
 61 of public interest. Therefore, public policy is a solution to overcoming problems that occur in
 62 certain activities that occur in a community created by state institutions with the intention of
 63 carrying out bureaucratic activities (Wibawa, 2011).

64 This definition, if it is related to the empowerment of workers who are still unemployed, then
 65 it is a solution through Presidential Regulation Number 20 of 2018 to help people who do not
 66 have permanent jobs, so they are not unemployed.

67 Therefore, in relation to the empowerment of Indonesian Workers, public policy is placed as a
 68 theoretical reference in explaining this case. The right means the policy required the
 69 functioning of Chinese companies, so the government and Chinese companies need to help
 70 Indonesian Workers to be employed in existing Chinese companies.

71 So, discussing the issue of public policy definitely refers to the government's program in
 72 investing in the form of the establishment of Chinese companies in this area and the program
 73 must be implemented in the area. Implementation can simply be interpreted as the
 74 implementation or application of a program so that implementation can be said to be a social
 75 action as well as an evaluation (Iskandar, 2012).

76 The implementation of policies is an effort of the state or non-state individually or in groups
 77 to achieve the goals in the policy. This implementation activity was only carried out after the
 78 policy was endorsed as well as legalization and the allocation of its resources had also been
 79 approved (Wibawa, 2011). Thus, the policy implementation is a reciprocal relationship
 80 between the formulation of goals and the intended objectives so that goals can be achieved
 81 (Iskandar, 2012).

82 To empower a workers are classified as powerless to become powerful, a program is needed
 83 that can make workers able and survive working in Chinese companies through the
 84 formulation of guidance and supervision, with education and training in foreign language
 85 skills, science and technology, and involvement local governments both in guidance and
 86 supervision to the Chinese company.

87 **Problems Formulation**

88 Referring to the background, several problems are formulated: (a) Are there policies and

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89 implementations to decrease the unemployment rate in Southeast Sulawesi Province? (b)
 90 How can an expert Chinese Foreign Worker be accompanied by 10 Indonesian Workers for
 91 transfer of knowledge and transfer of jobs? (c) How many Chinese and Indonesian Workers
 92 can work in Chinese companies?

93 **The Research Objectives.**

94 The Research Objectives are: (a) To describe policies and implementations to decrease
 95 unemployment rates in Southeast Sulawesi Province; (b) To analyze an expert Chinese
 96 Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and
 97 transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are
 98 employed in Chinese Companies

99 **Materials and Methods**

100 **The Research Design**

101 The research used a cross sectional design. The research location was in **Konawe District**,
 102 Southeast Sulawesi Province, and the research was conducted in July 2019.

Comment [A7]: check

103 **Types of data and collection methods**

104 Primary data and secondary data research. Primary data were obtained from respondents, and
 105 secondary data were obtained from the Manpower Office of Konawe District, the Provincial
 106 Manpower Office, and the Immigration Office of Southeast Sulawesi Province. How to obtain
 107 data were: questionnaires, interviews, observation, and study documentation.

108 **The Population and sample**

109 The population were all workers in 3 (three) Chinese companies as in the table 1. Table 1:
 110 The Workers Population Data Collection in Konawe Regency in 2019

No	Companies	Chinese Foreign Workers			Indonesian Workers		
		L	P		L	P	
1	PT.DSSP Power	49	-	49	110	-	110
2	PT. Obsidian Stain less Steel	423	51	474	3531	125	3656
3	PT. Virtu Dragon Nikel Industri	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

111 Source: Primary Data

112 From three Chinese companies that were deliberately sampled in PT. Virtu Dragon Nickel
 113 Industry with a total workers were 4,788 consisting of 435 Chinese workers and 4,353
 114 Indonesian workers. From the population, a sample was taken using the formula (Rakhmat &
 115 Ibrahim, 1990) as follows:

Comment [A8]:

$$116 \quad N$$

$$117 \quad n = \frac{N}{Nd^2 + 1} \dots \dots \dots (1)$$

120 Which :
 121 n : Sample Size
 122 N: Population
 123 d : Precision (0.1)

124 Based on the Yamane formula, the following sample sizes are:

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$$125 \quad N$$

$$126 \quad n = \frac{N}{Nd^2 + 1}$$

$$127$$

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$$\frac{4.788}{4.788 (0,1)^2 + 1}$$

$$4.788 \times 0,01 + 1$$

100 workers

Formulas for Samples in Each Section

Ni

$$n_i = x \frac{N_i}{n} \quad \dots\dots\dots(2)$$

Ni

Which :

ni : 1st Strata Sample Size

Ni : Population Size

Ni : Overall Population Size

n : Overall Sample Size

1. Sample For Chinese workers

$$n_i : 435/4.788 \times 100 = 9 \text{ workers}$$

2. Samples for Indonesian Workers

$$n_i : 4353/4.788 \times 100 = 91 \text{ workers}$$

The sample size of each section can be seen in the following table

Table 2: List of Total Workers at PT. Virtu Dragon Nickel Industry.

No.	Workers Sample	Total Population (people)	Number of Samples (people)
I.	Sample of Chinese Workers	435	9
2.	Sample of Indonesian Workers	4353	91
	Total	4.788	100

Source :Primary Data

Data Analysis

Data analysis in the research are a flow model analysis, correlational analysis, and Workers perception analysis.

Design of Flow Model Components of Data Analysis

Descriptive-qualitative analysis uses content analysis through data reduction, data display, and concurrent drawing/verification. Data reduction is defined as the process of selecting, focusing attention on simplifying, abstracting, and transforming the raw data that emerge from field notes, then which dimensions and indicators are discarded and used, which are summarized in such a way that conclusions can be drawn. Presentation of the data used in the form of narrative text in the research, which is supported by presentations in the form of tables and pictures (Miles & Huberman, 1992)

Correlation Analysis Design

Correlation analysis can be defined as a relationship, which aims to see the pattern and closeness of the relationship between two or more variables. The direction of the relationship between two variables can be divided into (1) Direct correlation is the change in the

166 dependent variable with the independent variable significantly with the same direction of
 167 movement, (2) Negative correlation, namely changes in the dependent variable with the
 168 independent variable with the opposite direction of movement, (3) Zero Correlation, namely
 169 the direction of the irregular dependent variable relationship and independent (Arif Pratisto,
 170 2004). Based on the above understanding, the Product Moment correlation technique can be
 171 used in the research with the following formula:

$$172 \quad n \sum x_i y_i - (\sum x_i) (\sum y_i)$$

$$173 \quad r_{xy} = \frac{\dots\dots\dots(3)}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}}$$

175 **Which :**

176 r_{xy} : Correlation coefficient

177 n : Number of samples

178 x_i : Item score

179 y_i : Total score

180 $(\sum x)^2$: The square of the sum of the item scores

181 $\sum x^2$: Sum of squares of item score

182 $\sum y^2$: The sum of the squares of the total score

183 $(\sum y)^2$: The sum of the total score squared

184 **Workers Perception Analysis**

185 Design Concerning questions about the views of workers on existing companies using a
 186 Likert scale with intervals of 1-5. Regarding the view of the workers on policy and
 187 implementation, assistance and opportunities to obtain the labor market, the questions with
 188 the answer are very good with a score of 5 and very bad with a value of 1 (Muller, 1992).
 189 Because of the assessment criteria for the questionnaire on the three elements of the above
 190 questions, the following formula is used:

$$192 \quad \frac{\text{The Largest score} - \text{The smallest score}}{\text{Total score}}$$

$$194 \quad 5 - 1/5 = 4/5 = 0.8$$

195 According to the formulation described above, a table can be made to assess the respondents'
 196 answers which are included in the questionnaire that has been designed so that the level of
 197 accuracy of the answers of the respondents can be known. The assessment criteria are as
 198 described in table 3.

199 **Table 3: Ratings for the Questionnaire**

Score	Assessment criteria	Information
4,3 – 5	Very good	A
3,5 – 4,2	Good	B
2,7 – 3,4	Neutral	C
1,9 – 2,6	Bad	D
1 – 1,8	Worst	E

200 Source :Primary Data

201 $M = \frac{\sum f(x)}{n}$ (5)

Comment [A10]: In which

Comment [A11]: Source????//

202 Which :

203 M = Acquisition of interpretive figures (Media / Numbers)

204 f = Answer frequency

205 x =Weighting

206 = Sums

207 n = Number of respondents

208 **Results and Discussion**

209 **Unemployment Policies and Implementations in Southeast Sulawesi Province**

210 To reduce the unemployment rate in Southeast Sulawesi Province as low as possible, a policy
211 was issued through products, regarding the use of foreign workers with the hope that: (1)
212 providing jobs to foreign workers must have a formal permit from the minister or an
213 appointed official, (2) foreign workers who work in Indonesia only for a certain period, (3)
214 foreign workers whose working period has expired cannot be extended and can be replaced by
215 other foreign workers (Law Number 13 of 2003)

216 The implementation was then clarified. In this Regulation it is said that the use of Foreign
217 Workers is carried out by those who provide jobs in relation to work for a certain position and
218 for a certain time by looking at the condition of the labor market in Indonesia. According to
219 this regulation, the utilization of Indonesian workers must be prioritized in all types of
220 existing positions. In the event that the position cannot be occupied, the position can be filled
221 by outside personnel, then this employee is not allowed to hold a position that handles
222 employment issues or other positions determined by the Ministry of Manpower in applicable
223 regulations (Presidential Regulation Number 20 of 2018).

224 This regulation also states that Foreign Workers in certain fields can provide jobs to those
225 concerned who are currently given a job from the one who gave the job in the same position,
226 until their work contracts are end. It is stated in the regulation that companies who provide
227 jobs using foreign workers must have a plan for using foreign workers that is approved by the
228 appointed Minister and contains at least (1) logical arguments for using foreign workers, (2)
229 the position of foreign workers in the company structure, (3) how long does it take to use
230 foreign workers, and (4) choose **indonesian** workers to accompany foreign workers.

231 Providers who using Foreign Workers without having a Plan of using Foreign Workers such
232 personnel who are (1) who have shares occupying members of the Board of Directors of those
233 who provide Foreign Workers, (2) foreign diplomatic employees, or (3) Foreign Workers that
234 their works are required by the government.

235 For sudden activities, the providers of the Foreign Workers can employ the Foreign workers
236 by submitting an application to legalize the Plan for Employing Foreign Workers to the
237 authorized official a maximum of two working days after Foreign workers are employed.
238 Furthermore, to legalize the Plan for Using Foreign Workers is a maximum of 1 (one) day of
239 activity, and it will be given after the application is fully responded.

240 It is affirmed in this regulation that the providers of the foreign workers who will employ
241 them submitting data of the foreign workers which includes: (1) the identity of the foreign
242 workers, (2) nationality, (3) ownership of the passport and the place where the passport is
243 issued, (3) position and period of time , (4) a statement of guarantee and the providers of the
244 Foreign Workers, and (5) diplomas certificate and work experience, the competencies
245 possessed are identical to the position they will occupy.

246 The official will notify the notification of data acceptance of prospective Foreign Workers
247 within two working days and a copy is submitted to the Directorate General of Immigration.
248 According to this regulation, the providers of foreign workers must pay compensation for
249 using of foreign workers after receiving a notification and it is made at a bank trusted by the
250 Minister which is non-tax state revenue.

Comment [A12]: Please make correction

251 **Expert Assistance Analysis for Foreign Workers**

252 The Assistance is an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers,
 253 for **transferring** of knowledge and jobs, so Indonesian Workers can work in the Chinese
 254 company on the other hand Chinese Foreign Workers can also work with Indonesian
 255 Workers. For example, training in English and Indonesian language, so they can make social
 256 interactions both in work days and out.

Comment [A13]: check

257 The **approachneeded touseis** the "learning process" approach which has three dimensions.
 258 They are the structural dimension, the cognitive dimension and the participatory dimension
 259 (Korten, 1981). The explanation of the three dimensions are:

Comment [A14]: check

260 **Structural Dimension**

261 The structural dimension discusses the design of the supervisory structure from the central to
 262 the regencies and cities and is structurally as follows: -The central prepares a guidance /
 263 supervision model -Province coordinates with the central and regencies / cities in terms of
 264 guidance / control of the company-District / City conduct direct guidance / supervision to the
 265 companies in districts / cities.

266 **The Cognitive Dimension**

267 The cognitive dimension discusses: (1) The implementation of education and training for
 268 foreign language skills, both English and Indonesian, (2) Link-and-matched programs with
 269 missionary demands of the production world are carried out / business in projects that are
 270 crash programs oriented to training / guidance to workers, so they are ready to work. Talking
 271 about cognitive problems, assistance is very important in this company. The important matters
 272 discussed in assistance are discussed in the table 4.

273 Table 4: Development Assistance

No	Assistance Dimension	Assistance Indicator
1	Assistance Concept	Assistance Concept is a reciprocal relationship between foreign workers and Indonesian workers who cannot speak foreign languages.
2	Assistance Purpose	Increase the capacity of the workers in operating the foreign company program
3	Assistance Strategy	Intensifying efforts to empower workers to increase their personal capacity
4	Assistance Tasks	Conducting focused discussions and implementing training and Assistance

274 Source :Primary Data

275 According to the table 4. An instructor in training concerning theory and practice must have
 276 the following basic principles: (a) A facilitator and an instructor must have an idea about
 277 what knowledge will be provided to the workers. After the ideas possessed by the facilitator
 278 and instructor, then the ideas will be narrated to the workers either in the room or in the
 279 field. After narrative is carried out, the following stage is an action that the workers can carry
 280 out experiments with the guidance of a facilitator or instructor, and it is hoped that the
 281 workers can work in their respective fields according to the knowledge they have acquired.

282 Thus, the construction of the material includes: (1) material classification includes
 283 quantitative and qualitative material, (2) the order of the material in the systematic sense of
 284 the material to be presented, so participants are not confused about receiving the material,
 285 (3) describing the theory and then training to try the material received when they enter the
 286 actual work they already believe in themselves about the material, (4) a description and

GTG-8

287 syllabus of the material needs to be given as a guide for practicing, (5) the weight of the
 288 material, in the sense of how many contents of the material and how many hours the material
 289 was given.

290 After the contents of the material are given, the training methodology is practiced, which
 291 includes: (1) the approach used, are in the form of lectures, taking notes or discussing the
 292 material, (2) what learning methods or techniques are used, (3) what media are used for
 293 learning, whether using a blackboard, powerpoints or other media, (4) which institutions are
 294 the organizer, (5) who are the instructors and the facilitators. In order for participants to
 295 understand both theoretically and practically, instructors need to apply learning methods and
 296 techniques as in the table below

Table 5: Methods and Techniques of Manpower Learning

No	Methods	Techniques
1	Discussion	Question and answer
2	Group Work	group discussion
3	Discovery	Reading and Discussion
4	Brainstorming	Demonstration
5	Inquiry or research	Symposium
6	Experiment	Panel
7	Field Trips	Panel discussion
8	Field Work	Seminar
9	Role Playing	Colloquy
10	Case Study	Lecture
11	Dialogue	Cooperative Learning
12	Problem solving	Quiz questions, and others

298 Source: Primary Data

299 The explanation above illustrates the importance of transfer of knowledge and transfer of
 300 jobs, both regarding science and technology material as well as material on foreign
 301 languages, both English and Indonesian. The results showed that 64 respondents said it was
 302 very important, while 4 respondents said it was not important. This is clearly described in the
 303 table below

Table 6: Respondents' Answers about the Importance of Science and Technology

No.	Alternatif Jawaban	f	(x)	f(x)	$M = \frac{\sum f(x)}{n}$
1.	Very important	64	5	320	429 /100
2.	important	5	4	20	
3.	Quite important	27	3	81	
4.	Not important	4	2	8	
5.	Very unimportant	0	1	0	
	Total	100		429	4,3

305 Source: Primary Data

306 Based on Table 6 above, the respondent's answer to the statement about the importance of
 307 Science and Technology in the work obtained an interpretation figure of 4.3, so based on the
 308 assessment criteria it is in the "very important" category.

309 Participatory Dimension

310 The participatory dimension is oriented towards an approach that is more involved in the
 311 nature of local government in both guidance and supervision. In addition, this approach
 312 allows local governments and companies to conduct evaluations in determining objectives
 313 and formulating policies for the operation of these companies.

314 Identification of workers Absorption

315 After identifying the population in the three Chinese companies, it turns out that the ratio
 316 of workers who work in the three Chinese companies shows that as many as 8,119 Indonesian
 317 workers work in three Chinese companies and as many as 985 Chinese foreign workers who
 318 also work in the three Chinese companies. the. This can be clearly stated in the table below

319 Table 7: Results of Workers Absorption in 2019

No	Companies	foreign workers			Indonesian workers		
		L	P		L	P	
1	PT.DSSP Power	49	-	49	110	-	110
2	PT. Obsidian Stain less Steel	423	51	474	3531	125	3656
3	PT. Virtu Dragon NikelIndustri	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

320 Source: Primary Data

321 Based on table 7. It can be said that not all workers can speak foreign languages, but some
 322 can speak foreign languages. Indeed, there are certain parts that require foreign language
 323 skills, but there are certain parts that do not need to be proficient in foreign languages, such
 324 as cleaning services, company security, cooks, and others.

325 It was tried to be identified through research samples in general that we could find out how
 326 many could speak a foreign language and how many could not. The results showed that
 327 foreign workers fluent in foreign languages were 4 respondents (4.0 percent), and who could
 328 not speak foreign languages were 5 respondents (5.0 percent). Meanwhile, as many as 27
 329 Indonesian workers could speak foreign languages (27.0 percent), and who were not fluent
 330 in foreign languages 64 respondents (64.0 percent). The real thing can be seen in the table 8.

331 Table 8. Distribution of Examples based on Foreign Language Mastery

No	Companies	foreign workers				Indonesian workers			
		Yes		No		Yes		No	
		n	%	n	%	n	%	n	%
1	PT DSSP Power	0	0,0	5	5,0	7	7,0	0	0,0
2	PT. Obsidian Stainless Steel	2	2,0	0	0,0	10	10,0	31	31,0
3	PT. Virtu Dragon NikelIndustri	2	2,0	0	0,0	10	10,0	31	31,0
Total		4	4,0	5	5,0	27	27,0	64	64,0

332 Source: Primary Data

333 The Workers who master science and technology as well as mastery of foreign languages and
 334 others that the company provides salaries as shown in the table 9

335 Table 9. Sample Distribution Based on the Payroll System

No	Companies	Salary (Rp) / Month	
		Foreign Workers	Indonesian Workers
1	PT.DSSP Power	10.000.000	2.500.000

Comment [A15]: replace %

Comment [A16]: replace %

Comment [A17]: replace %

Comment [A18]: please use . instead
, for English written of numbers with
decimals: e.g. 5.0 not 5,0

2	PT. Obsidian Stainless Steel	10.000.000	2.500.000
3	PT. Virtu Dragon NikelIndustri	10.000.000	2.500.000

336 Source: Primary Data

337 Table 9 shows the difference in salaries between Chinese foreign workers and Indonesian
338 workers. This shows that in Chinese companies there has been polarization and discrimination
339 between Chinese foreign workers and Indonesian workers. can be seen in the table 10.

340 Table 10: Distribution of Examples by Education Level

Total	Foreign Workers		Indonesian Workers		Total	
	n	%	n	%	n	%
Primary school	0	0,0	0	0,0	0	0,0
Junior High School	0	0,0	0	0,0	0	0,0
Senior High School	0	0,0	30	30,0	30	30,0
Diploma	2	2,0	4	4,0	6	6,0
bachelor	5	5,0	32	32,0	37	37,0
Magister	2	2,0	25	25,0	27	27,0
Doctor	0	0,0	0	0,0	0	0,0
Total	9	9,0	91	100,0	100	100,0

341 Source: Primary Data

342 **Eventhough** it is seen from the level of education between Foreign Workers and Indonesian
343 Workers who both have the same level of education, for example, they are both bachelor,
344 education has no effect on the payroll system in Chinese companies, except for Indonesian
345 Workers with bachelor and master education degrees has the same special expertise as experts
346 from China, so they are given a salary almost the same as foreign workers, namely Rupiah.
347 25,000,000 every month, even more than that. The level of education between foreign workers
348 and Indonesian workers.

349 The correlation coefficient value is 0.822, which means that the relationship between mastery
350 of skills, both mastery of ICTs, IT, machines and others and acceptance as employees is very
351 close. The correlation coefficient marked (+) means the relationship between ICTs, IT,
352 machines and others is unidirectional, so if ICTs, IT, machines and others are well controlled,
353 they will be accepted as employees in the Chinese company.

354 The correlation coefficient of 1,000 means that the relationship between mastery of a foreign
355 language and acceptance as an employee is very close. The correlation coefficient marked (+)
356 means that the relationship between mastery of a foreign language and acceptance as an
357 employee is unidirectional, so if the foreign language is mastered properly, it will be accepted
358 as an employee at the Chinese company.

359 The correlation coefficient is 0.822, which means that the relationship between mastery of
360 skills, both mastery of ICTs, IT, machines and others with mastery of foreign languages is
361 very close. The correlation coefficient marked (+) means the relationship between skill
362 mastery and foreign language mastery is unidirectional so that if the foreign language is
363 mastered well it is easy to master ICTs, IT, machines and others because all the terms ICTs,
364 IT, machines and others are written in foreign language in the Chinese company.

365 **Factors Influencing Workers Absorption in Chinese Companies.**

Correlations

variabel		mastery of skills	mastery of foreign languages	accepted as an employee
mastery of skills	Pearson Correlation	1	.822**	.822**
	Sig. (2-tailed)		.000	.000
	N	100	100	100

Comment [A19]: argument or eliminate

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mastery of foreign languages	Pearson Correlation	.822**	1	1.000**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
accepted as an employee	Pearson Correlation	.822**	1.000**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed)

366 Conclusion

367 The conclusions of the research are: (a) The policy that is taken to organize the workers is the
368 issuance Laws and regulations on Manpower. (b) To improve the quality of Foreign Workers
369 and Indonesian Workers, assistance is provided to train science and technology as well as
370 foreign languages so that workers are able to work in Chinese companies as a result of the
371 transfer of knowledge and transfer of jobs from experts and it is hoped that the Chinese
372 experts can be accompanied by 10 Indonesian Workers. (c) From the identification results in
373 the Chinese companies, it is known that 9 workers work in Chinese companies, while 91
374 Indonesian workers are also absorbed in Chinese companies, although there is discrimination
375 in terms of pay, where Chinese Foreign Workers are greater than Indonesian workers

376 Acknowledgement

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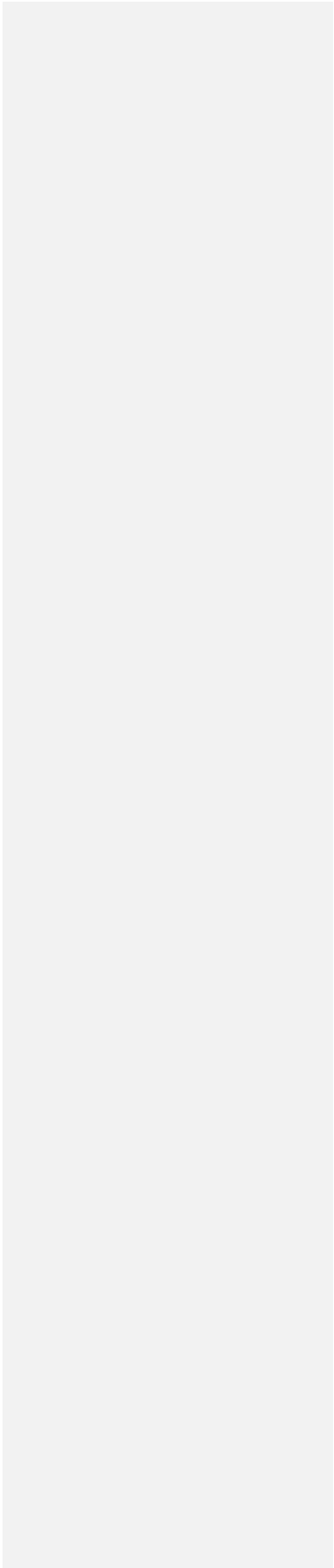
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18 **POLICIES AND IMPLEMENTATION OF WORKER EMPOWERMENT IN**
19 **CHINESE COMPANIES IN KONAWE DISTRICT, SOUTHEAST SULAWESI**
20 **PROVINCE**

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29 **Abstract.**

30 The Research Objectives are: To describe policies and implementations, to decrease
31 unemployment rates in Southeast Sulawesi, and to Analyze an expert Chinese Foreign
32 Worker accompanied by 10 Indonesian Workers for transfer of knowledges and jobs.

33 *The research used a cross sectional design. The population were all workers in 3 (three)*
34 *Chinese companies. Samples For Chinese workers : $435/4.788 \times 100 = 9$ workers and*
35 *samples for Indonesian Workers $4353/4.788 \times 100 = 91$ workers.*

36 The Research shows that the policies pursued to organize the workers through Law Number
37 13 of 2003. They are known 9 foreign workers working in Chinese companies, 91 Indonesian
38 workers are working Chinese companies. even though there is discrimination in payroll
39 system that the Chinese foreign workers are greater than Indonesian workers

40 The conclusions of the research are: The policy that is taken to organize the workers is the
41 issuance Laws and regulations on Manpower, To improve the quality of Foreign Workers and
42 Indonesian Workers, assistance is provided to train science and **Technolgy**

43 **Key words:** Policy, Implementation, Workers, Science, Knowledge, Technology, Salary

44 **Introduction**

1. Introduction

1.1. Background

The Data on unemployment in Southeast Sulawesi Province showed that in 2020 unemployment rate is 3.17 %. This figure has increased from 0.21 % compared to February 2019 and 0.38 % compared to 2018, so 3.17 % has not been absorbed in field. This condition is worst by the increasing foreign workers entered (The Central Bureau of Statistics). Based on the data on the Planned Employment of Foreign Workers of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers who entered Indonesia in 2018 were 353.630 people. This can lead to the marginalization of Indonesian Workers in Foreign Companies in Indonesia, especially the migration of Chinese workers in Konawe Regency, Southeast Sulawesi, every year are 500 people, this causes Indonesian workers to become increasingly narrow in reaching the labor market in Chinese companies in Konawe District Southeast Sulawesi province.

Workers are people who are capable of doing work in order to produce goods and / or services both to fulfill their own needs and for the community (Law Number 13 of 2003), General Provisions, article 1 paragraph 2) In Law No. 13 In 2003, it was explained that one Chinese Worker accompanied by 10 Indonesian Workers, there must be a transfer of knowledge and a transfer of jobs. Therefore, a Chinese Worker is obliged to provide job training to 10 Indonesian Workers. Job training is all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitudes and work ethic at a certain level of skills and expertise in accordance with the level and qualification of a position or job (Law No.13 of 2003, General Provisions, article 1 verse 9)

According to Edu Passed (2018), there are eight positive and negative impacts of the arrival of foreign workers in Indonesia, as explained below:

Positive impact

1. The new knowledges and technologies in a field of work with the presence of foreign workers, we will get new knowledges in a field of work. We can get these new knowledges from foreign workers who may be commonly practiced in their countries. With these new knowledges that it will increase innovation in Indonesia. Not only new science, but also new technology. Foreign workers bring technology used from their countries to be applied in Indonesia. These will be very beneficial if foreign workers come from developed countries in their fields.
2. The Development of a field work becomes faster

The development of field work is strongly supported by qualified and expert human resources. Using foreign workers who are experienced in a particular field can be a good means of development in a field work. And this good experience can be passed on to local Indonesian workers.
3. The adoption of new technology become faster.

Adoption of technology will be easier if there are workers who are experts in their field works. Technology from developed countries will be easier to do if it is

supported by workers who are experienced, especially from the country of the technology.

4. Increased investment in Indonesia

The presence of foreign workers arriving in Indonesia, it is estimated that there will be an increase in investment in Indonesia. This is also obtained from the results of the recruitment of foreign workers.

5. Increasing the productivity of the local workers.

The Competition of foreign workers and local workers will undoubtedly trigger the enthusiasm of local workers to continue to spur themselves so that they can survive in the competition.

Those are some of the positive impacts regarding the entry of foreign workers into the territory of Indonesia. Beside the positive impacts, there are also be negative impacts from the influx of foreign workers in Indonesia.

Negative impact

1. Minimize employment opportunities for local workers

The most pronounced negative impact of the influx of foreign workers is the of minimize employment opportunities in the country because the number of workers will increase. If it is not balanced with an increase in domestic business, employment opportunities will become decreasing.

2. Become a threat to local workers who do not have more skills

The arrival of foreign workers in Indonesia become a threat for local workers, especially without skills at all. If not trained, local workers will not be able to compete with foreign workers.

3. Increasing unemployment for local workers

The presence of foreign workers, if it is not balanced with additional employment opportunities, will only cause a lot of unemployment. As a solution, additional jobs must also be done.

That is why there needs policies and implementations of the empowerment of Indonesian workers in Chinese companies, so who are classified as unemployed become employed. Therefore, the government issued a policy through (Presidential Regulation Number 20 of 2018) concerning Foreign Workers and Indonesian Workers. In this regulation, an expert foreign worker is accompanied by 10 Indonesian workers. In this law, an expert Foreign Worker is accompanied by 10 Indonesian Workers, besides being absorbed in the field. They are also for transfer of knowledge and transfer of jobs, so the unemployments in this area can be reduced, and obtain jobs and positions in Chinese companies.

45 for local workers due to new provisions in the Presidential Decree which are not in
46 accordance with Law No. 13 of 2003 concerning Manpower. The Presidential Regulation
47 makes it easier for the process of bringing in foreign workers to work in Indonesia. This is

48 considered to make it easier for foreign workers to enter Indonesia, and it will reduce the
49 number of local workers. Thus, foreign workers fill more jobs in Indonesia, Therefore it is
50 necessary to conduct an analysis of the legal protection that can be carried out on local
51 workers for using of foreign workers in the company, and what legal measures can be taken
52 by local workers due to a violation of using of foreign workers in the companies.

53 Talking about the problem of people who are still unemployed, we are talking about problems
54 of public interest. Therefore, public policy is a solution to overcoming problems that occur in
55 certain activities that occur in a community created by state institutions with the intention of
56 carrying out bureaucratic activities (Wibawa, 2011).

57 This definition, if it is related to the empowerment of workers who are still unemployed, then
58 it is a solution through Presidential Regulation Number 20 of 2018 to help people who do not
59 have permanent jobs, so they are not unemployed. Therefore, in relation to the empowerment
60 of Indonesian Workers, public policy is placed as a theoretical reference in explaining this
61 case. The right means the policy required the functioning of Chinese companies, so the
62 government and Chinese companies need to help Indonesian Workers to be employed in
63 existing Chinese companies. So, discussing the issue of public policy definitely refers to the
64 government's program in investing in the form of the establishment of Chinese companies in
65 this area and the program must be implemented in the area. Implementation can simply be
66 interpreted as the implementation or application of a program so that implementation can be
67 said to be a social action as well as an evaluation (Iskandar, 2012). The implementation of
68 policies is an effort of the state or non-state individually or in groups to achieve the goals in
69 the policy. This implementation activity was only carried out after the policy was endorsed as
70 well as legalization and the allocation of its resources had also been approved (Wibawa,
71 2011). Thus, the policy implementation is a reciprocal relationship between the formulation of
72 goals and the intended objectives so that goals can be achieved (Iskandar, 2012). To empower
73 a workers are classified as powerless to become powerful, a program is needed that can make
74 workers able and survive working in Chinese companies through the formulation of guidance
75 and supervision, with education and training in foreign language skills, science and
76 technology.

77 **1.2. Problems Formulation**

78 Referring to the background, several problems are formulated: (a) Are there policies
79 and implementations to decrease the unemployment rate in Southeast Sulawesi Province? (b)
80 How can an expert Chinese Foreign Worker be accompanied by 10 Indonesian Workers for
81 transfer of knowledge and transfer of jobs? (c) How many Chinese and Indonesian Workers
82 can work in Chinese companies?

83 **1.3 The Research Objectives.**

84 The Research Objectives are: (a) To describe policies and implementations to decrease
85 unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese
86 Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and
87 transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are
88 employed in Chinese Companies.

89 **Materials and Methods**

90 **2.1. The Research Design**

91 The research used a cross sectional design. The research location was in Konawe
92 District, Southeast Sulawesi Province, and the research was conducted in July 2019.

93 **2.2. Types of data and collection methods**

94 Primary data and secondary data research. Primary data were obtained from
95 respondents, and secondary data were obtained from the Manpower Office of Konawe
96 District, the Provincial Manpower Office, and the Immigration Office of Southeast Sulawesi

97 Province. How to obtain data were: questionnaires, interviews, observation, and study
 98 documentation.

99 2.3. The Population and sample

100 The population were all workers in 3 (three) Chinese companies as in the table 1.

101 Table 1: The Workers Population Data Collection in Konawe Regency in 2019

No	Companies	Chinese Workers			Indonesian Workers		
		L	P		L	P	
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nickel Industri Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

102 Source: Primary Data

103 From three Chinese companies that were deliberately sampled in PT. Virtu
 104 Dragon Nickel Industry with a total workers were 4788 consisting of 435 Chinese workers
 105 and 4353 Indonesian workers. The determination of the number of samples used by
 106 researchers is based on the Slovin's method with the formula for calculating the minimum
 107 number of samples. if the population behavior is not known with certainty. For more details,
 108 the Slovin's formula put forward by Rakhmat & Ibrahim (1990) is: From this population the
 109 sample is taken using the formula (Rakhmat and Ibrahim, 1990) below.

$$110 \quad n = \frac{N}{Nd^2 + 1} \dots\dots\dots(1)$$

113 Where :

114 n : Sample Size

115 N : Population

116 d : Precision (0.1)

117 Based on the Slovin's formula, the sample size can be calculated:

$$\begin{aligned}
 118 \quad n &= \frac{N}{Nd^2 + 1} \\
 119 &= \frac{4.788}{4.788(0,1)^2 + 1} \\
 120 &= \frac{4.788}{4.788 \times 0,01 + 1} \\
 121 &= \frac{4.788}{0,04788 + 1} \\
 122 &= \frac{4.788}{1,04788} \\
 123 &= 4,569 \\
 124 &= 4,569 \\
 125 &= 4,569 \\
 126 &= 4,569 \\
 127 &= 100 \text{ workers}
 \end{aligned}$$

128 Formulas for Samples in Each Section

$$n_i = \frac{N_i}{N} \times n \quad \text{.....(2)}$$

Where :

n_i : 1st Strata Sample Size

N_i : Population Size

N : Overall Population Size

n : Overall Sample Size

1. Sample For Chinese workers

n_i : $435/4.788 \times 100 = 9$ workers

2. Samples for Indonesian Workers

n_i : $4353/4.788 \times 100 = 91$ workers

The sample size of each section can be seen in the following table

142

143

144

145

146

147 Table 2: List of Total Workers at PT. Virtu Dragon Nickel Industry.

148

No.	Workers Sample	Total Population (people)	Number of Samples (people)
I.	Sample of Chinese Workers	435	9
2.	Sample of Indonesian Workers	4353	91
	Total	4.788	100

149 Source: Primary Data

150 2.4.Data Analysis

151 Data analysis in the research are a flow model analysis, correlational analysis, and
152 Workers perception analysis.

153 2.4.1.Design of Flow Model Components of Data Analysis

154 Descriptive-qualitative analysis uses content analysis through data reduction, data
155 display, and concurrent drawing / verification (Miles and Huberman, 1992). Data reduction is
156 defined as the process of selecting, focusing attention on simplifying, abstracting, and
157 transforming the raw data that emerge from field notes, then which dimensions and indicators
158 are discarded and used, which are summarized in such a way that conclusions can be drawn.
159 Presentation of the data used in the form of narrative text in the research, which is supported
160 by presentations in the form of tables and pictures.

161 2.4.2. Correlation Analysis Design

162 Correlation analysis can be defined as a relationship, which aims to see the pattern and
163 closeness of the relationship between two or more variables. The direction of the relationship
164 between two variables can be divided into (1) Direct correlation is the change in the
165 dependent variable with the independent variable significantly with the same direction of
166 movement, (2) Negative correlation, namely changes in the dependent variable with the
167 independent variable with the opposite direction of movement, (3) Zero Correlation, namely

168 the direction of the irregular dependent variable relationship and independent (Arif Pratisto,
 169 2004). Based on the above understanding, the Product Moment correlation technique can be
 170 used in the research with the following formula:

171
$$n \sum x_i y_i - (\sum x_i) (\sum y_i)$$

 172
$$r_{xy} = \frac{\dots}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}} \dots(3)$$

 173

- 174 In which :
- 175 r_{xy} : Correlation coefficient
 - 176 n : Number of samples
 - 177 x_i : Item score
 - 178 y_i : Total score
 - 179 $(\sum x)^2$: The square of the sum of the item scores
 - 180 $\sum x^2$: Sum of squares of item score
 - 181 $\sum y^2$: The sum of the squares of the total score
 - 182 $(\sum y)^2$: The sum of the total score squared

183 **2.4.3 Workers Perception Analysis**

184 Design Concerning questions about the views of workers on existing companies using
 185 a Likert scale with intervals of 1-5. Regarding the view of the workers on policy and
 186 implementation, assistance and opportunities to obtain the labor market, the questions with
 187 the answer are very good with a score of 5 and very bad with a value of 1 (Muller, 1992).
 188 Because of the assessment criteria for the questionnaire on the three elements of the above
 189 questions, from the Likert Scale formula (Muller, 1992), it can calculate the answer rank

190
$$\frac{\text{The Largest score} - \text{The smallest score}}{\text{Total score}} \dots\dots\dots(4)$$

 191
 192

193 According to the formulation described above, a table can be made to assess the
 194 respondents' answers which are included in the questionnaire that has been designed so that
 195 the level of accuracy of the answers of the respondents can be known. The assessment criteria
 196 are as described in table 3.

197 Table 3: Ratings for the Questionnaire

Score	Assessment criteria	Information
4,3 – 5	Very good	A
3,5 – 4,2	Good	B
2,7 – 3,4	Neutral	C
1,9 – 2,6	Bad	D
1 – 1,8	Worst	E

198 Source: Primary Data

199
 200
$$M = \frac{\sum f(x)}{n} \dots\dots\dots(5)$$

 201

202 Where:
 203 M = Acquisition of interpretive figures (Media / Numbers)
 204 f = Answer frequency
 205 x = Weighting
 206 = Sums
 207 n = Number of respondents

208 **Results and Discussion**

209 **3.1.Unemployment Policies and Implementations in Southeast Sulawesi Province**

210 To reduce the unemployment rate in Southeast Sulawesi Province as low as possible, a
 211 policy was issued through products (Law No. 13 of 2003) regarding the use of foreign
 212 workers with the hope that: (1) providing jobs to foreign workers must have a formal permit
 213 from the minister or an appointed official, (2) foreign workers who work in Indonesia only for
 214 a certain period, (3) foreign workers who working period has expired cannot be extended and
 215 can be replaced by other foreign workers.

216 The implementation was then clarified through (President Regulation No. 20/2018). In this
 217 Regulation it is said that the use of Foreign Workers is carried out by those who provide jobs
 218 in relation to work for a certain position and for a certain time by looking at the condition of
 219 the labor market in Indonesia. According to this regulation, the utilization of Indonesian
 220 workers must be prioritized in all types of existing positions. In the event that the position
 221 cannot be occupied, the position can be filled by outside personnel, then this employee is not
 222 allowed to hold a position that handles employment issues or other positions determined by
 223 the Ministry of Manpower in applicable regulations.

224 This regulation also states that Foreign Workers in certain fields can provide jobs to those
 225 concerned who are currently given a job from the one who gave the job in the same position,
 226 until their work contracts are end. It is stated in the regulation that companies who provide
 227 jobs using foreign workers must have a plan for using foreign workers that is approved by the
 228 appointed Minister and contains at least (1) logical arguments for using foreign workers, (2)
 229 the position of foreign workers in the company structure, (3) how long does it take to use
 230 foreign workers, and (4) choose indonesian workers to accompany foreign workers.

231 Providers who using Foreign Workers without having a Plan of using Foreign Workers such
 232 personnel who are (1) who have shares occupying members of the Board of Directors of those
 233 who provide Foreign Workers, (2) foreign diplomatic employees, or (3) Foreign Workers that
 234 their works are required by the government.

235 For sudden activities, the providers of the Foreign Workers can employ the Foreign workers
 236 by submitting an application to legalize the Plan for Employing Foreign Workers to the
 237 authorized official a maximum of two working days after Foreign workers are employed.
 238 Furthermore, to legalize the Plan for Using Foreign Workers is a maximum of 1 (one) day of
 239 activity, and it will be given after the application is fully responded.

240 It is affirmed in this regulation that the providers of the foreign workers who will employ
 241 them submitting data of the foreign workers which includes: (1) the identity of the foreign
 242 workers, (2) nationality, (3) ownership of the passport and the place where the passport is
 243 issued, (3) position and period of time , (4) a statement of guarantee and the providers of the
 244 Foreign Workers, and (5) diplomas certificate and work experience, the competencies
 245 possessed are identical to the position they will occupy.

246 The official will notify the notification of data acceptance of prospective Foreign
 247 Workers within two working days and a copy is submitted to the Directorate General of
 248 Immigration. According to this regulation, the providers of foreign workers must pay
 249 compensation for using of foreign workers after receiving a notification and it is made at a
 250 bank trusted by the Minister which is non-tax state revenue.

251 The realization of the formulations contained in the presidential laws and regulations then
252 established several Chinese companies engaged in the industrial sector to employ Indonesian
253 workers and Chinese workers, so the government's aspiration to reduce unemployment could
254 be achieved. The role of the industrial sector in economic development in Indonesia is very
255 important because it has advantages in accelerating development. The industrial sector can
256 play a key role as an engine of development because it has superior value compared to other
257 sectors because the value of capital capitalization is very large, the ability to absorb large
258 workers, the ability to create value added from each input or basic material processed
259 (Mahtamil, 2017).

260 Furthermore, industry also has a role as the leading sector. With the presence of industrial
261 development, it will spur and lift the development of other sectors. For example, the rapid
262 growth of the industrial sector will stimulate the growth of the agricultural sector to provide
263 materials for an industry. These industries also allow the development of the service sector,
264 for example the establishment of a financial institution, marketing agency, or advertising, all
265 of which support the growth rate of the industry (Arsyad, 2010).

266 However the industrial sector in Indonesia is relatively high, it is not or has not been able to
267 be followed by the development or growth of employment. Further policies are needed so that
268 many industries that are developing in Indonesia are labor intensive, so that the absorption of
269 their workforce can also increase, considering that the industrial sector is one of the main
270 pillars of the Indonesian economy (Zilfiyah, 2013).

271 Fernand Braudel (1982) divides four forms of industrial activity, the first form, which is
272 usually headed by an employer and employs two or three traveling traders and one or two
273 apprentices. The division of workers is simple and there is even no division of workers at all.
274 The second form, the trading business is everywhere, but still in contact with one another. A
275 businessman acts as a kind of director or coordinator. The entrepreneur provides the
276 individual businesses with raw materials, ensures that work is done, pays workers salary, and
277 markets the final product. The third form, is the concentrated factory, which is different from
278 the first and second forms. The workers no longer work in their homes but come to the factory
279 to complete a series of tasks under one roof. A division of labor already exists, resulting in
280 increased productivity by manual. The fourth form, is manufacturing, the level of technology
281 used is the machine (Sanderson, 1993)

282 **3.2. Expert Assistance Analysis for Foreign Workers**

283 The Assistance is an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers,
284 for transferring of knowledge and jobs, so Indonesian Workers can work in the Chinese
285 company on the other hand Chinese Foreign Workers can also work with Indonesian
286 Workers. For example, training in English and Indonesian language, so they can make social
287 interactions both in work days and out. The approach needed to use is the "learning process"
288 approach which has three dimensions. They are the structural dimension, the cognitive
289 dimension and the participatory dimension (Korten, 1981). The explanation of the three
290 dimensions are:

291 **a. Structural Dimension**

292 The structural dimension discusses the design of the supervisory structure from the
293 central to the regencies and cities and is structurally as follows: -The central prepares a
294 guidance / supervision model -Province coordinates with the central and regencies /
295 cities in terms of guidance / control of the company-District / City conduct direct
296 guidance / supervision to the companies in districts / cities.

297 **b. The Cognitive Dimension**

298 The cognitive dimension discusses: (1) The implementation of education and training
299 for foreign language skills, both English and Indonesian, (2) Link-and-matched
300 programs with missionary demands of the production world are carried out / business

301 in projects that are crash programs oriented to training / guidance to workers, so they
 302 are ready to work. Talking about cognitive problems, assistance is very important in
 303 this company. The important matters discussed in assistance are discussed in the table
 304 4.

305 Table 4: Development Assistance

No	Assistance Dimension	Assistance Indicator
1	Assistance Concept	Assistance Concept is a reciprocal relationship between foreign workers and Indonesian workers who cannot speak foreign languages.
2	Assistance Purpose	Increase the capacity of the workers in operating the foreign company program
3	Assistance Strategy	Intensifying efforts to empower workers to increase their personal capacity
4	Assistance Tasks	Conducting focused discussions and implementing training and Assistance

306 Source: Primary Data

307 According to the table 4. An instructor in training concerning theory and practice
 308 must have the following basic principles: (a) A facilitator and an instructor must have an
 309 idea about what knowledge will be provided to the workers. After the ideas possessed by
 310 the facilitator and instructor, then the ideas will be narrated to the workers either in the
 311 room or in the field. After narrative is carried out, the following stage is an action that the
 312 workers can carry out experiments with the guidance of a facilitator or instructor, and it is
 313 hoped that the workers can work in their respective fields according to the knowledge they
 314 have acquired.

315 Thus, the construction of the material includes: (1) material classification includes
 316 quantitative and qualitative material, (2) the order of the material in the systematic sense
 317 of the material to be presented, so participants are not confused about receiving the
 318 material, (3) describing the theory and then training to try the material received when they
 319 enter the actual work they already believe in themselves about the material, (4) a
 320 description and syllabus of the material needs to be given as a guide for practicing, (5) the
 321 weight of the material, in the sense of how many contents of the material and how many
 322 hours the material was given. After the contents of the material are given, the training
 323 methodology is practiced, which includes: (1) the approach used, are in the form of
 324 lectures, taking notes or discussing the material, (2) what learning methods or techniques
 325 are used, (3) what media are used for learning, whether using a blackboard, powerpoints
 326 or other media, (4) which institutions are the organizer, (5) who are the instructors and the
 327 facilitators. In order for participants to understand both theoretically and practically,
 328 instructors need to apply learning methods and techniques as in the table below

329 Table 5: Methods and Techniques of Manpower Learning

No	Methods	Techniques
1	Discussion	Question and answer

2	Group Work	group discussion
3	Discovery	Reading and Discussion
4	Brainstorming	Demonstration
5	Inquiry or research	Symposium
6	Experiment	Panel
7	Field Trips	Panel discussion
8	Field Work	Seminar
9	Role Playing	Colloquy
10	Case Study	Lecture
11	Dialogue	Cooperative Learning
12	Problem solving	Quiz questions, and others

330 Source: Primary Data

331 The explanation above illustrates the importance of transfer of knowledge and
 332 transfer of jobs, both regarding science and technology material as well as material on
 333 foreign languages, both English and Indonesian.

334 To get the best solution so that it does not harm both Chinese workers and Indonesian
 335 workers, a focus group discussion was formulated for the implementation of
 336 unemployment, assistance for foreign workers who were experts, development of
 337 mentoring, methods and techniques for learning workers in Konawe Regency, Southeast
 338 Sulawesi Province. (FGD) at the provincial level attended by officials from related
 339 institutions such as the Provincial, Regency and City Manpower Office, Department of
 340 Immigration, Department of Education, Department of Tourism, Department of
 341 Environment, Higher Education and others, who are expected to get the best way so as not
 342 to cause conflict hidden or potential or open conflicts between Chinese workers and
 343 Indonesian workers.



344
345 Figure 1: the atmosphere of the FGD



346
347 Figure 2: FGD participants

348 The results showed that 64 respondents said it was very important, while 4
349 respondents said it was not important. This is clearly described in the table below

350
351
352
353
354
355
356
357

Table 6: Respondents' Answers about the Importance of Science and Technology

No.	alternative answers	f	(x)	f (x)	$M = \frac{\sum f(x)}{n}$
1.	Very important	64	5	320	429 /100

2.	important		5	4	20	
3.	Quite important		27	3	81	
4.	Not important		4	2	8	
5.	Very unimportant		0	1	0	
	Total		100		429	4,3

358 Source: Primary Data

359 Based on Table 6, the respondent's answer to the statement about the importance of
 360 Science and Technology in the work obtained an interpretation figure of 4.3, so based on
 361 the assessment criteria it is in the "very important" category.
 362

363 c. Participatory Dimension

364 The participatory dimension is oriented towards an approach that is more involved in
 365 the nature of local government in both guidance and supervision. In addition, this approach
 366 allows local governments and companies to conduct evaluations in determining objectives
 367 and formulating policies for the operation of these companies.
 368

369 3.3. Identification of workers Absorption

370 After identifying the population in the three Chinese companies, it turns out that the
 371 ratio of workers who work in the three Chinese companies shows that as many as 8,119
 372 Indonesian workers work in three Chinese companies and as many as 985 Chinese workers
 373 who also work in the three Chinese companies.
 374

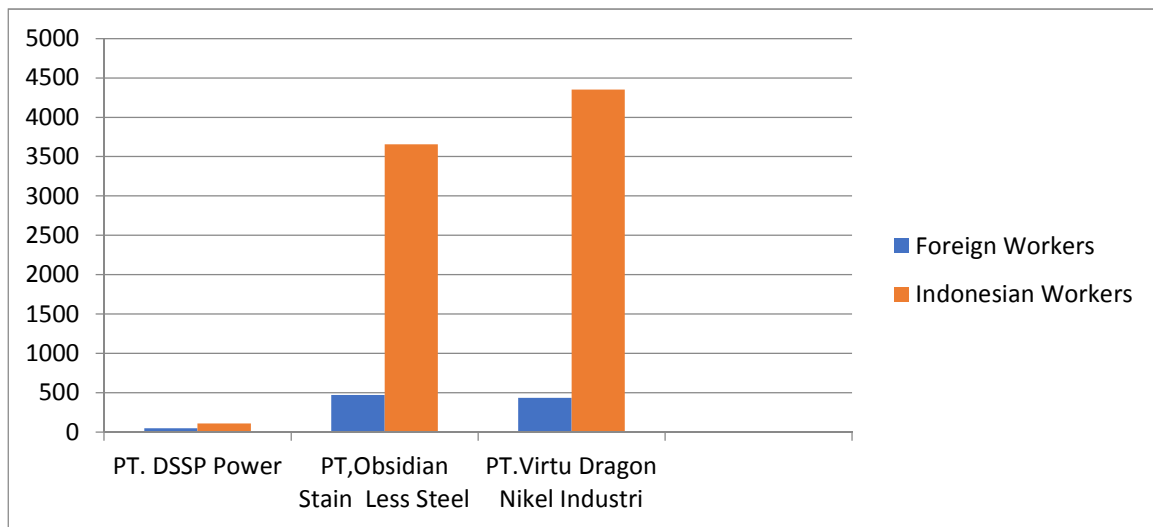
374 Table 7: Results of Workers Absorption in 2019

No	Companies	foreign workers			Indonesian workers		
		L	P		L	P	
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nikel Industri Company	409	26	435	4008	345	4353
	Total	881	77	958	7.649	470	8.119

375 Source: Primary Data

376 To complete the data presented in table form, a visual graphic is shown so that it is easy to
 377 read and to understand by readers about the high and low absorption of Chinese workers and
 378 Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi.

379



380

381 Figure 3: Results of Workers Absorption in 2019

382

383 Based on table 7. It can be said that not all workers can speak foreign languages, but
 384 some can speak foreign languages. Indeed, there are certain parts that require foreign
 385 language skills, but there are certain parts that do not need to be proficient in foreign
 386 languages, such as cleaning services, company security, cooks, and others.

387 It was tried to be identified through research samples in general that we could find out how
 388 many could speak a foreign language and how many could not. The results showed that
 389 foreign workers fluent in foreign languages were 4 respondents (4 %), and who could not
 390 speak foreign languages were 5 respondents (5 %). Meanwhile, as many as 27 Indonesian
 391 workers could speak foreign languages (27 %), and who were not fluent in foreign
 392 languages 64 respondents (64 %). The real thing can be seen in the table 8.

393

394 Table 8. Distribution of Examples based on Foreign Language Mastery

No	Companies	foreign workers				Indonesian workers			
		Yes		No		Yes		No	
		n	%	n	%	n	%	n	%
1	DSSP Power Company	0	0	5	5	7	7	0	0
2	Obsidian Stainless Steel Company	2	2	0	0	10	10	31	31
3	Virtu Dragon Nikel Industri Company	2	2	0	0	10	10	31	31
Total		4	4	5	5	27	27	64	64

395 Source: Primary Data

396 The Workers who master science and technology as well as mastery of foreign languages
 397 and others that the company provides salaries as shown in the

398

399

400 Table 9. Sample Distribution Based on the Payroll System

No	Companies	Salary (Rp) / Month	
		Chinese Workers	Indonesian Workers

1	DSSP Power Company	10.000.000	2.500.000
2	Obsidian Stainless Steel Company	10.000.000	2.500.000
3	Virtu Dragon Nikel Industri Company	10.000.000	2.500.000

401 Source: Primary Data

402 Table 9 shows the difference in salaries between Chinese workers and Indonesian
 403 workers. This shows that in Chinese companies there has been polarization and discrimination
 404 between Chinese workers and Indonesian workers. can be seen in the table 10.

405
 406 It means that modernization or development is understood as something that eliminates all the
 407 realities of a bad situation. The ideology advocates idealistic and pragmatic development is a
 408 development trait that emphasizes economic growth, and is based on market mechanisms.
 409 The benefits obtained are assumed to extend to all sectors in society. This proposition is
 410 known as the "trickle-down effect". The welfare of society in general will be obtained through
 411 economic growth with the market as the guide. However, this theory is no longer relevant in
 412 alleviating poverty in Chinese companies, which was originally expected to help in general
 413 reduce the poverty rate in Indonesia by 7.05 million in 2019 (BPS, 2019) was not reach.

414 The high unemployment rate that has been stated , there have been various criticisms of the
 415 empowerment model that has been implemented, such as overcoming unemployment which is
 416 applied in developing countries, especially in Indonesia by using the "trickle down effect:"
 417 argument that is considered to have failed. According to this approach, what is very important
 418 is economic growth due to investment (the wealthy). The consequence is that the
 419 underprivileged will be affected or a drop from economic growth caused by economic
 420 productivity of the rich. However, in reality this is not hanppened. In addition, this approach
 421 has a mode of production that is profit-oriented as much as possible and places workers as
 422 tools of production who must follow the wishes of the company owner. Development should
 423 prioritize economic growth, with the hope that in time that growth will trickle-down effect
 424 and improve people's welfare by itself.

425 If the income in table 9 is measured using the BPS indicator (2019), the income level for one
 426 family is included in the poor category. If the total income is divided by at least 4 family
 427 members, the family is not prosperous or poor, because BPS determines that an income of Rp
 428 1.9 million per month is categorized as a poor family.

429

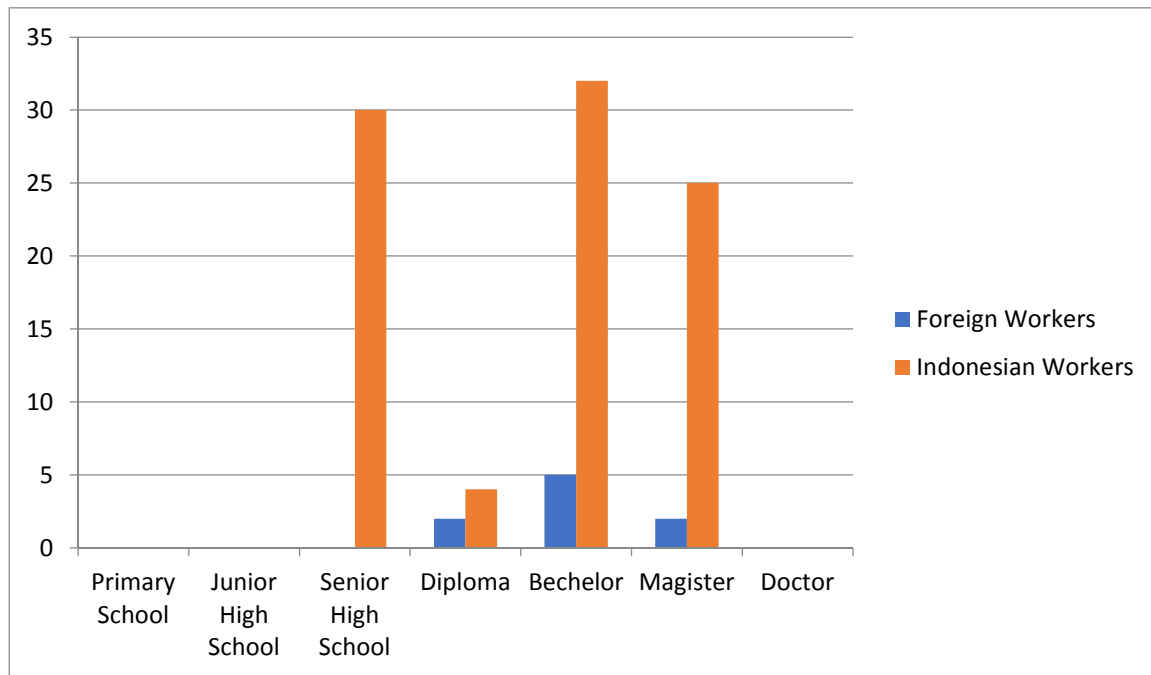
430 Table 10: Distribution of Examples by Education Level

Level of Education	Chinesse Workers		Indonesian Workers		Total	
	n	%	N	%	n	%
Primary school	0	0	0	0	0	0
Junior High School	0	0	0	0	0	0
Senior High School	0	0	30	30	30	30
Diploma	2	2	4	4	6	6
Bachelor	5	5	32	32	37	37
Magister	2	2	25	25	27	27
Doctor	0	0	0	0	0	0
Total	9	9	91	100	100	100

431 Source: Primary Data

432 To complete the data presented in table form, a visual graphic is shown so that it is easy to
 433 read and to understand by readers about the high and low absorption of Chinese workers and
 434 Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi.

435



436

437

Figure 4: Distribution of Examples by Education Level

438 Even though it is seen from the level of education between Foreign Workers (Chinese
 439 Workers) and Indonesian Workers who both have the same level of education, for example
 440 they are both undergraduate, but the treatment is different. Indonesian workers in the company
 441 are placed as waiters for eating and drinking and cleaning the room, office yard etc., while the
 442 Chinese workers are placed in structural positions in the company

443 Discrimination between Chinese workers and Indonesian workers if examined through:
 444 Interest Theory. The theory of interest considers Chinese workers who work in Indonesia to
 445 be rational if there is no discrimination. This can be seen from the basic assumptions: First,
 446 Chinese companies always try to do something to fulfill the interests of their companies.
 447 Second, focus attention on actors and question whether the actions taken are based on certain
 448 reasons that are considered good (Usman, 1995).

449 In this theory, Chinese companies are considered behaving to fulfill their interests. When the
 450 theory of interest is used to understand Chinese companies, company owners assume that all
 451 forms of action that come from these companies are profitable. Due to the interest of gaining
 452 profit, according to Marx and Engels, they developed "Dialectical Materialism" as an
 453 approach to Chinese Workers and Indonesian Workers.

454 Marx and Engels divided society into Modes of Production, and Infrastructure. Mode of
 455 Production is divided into two; the power of production and the production relationship.
 456 Production power consists of raw materials and the production relationship refers to
 457 ownership of production. In the infrastructure component, Marx divides two types of
 458 relations; the type of superordination and the type of subordination (Sanderson, 1993).

459 It is possible that the power of Chinese Workers as superordinate and Indonesian Workers as
 460 subordination, so that the treatment is also different between Chinese workers and Indonesian
 461 workers in these three companies, there are different treatments when compared to the
 462 Japanese company (Yanagi Histalaraya company) in Kendari City and DSSP Power company,
 463 Obsidian Stainless Steel company, and The Virtu Dragon Nickel Industry company that
 464 owned by China in Konawe District which had a comparative study conducted to compare the

465 treatment between the two countries in their respective companies. Treatment socially,
466 culturally and religion as described in the following table:

467 Table 11: Differentiation of Treatment of Chinese-Owned and Non-Chinese-Owned
468 Companies

No	Japanese Company	Chinese Company
1	Indonesian workers are not obliged to be taught the language of the country of the owner	Indonesian workers must be taught Chinese
2	Expert Indonesian workers have positions according to their expertise	Indonesian workers are experts as servants of consumption
3	Indonesian workers have overtime pay	Indonesian workers do not have overtime pay
4	Indonesian workers have CSR	Indonesian workers do not have CSR
5	The working hours of Indonesian workers are not more than 40 hours / week	The working hours of Indonesian workers are more than 40 hours / week
6	Allowing prayers etc.	Do not allow worship / prayer
7	The Chinese workers are recruited from good people, not Criminals and ex-Soldiers	The Chinese worker are recruited from convicts and ex-Soldiers
8	Indonesian workers are paid a fair amount according to their expertise	Indonesian workers are not properly paid as they wish
9	The company does not destroy nature	Chinese companies destroy the natural environment
10	Chinese workers are not ex-soldiers	Many Chinese workers are ex-soldiers

469 Source: Primary Data

470 The production power is held by superordination and forces subordination to follow its will,
471 then creates co-conflict, so it needs to be approached through the 'Conflict Theory' It is
472 impressed by us that when the demonstration about the discrimination of Chinese workers
473 shows that the Conflict Theory raises the contradiction between the entry of Chinese workers
474 and Indonesian workers, when viewed from Law Number 13 of 2003. This can be seen from
475 the basic assumptions in the table 11.

476 Table 12. Basic Assumptions of Conflict Theory
477
478

No	Basic Assumptions
1	Interests are a basic element of social life
2	Social life involves encouragement
3	Society needs to be divided
4	Social life gives rise to opposition
5	Social life gives rise to structural conflicts

6	The social system gives rise to the parts of the interests
7	Social differentiation will involve power
8	Social systems are not integrated and are overwritten by contradictions
9	Social systems tend to change

479 Ian Craib (1994)

480

481 The contradiction between the two workers could be wrong because if the theoretical
 482 approach is raised to a more paradigmatic level, the two groups of workers actually come
 483 from one paradigm. It is the social fact paradigm. The reason the researchers included the two
 484 groups of workers in one paradigm was because they both essentially questioned the structure
 485 of the economy. This means that from the economic aspect there is discrimination of skill
 486 workers and unskill workers, which is seen in the payroll system and the division of positions
 487 in the company structure between Chinese Workers and Indonesian Workers.

488 3.4. Factors Influencing Workers Absorption in Chinese Companies.

489 The correlation coefficient value is 0.822, which means that the relationship between
 490 mastery of skills, both mastery of ICTs, IT, machines and others and acceptance as employees
 491 is very close. The correlation coefficient marked (+) means the relationship between ICTs, IT,
 492 machines and others is unidirectional, so if ICTs, IT, machines and others are well controlled,
 493 they will be accepted as employees in the Chinese company.

494 The correlation coefficient of 1,000 means that the relationship between mastery of a foreign
 495 language and acceptance as an employee is very close. The correlation coefficient marked (+)
 496 means that the relationship between mastery of a foreign language and acceptance as an
 497 employee is unidirectional, so if the foreign language is mastered properly, it will be accepted
 498 as an employee at the Chinese company.

499 The correlation coefficient is 0.822, which means that the relationship between mastery of
 500 skills, both mastery of ICTs, IT, machines and others with mastery of foreign languages is
 501 very close. The correlation coefficient marked (+) means the relationship between skill
 502 mastery and foreign language mastery is unidirectional so that if the foreign language is
 503 mastered well it is easy to master ICTs, IT, machines and others because all the terms ICTs,
 504 IT, machines and others are written in foreign language in the Chinese company.
 505

Correlations

variable		mastery of skills	mastery of foreign languages	accepted as an employee
mastery of skills	Pearson Correlation	1	.822**	.822**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
mastery of foreign languages	Pearson Correlation	.822**	1	1.000**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
accepted as an	Pearson Correlation	.822**	1.000**	1

employee	Sig. (2-tailed)	.000	.000	
	N	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed)

506 Conclusion

507 The conclusions of the research are: (a) The policy that is taken to organize the workers is the
508 issuance Laws and regulations on Manpower. (b) To improve the quality of Foreign Workers
509 and Indonesian Workers, assistance is provided to train science and technology as well as
510 foreign languages so that workers are able to work in Chinese companies as a result of the
511 transfer of knowledge and transfer of jobs from experts and it is hoped that the Chinese
512 experts can be accompanied by 10 Indonesian Workers. (c) From the identification results in
513 the Chinese companies, it is known that 9 workers work in Chinese companies, while 91
514 Indonesian workers are also absorbed in Chinese companies, although there is discrimination
515 in terms of pay, where Chinese Foreign Workers are greater than Indonesian workers

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DRAFT

POLICIES AND IMPLEMENTATION OF WORKER EMPOWERMENT IN CHINESE COMPANIES IN KONAWE DISTRICT, SOUTHEAST SULAWESI PROVINCE

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Abstract: Based on the Work Plan of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers entering Indonesia in 2018 were 353,630 workers, causing the Indonesian workers to find job more difficult in their country. The Research Objectives are: (a) To describe policies and implementations to decrease unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are employed in Chinese Companies. The research design is a cross sectional design. The sample consisted of 100 people, while the data analysis used flow models, correlation and respondents' perceptions. The results showed that there were 10 Chinese workers and 90 Indonesian workers who worked in a chinese companies, but there are discrimination in different position and payroll system that Chinese workers salary were higher than Indonesian workers.

Key words: Policy, Implementation, Workers, Science, Knowledge, Technology, Salary

* * * * *

INTRODUCTION

1. Background

The Data on unemployment in Southeast Sulawesi Province showed that in 2020 unemployment rate is 3.17 %. This figure has increased from 0.21 % compared to February 2019 and 0.38 % compared to 2018, so 3.17 % has not been absorbed in field. This condition is worst by the increasing foreign workers entered (The Central Bureau of Statistics). Based on the data on the Planned Employment of Foreign Workers of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers who entered Indonesia in 2018 were 353.630 people. This can lead to the marginalization of Indonesian Workers in Foreign Companies in Indonesia, especially the migration of Chinese workers in Konawe Regency, Southeast Sulawesi, every year are 500 people, this causes Indonesian workers to become increasingly narrow in reaching the labor market in Chinese companies in Konawe District Southeast Sulawesi province. Workers are people who are capable of doing work in order to produce goods and / or services both to fulfill their own needs and for the community (Aly, 2003), General Provisions, article 1 paragraph 2. In Law No. 13 In 2003, it was explained that one Chinese Worker accompanied by 10 Indonesian Workers, there must be a transfer of knowledge and a transfer of jobs. Therefore, a Chinese Worker is obliged to provide job training to 10 Indonesian Workers. Job training is all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitudes and work ethic at a certain level of skills and expertise in accordance with the level and qualification of a position or job (Aly, 2003), General Provisions, article 1 verse 9. According to (Passed, 2018), there are eight positive and negative impacts of the arrival of foreign workers in Indonesia, as explained below:

Positive impact

1. The new knowledges and technologies in a field of work with the presence of foreign workers, we will get new knowledges in a field of work. We can get these new knowledges from foreign workers who may be commonly practiced in their countries. With these new knowledges that it will increase innovation in Indonesia. Not only new science, but also new technology. Foreign workers bring technology used from their countries to be applied in Indonesia. These will be very beneficial if foreign workers come from developed countries in their fields.

2. The Development of a field work becomes faster the development of field work is strongly supported by qualified and expert human resources. Using foreign workers who are experienced in a particular field can be a good means of development in a field work and this good experience can be passed on to local Indonesian workers.

3. The adoption of new technology become faster. Adoption of technology will be easier if there are workers who are experts in their field works. Technology from developed countries will be easier to do if it is supported by workers who are experienced, especially from the country of the technology.

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4. Increased investment in Indonesia. The presence of foreign workers arriving in Indonesia, it is estimated that there will be an increase in investment in Indonesia. This is also obtained from the results of the recruitment of foreign workers.

5. Increasing the productivity of the local workers. The Competition of foreign workers and local workers will undoubtedly trigger the enthusiasm of local workers to continue to spur themselves so that they can survive in the competition.

Those are some of the positive impacts regarding the entry of foreign workers into the territory of Indonesia. Beside the positive impacts, there are also be negative impacts from the influx of foreign workers in Indonesia.

Negative impact

1. Minimize employment opportunities for local workers

The most pronounced negative impact of the influx of foreign workers is the of minimize employment opportunities in the country because the number of workers will increase. If it is not balanced with an increase in domestic business, employment opportunities will become decreasing.

2. Become a threat to local workers who do not have more skills

The arrival of foreign workers in Indonesia become a threat for local workers, especially without skills at all. If not trained, local workers will not be able to compete with foreign workers.

3. Increasing unemployment for local workers

The presence of foreign workers, if it is not balanced with additional employment opportunities, will only cause a lot of unemployment. As a solution, additional jobs must also be done.

That is why there needs policies and implementations of the empowerment of Indonesian workers in Chinese companies, so who are classified as unemployed become employed. Therefore, the government issued a policy through (Presidential Regulation No. 20/2018) concerning Foreign Workers and Indonesian Workers. In this regulation, an expert foreign worker is accompanied by 10 Indonesian workers. In this law, an expert Foreign Worker is accompanied by 10 Indonesian Workers, besides being absorbed in the field. They are also for transfer of knowledge and transfer of jobs, so the unemployed people in this area can be reduced, and obtain jobs and positions in Chinese companies for local workers due to new provisions in the Presidential Decree which are not in accordance with Law No. 13 of 2003 concerning Manpower.

The Presidential Regulation makes it easier for the process of bringing in foreign workers to work in Indonesia. This is considered to make it easier for foreign workers to enter Indonesia, and it will reduce the number of local workers. Thus, foreign workers fill more jobs in Indonesia. Consequently it is necessary to conduct an analysis of the legal protection that can be carried out on local workers for using of foreign workers in the company, and what legal measures can be taken by local workers due to a violation of using of foreign workers in the companies. Talking about the problem of people who are still unemployed, we are talking about problems of public interest. Therefore, public policy is a solution to overcoming problems that occur in certain activities that occur in a community created by state institutions with the intention of carrying out bureaucratic activities (Wibawa, 2011). This definition, if it is related to the empowerment of workers who are still unemployed, then it is a solution through Presidential Regulation Number 20 of 2018 to help people who do not have permanent jobs, so they are not unemployed. Therefore, in relation to the empowerment of Indonesian Workers, public policy is placed as a theoretical reference in explaining this case. The right means the policy required the functioning of Chinese companies, so the government and Chinese companies need to help Indonesian Workers to be employed in existing Chinese companies. So, discussing the issue of public policy definitely refers to the government's program in investing in the form of the establishment of Chinese companies in this area and the program must be implemented in the area. Implementation can simply be interpreted as the implementation or application of a program so that implementation can be said to be a social action as well as an evaluation (Abubakar, 2012). The implementation of policies is an effort of the state or non-state individually or in groups to achieve the goals in the policy. This implementation activity was only carried out after the policy was endorsed as well as legalization and the allocation of its resources had also been approved (Wibawa, 2011).

Thus, the policy implementation is a reciprocal relationship between the formulation of goals and the intended objectives so that goals can be achieved (Abubakar, 2012). To empower a workers are classified as powerless to become powerful, a program is needed that can make workers able and survive working in Chinese companies through the formulation of guidance and supervision, with education and training in foreign language skills, science and technology.

2. Problems Formulation

Referring to the background, several problems are formulated: (a) Are there policies and implementations to decrease the unemployment rate in Southeast Sulawesi Province? (b) How can an expert Chinese Foreign Worker be accompanied by 10 Indonesian Workers for transferring of knowledge and transferring of jobs? (c) How many Chinese workers and Indonesian Workers can work in Chinese companies?

3. The Research Objectives

The Research Objectives are: (a) To describe policies and implementations to decrease unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are employed in Chinese Companies.

MATERIALS AND METHODS

1. The Research Design

The research used a cross sectional design. The research location was in Konawe District, Southeast Sulawesi Province, and the research was conducted in July 2019.

2. Types of data and collection methods

Primary data and secondary data research. Primary data were obtained from respondents, and secondary data were obtained from the Manpower Office of Konawe District, the Provincial Manpower Office, and the Immigration Office of Southeast Sulawesi Province. How to obtain data were: questionnaires, interviews, observation, and study documentation.

3. The Population and sample

From three Chinese companies that were deliberately sampled in 3 (three) Chinese companies with a total workers were 9.077 consisting of 958 Chinese workers and 8.119 Indonesian workers. The determination of the number of samples used by researchers is based on the method of slovin for calculating the minimum number of samples. if the population behavior is not known with certainty. The population were all workers in 3 (three) Chinese companies as in the Table 1. For more details, the formula of Slovin put forward by (Jalaluddin, 1991) is: From this population the sample is taken using the formula below.

$$n = \frac{N}{Nd^2 + 1}$$

(1) Where: n : Sample Size;
N : Population;
d : Precision (0.1)

$$n = \frac{9.077}{9.077 \times 0,01 + 1} = 99,74 \text{ rounded to } 100$$

$$n_i = x \cdot n \cdot \frac{N_i}{\sum N_i}$$

(2) Where: n_i : 1st Strata Sample Size
N_i : Population Size
N_i : Overall Population Size
n : Overall Sample Size

1. Sample For Chinese workers n_i: 958/9.077 x 100 = 10 workers
2. Samples for Indonesian Workers n_i: 8.119/9.077 x 100 = 90 workers

The data source to determine the sample size was taken by the Chinese workers population of 958 people and the Indonesian workers population of 8.119 people, so that the number is 9,077 people. Based on the formula of Slovin, the sample size of 9,077 sourced from three Chinese companies consisting of 958 Chinese workers and 8.119 Indonesian workers. Based on this measure, it can be calculated in the following Table 1. Formulas for Samples in Each Section, sourced from 958 Chinese workers and 8.119 Indonesian workers. Based on this measure, so the sample size of each section can be seen in the following Table 2.

Table 1. The Workers Population Data Collection in Konawe Regency in 2019 (Source: Primary Data)

No	Companies	Chinese Workers			Indonesian Workers		
		Male	Female	Amount	Male	Female	Amount
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nickel Industry Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

Table 2. List of Total Workers at three Chinese Companies (Source: Primary Data)

No	Workers Sample	Total Population (people)	Number of Samples (people)
1.	Sample of Chinese Workers	958	10
2.	Sample of Indonesian Workers	8.119	90
Total		9.077	100

DATA ANALYSIS

Data analysis in the research are a flow model analysis, correlational analysis, and Workers perception analysis.

1. Design of Flow Model Components of Data Analysis

Descriptive-qualitative analysis uses content analysis through data reduction, data display, and concurrent drawing / verification (Huberman and Miles, 1992). Data reduction is defined as the process of selecting, focusing attention on simplifying, abstracting, and transforming the raw data that emerge from field notes, then which dimensions and indicators are discarded and used, which are summarized in such a way that conclusions can be drawn. Presentation of the data used in the form of narrative text in the research, which is supported by presentations in the form of tables and pictures.

$$r_{xy} = \frac{n \sum x_i y_i - (\sum x_i) (\sum y_i)}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}}$$

(3)

$$\frac{\text{The Largest score} - \text{The smallest score}}{\text{Total score}}$$

(4)

5-1/5 = 4/5 = 0.8

In which :

- r_{xy} : Correlation coefficient
- n : Number of samples
- x_i : Item score
- y_i : Total score
- (∑ x)²: The square of the sum of the item scores
- ∑ x² : Sum of squares of item score
- ∑ y² : The sum of the squares of the total score
- (∑ y)²: The sum of the total score squared

2. Correlation Analysis Design

Correlation analysis can be defined as a relationship, which aims to see the pattern and closeness of the relationship between two or more variables. The direction of the relationship between two variables can be divided into (1) Direct correlation is the change in the dependent variable with the independent variable significantly with the same direction of movement, (2) Negative

correlation, namely changes in the dependent variable with the independent variable with the opposite direction of movement, (3) Zero Correlation, namely the direction of the irregular dependent variable relationship and independent (Pratisto, 2004). Based on the above, the Product Moment correlation technique can be used in the research with the formula: (Sugiyono, 2010).

3. Workers Perception Analysis

Design Concerning questions about the views of workers on existing companies using a Likert scale with intervals of 1-5. Regarding the view of the workers on policy and implementation, assistance and opportunities to obtain the labor market, the questions with the answer are very good with a score of 5 and very bad with a value of 1.

Because of the assessment criteria for the questionnaire on the three elements of the above questions, from the Likert Scale formula (Mueller, 1992), it can calculate the answer rank. According to the formulation described above, a table can be made to assess the respondents' answers which are included in the questionnaire that has been designed so that the level of accuracy of the answers of the respondents can be known. The assessment criteria are as described in Table 3.

Table 3. Ratings for the Questionnaire (Source: Primary Data)

Score	Assessment criteria	Information
4,3 – 5	Very good	A
3,5 – 4,2	Good	B
2,7 – 3,4	Neutral	C
1,9 – 2,6	Bad	D
1 – 1,8	Worst	E

$$M = \frac{\sum f(x)}{n} \quad (5)$$

Where:

M = Acquisition of interpretive figures (Media / Numbers)

f = Answer frequency

x = Weighting

= Sums

n = Number of respondents

RESULTS AND DISCUSSION

1. Unemployment Policies and Implementations in Southeast Sulawesi Province

To reduce the unemployment rate in Southeast Sulawesi Province as low as possible, a policy was issued through products (Aly, 2003) regarding the use of foreign workers with the hope that: (1) providing jobs to foreign workers must have a formal permit from the minister or an appointed official, (2) foreign workers who work in Indonesia only for a certain period, (3) foreign workers who working period has expired cannot be extended and can be replaced by other foreign workers.

The implementation was then clarified through (Presidential Regulation No. 20 of 2018). In this Regulation it is said that the use of Foreign Workers is carried out by those who provide jobs in relation to work for a certain position and for a certain time by looking at the condition of the labor market in Indonesia. According to this regulation, the utilization of Indonesian workers must be prioritized in all types of existing positions. In the event that the position cannot be occupied, the position can be filled by outside personnel, then this employee is not allowed to hold a position that handles employment issues or other positions determined by the Ministry of Manpower in applicable regulations. This regulation also states that Foreign Workers in certain fields can provide jobs to those concerned who are currently given a job from the one who gave the job in the same position, until their work contracts are end. It is stated in the regulation that companies who provide jobs using foreign workers must have a plan for using foreign workers that is approved by the appointed Minister and contains at least (1) logical arguments for using foreign workers, (2) the position of foreign workers in the company structure, (3) how long does it take to use foreign workers, and (4) choose Indonesian workers to accompany foreign workers.

Providers who using Foreign Workers without having a Plan of using Foreign Workers such personnel who are (1) who have shares occupying members of the Board of Directors of those who provide Foreign Workers, (2) foreign diplomatic employees, or (3) Foreign Workers that their works are required by the government. For sudden activities, the providers of the Foreign Workers can employ the Foreign workers by submitting an application to legalize the Plan for Employing Foreign Workers to the authorized official a maximum of two working days after Foreign workers are employed. Furthermore, to legalize the Plan for Using Foreign Workers is a maximum of 1 (one) day of activity, and it will be given after the application is fully responded. It is affirmed in this regulation that the providers of the foreign workers who will employ them submitting data of the foreign workers which includes: (1) the identity of the foreign workers, (2) nationality, (3) ownership of the passport and the place where the passport is issued, (3) position and period of time, (4) a statement of guarantee and the providers of the Foreign Workers, and (5) diplomas certificate and work experience, the competencies possessed are identical to the position they will occupy. The official will notify the notification of data acceptance of prospective Foreign Workers within two working days and a copy is submitted to the Directorate General of Immigration. According to this regulation, the providers of foreign workers must pay compensation for using of foreign workers after receiving a notification and it is made at a bank trusted by the Minister which is non-tax state revenue. The realization of the formulations contained in the presidential laws and regulations then established several Chinese companies engaged in the industrial sector to employ Indonesian workers and Chinese workers, so the government's aspiration to reduce unemployment could be achieved.

The role of the industrial sector in economic development in Indonesia is very important because it has advantages in accelerating development. The industrial sector can play a key role as an engine of development because it has superior value compared to other sectors because the value of capital capitalization is very large, the ability to absorb large workers, the ability to create value added from each input or basic material processed (Muhtamil, 2017). Furthermore, industry also has a role as the leading sector. With the presence of industrial development, it will spur and lift the development of other sectors. For example, the rapid growth of the industrial sector will stimulate the growth of the agricultural sector to provide materials for an industry. These industries also allow the development of the service sector, for example the establishment of a financial institution, marketing agency, or advertising, all of which support the growth rate of the industry (Arsyad, 2010). However the industrial sector in Indonesia is relatively high, it is not or has not been able to be followed by the

development or growth of employment. Further policies are needed so that many industries that are developing in Indonesia are labor intensive, so that the absorption of their workers can also increase, considering that the industrial sector is one of the main pillars of the Indonesian economy (Zilfiyah, 2013).

Broudel (1982) divides four forms of industrial activity, the first form, which is usually headed by an employer and employs two or three traveling traders and one or two apprentices. The division of workers is simple and there is even no division of workers at all. The second form, the trading business is everywhere, but still in contact with one another. A businessman acts as a kind of director or coordinator. The entrepreneur provides the individual businesses with raw materials, ensures that work is done, pays workers salary, and markets the final product. The third form, is the concentrated factory, which is different from the first and second forms. The workers no longer work in their homes but come to the factory to complete a series of tasks under one roof. A division of labor already exists, resulting in increased productivity by manual. The fourth form, is manufacturing, the level of technology used is the machine (Sanderson, 1993)

2. Expert Assistance Analysis for Foreign Workers

The Assistance is an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers, for transferring of knowledge and jobs, so Indonesian Workers can work in the Chinese company on the other hand Chinese Foreign Workers can also work with Indonesian Workers. For example, training in English and Indonesian language, so they can make social interactions both in work days and out. The approach needed to use is the "learning process" approach which has three dimensions. They are the structural dimension, the cognitive dimension and the participatory dimension (Korten and Norman, 1981). The explanation of the three dimensions are:

a. Structural Dimension

The structural dimension discusses the design of the supervisory structure from the central to the regencies and cities and is structurally as follows: -The central prepares a guidance / supervision model -Province coordinates with the central and regencies / cities in terms of guidance / control of the company-District / City conduct direct guidance / supervision to the companies in districts / cities.

b. The Cognitive Dimension

The cognitive dimension discusses: (1) The implementation of education and training for foreign language skills, both English and Indonesian, (2) Link-and-matched programs with missionary demands of the production world are carried out / business in projects that are crash programs oriented to training / guidance to workers, so they are ready to work. Talking about cognitive problems, assistance is very important in this company. The important matters discussed in assistance are discussed in the Table 4. According to the Table 4 an instructor in training concerning theory and practice must have the following basic principles: (a) A facilitator and an instructor must have an idea about what knowledge will be provided to the workers. After the ideas possessed by the facilitator and instructor, then the ideas will be narrated to the workers either in the room or in the field. After narrative is carried out, the following stage is an action that the workers can carry out experiments with the guidance of a facilitator or instructor, and it is hoped that the workers can work in their respective fields according to the knowledge they have acquired. Thus, the construction of the material includes: (1) material classification includes quantitative and qualitative material, (2) the order of the material in the systematic sense of the material to be presented, so participants are not confused about receiving the material, (3) describing the theory and then training to try the material received when they enter the actual work they already believe in themselves about the material, (4) a description and syllabus of the material needs to be given as a guide for practicing, (5) the weight of the material, in the sense of how many contents of the material and how many hours the material was given.

Table 4. Development Assistance

No	Assistance Dimension	Assistance Indicator
1	Assistance Concept	Assistance Concept is a reciprocal relationship between foreign workers and Indonesian workers who cannot speak foreign languages.
2	Assistance Purpose	Increase the capacity of the workers in operating the foreign company program
3	Assistance Strategy	Intensifying efforts to empower workers to increase their personal capacity
4	Assistance Tasks	Conducting focused discussions and implementing training and Assistance

Table 5. Methods and Techniques of Manpower Learning (Source: Primary Data)

No	Methods	Techniques
1	Discussion	Question and answer
2	Group Work	group discussion
3	Discovery	Reading and Discussion
4	Brainstorming	Demonstration
5	Inquiry or research	Symposium
6	Experiment	Panel
7	Field Trips	Panel discussion
8	Field Work	Seminar
9	Role Playing	Colloquy
10	Case Study	Lecture
11	Dialogue	Cooperative Learning
12	Problem solving	Quiz questions, and others

After the contents of the material are given, the training methodology is practiced, which includes: (1) the approach used, are in the form of lectures, taking notes or discussing the material, (2) what learning methods or techniques are used, (3) what media are used for learning, whether using a blackboard, powerpoints or other media, (4) which institutions are the organizer, (5) who are the instructors and the facilitators. In order for participants to understand both theoretically and practically, instructors need to apply learning methods and techniques as in the table below. The explanation above illustrates the importance of transferring of knowledge and transferring of jobs, both regarding science and technology material as well as material on foreign languages, both English and Indonesian. To get the best solution so that it does not harm both Chinese

workers and Indonesian workers, a focus group discussion was formulated for the implementation of unemployment, assistance for foreign workers who were experts, development of mentoring, methods and techniques for learning workers in Konawe Regency, Southeast Sulawesi Province. (FGD) at the provincial level attended by officials from related institutions such as the Provincial, Regency and City Manpower Office, Department of Immigration, Department of Education, Department of Tourism, Department of Environment, Higher Education and others, who are expected to get the best way so as not to cause conflict hidden or potential or open conflicts between Chinese workers and Indonesian workers. The results showed that 64 respondents said it was very important, while 4 respondents said it was not important. This is clearly described in the table below. Based on Table 6, the respondent's answer to the statement about the importance of Science and Technology in the work obtained an interpretation figure of 4.3, so based on the assessment criteria it is in the "very important" category.

c. Participatory Dimension

The participatory dimension is oriented towards an approach that is more involved in the nature of local government in both guidance and supervision. In addition, this approach allows local governments and companies to conduct evaluations in determining objectives and formulating policies for the operation of these companies.

3. Identification of workers Absorption

After identifying the population in the three Chinese companies, it turns out that the ratio of workers who work in the three Chinese companies shows that as many as 8,119 Indonesian workers work in three Chinese companies and as many as 958 Chinese workers who also work in the three Chinese companies. To complete the data presented in table form, a visual graphic is shown so that it is easy to read and to understand by readers about the high and low absorption of Chinese workers and Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi. Based on table 7. It can be said that not all workers can speak foreign languages, but some can speak foreign languages.

Table 6. Respondents' Answers about the Importance of Science and Technology (Source: Primary Data)

No.	alternative answers	f	(x)	f (x)	$M = \frac{\sum f(x)}{n}$
1.	Very important	64	5	320	429 /100
2.	important	5	4	20	
3.	Quite important	27	3	81	
4.	Not important	4	2	8	
5.	Very unimportant	0	1	0	
Total		100		29	4,3

Table 7. Results of Workers Absorption in 2019

No	Companies	foreign workers			Indonesian workers		
		Male	Female	Amount	Male	Female	Amount
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nikel Industri Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

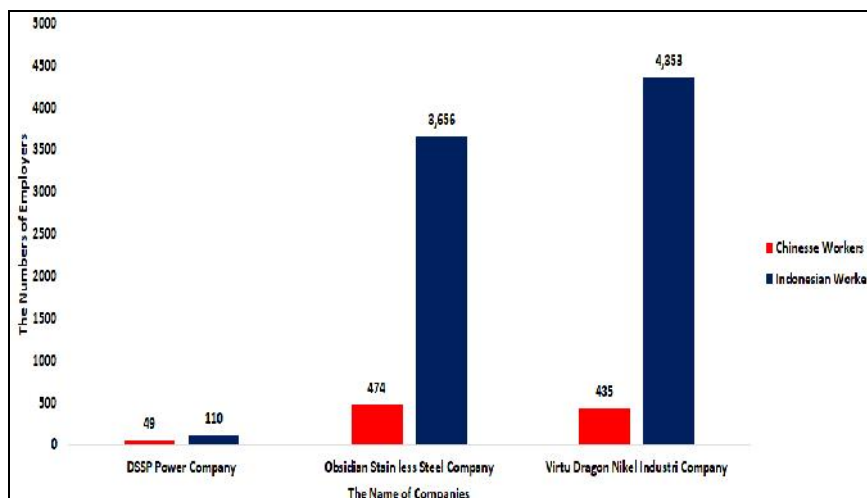


Figure 1. Results of Workers Absorption in 2019

Indeed, there are certain parts that require foreign language skills, but there are certain parts that do not need to be proficient in foreign languages, such as cleaning services, company security, cooks, and others. It was tried to be identified through research samples in general that we could find out how many could speak a foreign language and how many could not. The results showed that foreign workers fluent in foreign languages were 4 respondents (4 %), and who could not speak foreign languages were 5 respondents (5 %). Meanwhile, as many as 27 Indonesian workers could speak foreign languages (27 %), and who were not fluent in foreign languages 64 respondents (64 %). The real thing can be seen in the table 8.

Table 8. Distribution of Examples based on Foreign Language Mastery

No	Companies	foreign workers				Indonesian workers			
		Yes		No		Yes		No	
		n	%	n	%	n	%	n	%
1	DSSP Power Company	0	0	5	5	7	7	0	0
2	Obsidian Stainless Steel Company	2	2	0	0	10	10	31	31
3	Virtu Dragon Nikel Industri Company	2	2	0	0	10	10	31	31
Total		4	4	5	5	27	7	64	64

Table 9. Sample Distribution Based on the Payroll System (Source: Primary Data)

No	Companies	Salary (Rp) / Month	
		Chinese Workers	Indonesian Workers
1	DSSP Power Company	ten million	two million five hundred thousand
2	Obsidian Stainless Steel Company	ten million	two million five hundred thousand
3	Virtu Dragon Nikel Industri Company	ten million	two million five hundred thousand

Workers who master Science and Technology, foreign languages, and others that Chinese companies provide different salaries for Chinese workers and Indonesian workers. In addition, in Chinese companies there has been discrimination between Chinese workers and Indonesian workers. It means that modernization or development is understood as something that eliminates all the realities of a bad situation. The ideology advocates idealistic and pragmatic development is a development trait that emphasizes economic growth, and is based on market mechanisms. The benefits obtained are assumed to extend to all sectors in society. This proposition is known as the "trickle-down effect". The welfare of society in general will be obtained through economic growth with the market as the guide. However, this theory is no longer relevant in alleviating poverty in Chinese companies, which was originally expected to help in general reduce the poverty rate in Indonesia by 7.05 million in 2019 (Central Bureau of Statistics, 2019) was not reach. The high unemployment rate that has been stated , there have been various criticisms of the empowerment model that has been implemented, such as overcoming unemployment which is applied in developing countries, especially in Indonesia by using the “trickle down effect:” argument that is considered to have failed. According to this approach, what is very important is economic growth due to investment (the wealthy). The consequence is that the underprivileged will be affected or a drop from economic growth caused by economic productivity of the rich. However, in reality this is not happened. In addition, this approach has a mode of production that is profit-oriented as much as possible and places workers as tools of production who must follow the wishes of the company owner. Development should prioritize economic growth, with the hope that in time that growth will trickle-down effect and improve people's welfare by itself. If the income in table 9 is measured using the Central Bureau of Statistics indicator, the income level for one family is included in the poor category. If the total income is divided by at least 4 family members, the family is not prosperous or poor, because Central Bureau of Statistics determines that an income of Rp 1.9 million per month is categorized as a poor family (Iskandar, 2019).

When compared to Abubakar research (2012) about the poor family. According to (Central Bureau of Statistics, 2017) explained that the Poverty Line is the sum of the Food Poverty Line and the Non-Food Poverty Line. People who have an average expenditure per capita per month below the poverty line are categorized as poor. Food Poverty Line is the minimum food expenditure, which is equivalent to 2100 kilocalories per capita per day.

Table 10. Distribution of Examples by Education Level (Source: Primary Data)

Level of Education	Chinesse Workers		Indonesian Workers		Total	
	n	%	n	%	n	%
Primary school	0	0	0	0	0	0
Junior High School	0	0	0	0	0	0
Senior High School	0	0	30	30	30	30
Diploma	2	2	4	4	6	6
Bachelor	5	5	32	32	37	37
Magister	2	2	25	25	27	27
Doctor	0	0	0	0	0	0
Total	9	9	91	100	100	100

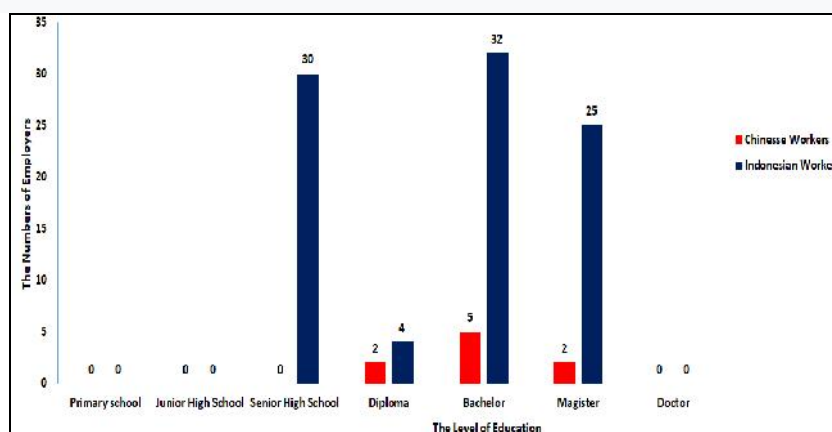


Figure 2. Distribution of Examples by Education Level (Source: Primary Data)

Commodity packages for basic food needs are represented by 52 types of commodities (grains, tubers, fish, meat, eggs and milk, vegetables, nuts, fruits, oils and fats, etc.). The Non-Food Poverty Line is the minimum need for housing, clothing, education and health. Commodity packages for non-food basic necessities are represented by 51 types of urban commodities and 47 types of commodities in rural areas. So according to (Abubakar, 2012) . it can be confused the local government when there are funds from the central government. The central government uses the poverty rate generated by Central Bureau of Statistics, while the local government uses the National Family Planning Coordinating Board criteria as the target. It is uniformity also caused conflict at the local community level. To complete the data presented in table form, a visual graphic is shown so that it is easy to read and to understand by readers about the high and low absorption of Chinese workers and Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi

Even though it is seen from the level of education between Foreign Workers (Chinese Workers) and Indonesian Workers who both have the same level of education, for example they are both undergraduate, but the treatment is different. Indonesian workers in the company are placed as waiters for eating and drinking and cleaning the room, office yard etc., while the Chinese workers are placed in structural positions in the company. Discrimination between Chinese workers and Indonesian workers if examined through: Interest Theory. The theory of interest considers Chinese workers who work in Indonesia to be rational if there is no discrimination. This can be seen from the basic assumptions: First, Chinese companies always try to do something to fulfill the interests of their companies. Second, focus attention on actors and question whether the actions taken are based on certain reasons that are considered good (Ian, 1994). In this theory, Chinese companies are considered behaving to fulfill their interests. When the theory of interest is used to understand Chinese companies, company owners assume that all forms of action that come from these companies are profitable. Due to the interest of gaining profit, according to Marx and Engels, they developed "Dialectical Materialism" as an approach to Chinese Workers and Indonesian Workers. Marx and Engels divided society into Modes of Production, and Infrastructure. Mode of Production is divided into two; the power of production and the production relationship. Production power consists of raw materials and the production relationship refers to ownership of

production. In the infrastructure component, Marx divides two types of relations; the type of superordinate and the type of subordinate (Sanderson, 1993). It is possible that the power of Chinese Workers as superordinate and Indonesian Workers as subordinate, so that the treatment is also different between Chinese workers and Indonesian workers in these three companies, there are different treatments when compared to the Japanese company (Yanagi Histalaraya company) in Kendari City and DSSP Power company, Obsidian Stainless Steel company, and The Virtu Dragon Nickel Industry company that owned by China in Konawe District which had a comparative study conducted to compare the treatment between the two countries in their respective companies. Treatment socially, culturally and religion as described in the Table 11.

Table 11. Differentiation of Treatment of Chinese company and Non-Chinese Company

No	Japanese Company	Chinese Company
1	Indonesian workers are not obliged to be taught the language of the country of the owner	Indonesian workers must be taught Chinese
2	Expert Indonesian workers have positions according to their expertise	Indonesian workers are experts as servants of consumption
3	Indonesian workers have overtime pay	Indonesian workers do not have overtime pay
4	Indonesian workers have CSR	Indonesian workers do not have CSR
5	The working hours of Indonesian workers are not more than 40 hours/week	The working hours of Indonesian workers are more than 40 hours / week
6	Allowing prayers etc.	Do not allow worship / prayer
7	The Chinese workers are recruited from good people, not Criminals and ex- Soldiers	The Chinese worker are recruited from convicts and ex-Soldiers
8	Indonesian workers are paid a fair amount according to their expertise	Indonesian workers are not properly paid as they wish
9	The company does not destroy nature	Chinese companies destroy the natural environment
10	Chinese workers are not ex-soldiers	Many Chinese workers are ex-soldiers

The production power is held by superordinate and forces subordinate to follow its will, then creates co-conflict, so it needs to be approached through the 'Conflict Theory' It is impressed by us that when the demonstration about the discrimination of Chinese workers shows that the Conflict Theory raises the contradiction between the entry of Chinese workers and Indonesian workers, when viewed from Law Number 13 of 2003 (Ian, 1994). The contradiction between the two workers could be wrong because if the theoretical approach is raised to a more paradigmatic level, the two groups of workers actually come from one paradigm.

Table 12. Basic Assumptions of Conflict Theory

No	Basic Assumptions
1	Interests are a basic element of social life
2	Social life involves encouragement
3	Society needs to be divided
4	Social life gives rise to opposition
5	Social life gives rise to structural conflicts
6	The social system gives rise to the parts of the interests
7	Social differentiation will involve power
8	Social systems are not integrated and are overwritten by contradictions
9	Social systems tend to change

Correlations

variable		mastery of skills	mastery of foreign languages	accepted as an employee
mastery of skills	Pearson Correlation	1	.822**	.822**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
mastery of foreign languages	Pearson Correlation	.822**	1	1.000**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
accepted as an employee	Pearson Correlation	.822**	1.000**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100

It is the social fact paradigm. The reason the researchers included the two groups of workers in one paradigm was because they both essentially questioned the structure of the economy. This means that from the economic aspect there is discrimination of skill workers and unskilled workers, which is seen in the payroll system and the division of positions in the company structure between Chinese Workers and Indonesian Workers. This can be seen from the basic assumptions in the Table 12. The contradiction between the two workers could be wrong because if the theoretical approach is raised to a more paradigmatic level, the two groups of workers actually come from one paradigm. It is the social fact paradigm. The reason the researchers included the two groups of workers in one paradigm was because they both essentially questioned the structure of the economy. This means that from the economic aspect there is discrimination of skill workers and unskilled workers, which is seen in the payroll system and the division of positions in the company structure between Chinese Workers and Indonesian Workers. When compared to research Abubakar (2020) about the company payroll system in Batam, Riau Islands Province. Payroll System for Foreign Workers and Indonesian Workers Generally the amount of salary earned by employees at PT.Kemet, it is openly, employees who have jobs or have skill workers are given a standard salary that is appropriate to at least follow the Regional Minimum Salary. The reason why PT.Kemet gives salary based on Regional Minimum Salary. They are : (1) if the worker has a family, he must bear a heavy burden of life so that he is given an adequate salary to be able to support his family and other consumption, so they can continue to work in the company; (2) to avoid the occurrence of a negative assessment of the company, do not judge that the company is only looking for profit as much as possible, while workers' salaries are not considered, in other words do not let the company be considered to place workers as mere means of production but must be respected the right to leave, relax and more.

4. Factors Influencing Workers Absorption in Chinese Companies

The correlation coefficient value is 0.822, which means that the relationship between mastery of skills, both mastery of ICTs, IT, machines and others and acceptance as employees is very close. The correlation coefficient marked (+) means the relationship between ICTs, IT, machines and others is unidirectional, so if ICTs, IT, machines and others are well controlled, they will be accepted as employees in the Chinese company. The correlation coefficient of 1,000 means that the relationship

between mastery of a foreign language and acceptance as an employee is very close. The correlation coefficient marked (+) means that the relationship between mastery of a foreign language and acceptance as an employee is unidirectional, so if the foreign language is mastered properly, it will be accepted as an employee at the Chinese company. The correlation coefficient is 0.822, which means that the relationship between mastery of skills, both mastery of ICTs, IT, machines and others with mastery of foreign languages is very close. The correlation coefficient marked (+) means the relationship between skill mastery and foreign language mastery is unidirectional so that if the foreign language is mastered well it is easy to master ICTs, IT, machines and others because all the terms ICTs, IT, machines and others are written in foreign language in the Chinese company.

CONCLUSION

The conclusions of the research are: (a) The policy that is taken to organize the workers is the issuance Laws and regulations on Manpower. (b) To improve the quality of Foreign Workers and Indonesian Workers, assistance is provided to train science and technology as well as foreign languages so that workers are able to work in Chinese companies as a result of the transfer of knowledge and transfer of jobs from experts and it is hoped that the Chinese experts can be accompanied by 10 Indonesian Workers. (c) From the identification results in the Chinese companies, it is known that 9 workers work in Chinese companies, while 91 Indonesian workers are also absorbed in Chinese companies, although there is discrimination in terms of pay, where Chinese Foreign Workers are greater than Indonesian workers

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POLICIES AND IMPLEMENTATION OF WORKER EMPOWERMENT IN CHINESE COMPANIES IN KONAWE DISTRICT, SOUTHEAST SULAWESI PROVINCE

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Abstract: Based on the Work Plan of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers entering Indonesia in 2018 were 353,630 workers, causing the Indonesian workers to find job more difficult in their country. The Research Objectives are: (a) To describe policies and implementations to decrease unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are employed in Chinese Companies. The research design is a cross sectional design. The sample consisted of 100 people, while the data analysis used flow models, correlation and respondents' perceptions. The results showed that there were 10 Chinese workers and 90 Indonesian workers who worked in a chinese companies, but there are discrimination in different position and payroll system that Chinese workers salary were higher than Indonesian workers.

Key words: Policy, Implementation, Workers, Science, Knowledge, Technology, Salary

* * * * *

INTRODUCTION

1. Background

The Data on unemployment in Southeast Sulawesi Province showed that in 2020 unemployment rate is 3.17 %. This figure has increased from 0.21 % compared to February 2019 and 0.38 % compared to 2018, so 3.17 % has not been absorbed in field. This condition is worst by the increasing foreign workers entered (The Central Bureau of Statistics). Based on the data on the Planned Employment of Foreign Workers of the Ministry of Manpower of the Republic of Indonesia, the number of foreign workers who entered Indonesia in 2018 were 353.630 people. This can lead to the marginalization of Indonesian Workers in Foreign Companies in Indonesia, especially the migration of Chinese workers in Konawe Regency, Southeast Sulawesi, every year are 500 people, this causes Indonesian workers to become increasingly narrow in reaching the labor market in Chinese companies in Konawe District Southeast Sulawesi province. Workers are people who are capable of doing work in order to produce goods and / or services both to fulfill their own needs and for the community (Aly, 2003), General Provisions, article 1 paragraph 2. In Law No. 13 In 2003, it was explained that one Chinese Worker accompanied by 10 Indonesian Workers, there must be a transfer of knowledge and a transfer of jobs. Therefore, a Chinese Worker is obliged to provide job training to 10 Indonesian Workers. Job training is all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitudes and work ethic at a certain level of skills and expertise in accordance with the level and qualification of a position or job (Aly, 2003), General Provisions, article 1 verse 9. According to (Passed, 2018), there are eight positive and negative impacts of the arrival of foreign workers in Indonesia, as explained below:

Positive impact

1. The new knowledges and technologies in a field of work with the presence of foreign workers, we will get new knowledges in a field of work. We can get these new knowledges from foreign workers who may be commonly practiced in their countries. With these new knowledges that it will increase innovation in Indonesia. Not only new science, but also new technology. Foreign workers bring technology used from their countries to be applied in Indonesia. These will be very beneficial if foreign workers come from developed countries in their fields.

2. The Development of a field work becomes faster the development of field work is strongly supported by qualified and expert human resources. Using foreign workers who are experienced in a particular field can be a good means of development in a field work and this good experience can be passed on to local Indonesian workers.

3. The adoption of new technology become faster. Adoption of technology will be easier if there are workers who are experts in their field works. Technology from developed countries will be easier to do if it is supported by workers who are experienced, especially from the country of the technology.

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4. Increased investment in Indonesia. The presence of foreign workers arriving in Indonesia, it is estimated that there will be an increase in investment in Indonesia. This is also obtained from the results of the recruitment of foreign workers.

5. Increasing the productivity of the local workers. The Competition of foreign workers and local workers will undoubtedly trigger the enthusiasm of local workers to continue to spur themselves so that they can survive in the competition.

Those are some of the positive impacts regarding the entry of foreign workers into the territory of Indonesia. Beside the positive impacts, there are also be negative impacts from the influx of foreign workers in Indonesia.

Negative impact

1. Minimize employment opportunities for local workers

The most pronounced negative impact of the influx of foreign workers is the of minimize employment opportunities in the country because the number of workers will increase. If it is not balanced with an increase in domestic business, employment opportunities will become decreasing.

2. Become a threat to local workers who do not have more skills

The arrival of foreign workers in Indonesia become a threat for local workers, especially without skills at all. If not trained, local workers will not be able to compete with foreign workers.

3. Increasing unemployment for local workers

The presence of foreign workers, if it is not balanced with additional employment opportunities, will only cause a lot of unemployment. As a solution, additional jobs must also be done.

That is why there needs policies and implementations of the empowerment of Indonesian workers in Chinese companies, so who are classified as unemployed become employed. Therefore, the government issued a policy through (Presidential Regulation No. 20/2018) concerning Foreign Workers and Indonesian Workers. In this regulation, an expert foreign worker is accompanied by 10 Indonesian workers. In this law, an expert Foreign Worker is accompanied by 10 Indonesian Workers, besides being absorbed in the field. They are also for transfer of knowledge and transfer of jobs, so the unemployed people in this area can be reduced, and obtain jobs and positions in Chinese companies for local workers due to new provisions in the Presidential Decree which are not in accordance with Law No. 13 of 2003 concerning Manpower.

The Presidential Regulation makes it easier for the process of bringing in foreign workers to work in Indonesia. This is considered to make it easier for foreign workers to enter Indonesia, and it will reduce the number of local workers. Thus, foreign workers fill more jobs in Indonesia. Consequently it is necessary to conduct an analysis of the legal protection that can be carried out on local workers for using of foreign workers in the company, and what legal measures can be taken by local workers due to a violation of using of foreign workers in the companies. Talking about the problem of people who are still unemployed, we are talking about problems of public interest. Therefore, public policy is a solution to overcoming problems that occur in certain activities that occur in a community created by state institutions with the intention of carrying out bureaucratic activities (Wibawa, 2011). This definition, if it is related to the empowerment of workers who are still unemployed, then it is a solution through Presidential Regulation Number 20 of 2018 to help people who do not have permanent jobs, so they are not unemployed. Therefore, in relation to the empowerment of Indonesian Workers, public policy is placed as a theoretical reference in explaining this case. The right means the policy required the functioning of Chinese companies, so the government and Chinese companies need to help Indonesian Workers to be employed in existing Chinese companies. So, discussing the issue of public policy definitely refers to the government's program in investing in the form of the establishment of Chinese companies in this area and the program must be implemented in the area. Implementation can simply be interpreted as the implementation or application of a program so that implementation can be said to be a social action as well as an evaluation (Abubakar, 2012). The implementation of policies is an effort of the state or non-state individually or in groups to achieve the goals in the policy. This implementation activity was only carried out after the policy was endorsed as well as legalization and the allocation of its resources had also been approved (Wibawa, 2011).

Thus, the policy implementation is a reciprocal relationship between the formulation of goals and the intended objectives so that goals can be achieved (Abubakar, 2012). To empower a workers are classified as powerless to become powerful, a program is needed that can make workers able and survive working in Chinese companies through the formulation of guidance and supervision, with education and training in foreign language skills, science and technology.

2. Problems Formulation

Referring to the background, several problems are formulated: (a) Are there policies and implementations to decrease the unemployment rate in Southeast Sulawesi Province? (b) How can an expert Chinese Foreign Worker be accompanied by 10 Indonesian Workers for transferring of knowledge and transferring of jobs? (c) How many Chinese workers and Indonesian Workers can work in Chinese companies?

3. The Research Objectives

The Research Objectives are: (a) To describe policies and implementations to decrease unemployment rates in Southeast Sulawesi Province; (b) To Analyze an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers for transfer of knowledge and transfer of jobs; (c) To Identify Chinese Foreign Workers and Indonesian Workers who are employed in Chinese Companies.

MATERIALS AND METHODS

1. The Research Design

The research used a cross sectional design. The research location was in Konawe District, Southeast Sulawesi Province, and the research was conducted in July 2019.

2. Types of data and collection methods

Primary data and secondary data research. Primary data were obtained from respondents, and secondary data were obtained from the Manpower Office of Konawe District, the Provincial Manpower Office, and the Immigration Office of Southeast Sulawesi Province. How to obtain data were: questionnaires, interviews, observation, and study documentation.

3. The Population and sample

From three Chinese companies that were deliberately sampled in 3 (three) Chinese companies with a total workers were 9.077 consisting of 958 Chinese workers and 8.119 Indonesian workers. The determination of the number of samples used by researchers is based on the method of slovin for calculating the minimum number of samples. if the population behavior is not known with certainty. The population were all workers in 3 (three) Chinese companies as in the Table 1. For more details, the formula of Slovin put forward by (Jalaluddin, 1991) is: From this population the sample is taken using the formula below.

$$n = \frac{N}{Nd^2 + 1}$$

(1) Where: n : Sample Size;
N : Population;
d : Precision (0.1)

$$n = \frac{9.077}{9.077 \times 0,01 + 1} = 99,74 \text{ rounded to } 100$$

$$n_i = x \cdot n \cdot \frac{N_i}{\sum N_i}$$

(2) Where: n_i : 1st Strata Sample Size
N_i : Population Size
N_i : Overall Population Size
n : Overall Sample Size

1. Sample For Chinese workers n_i: 958/9.077 x 100 = 10 workers
2. Samples for Indonesian Workers n_i: 8.119/9.077 x 100 = 90 workers

The data source to determine the sample size was taken by the Chinese workers population of 958 people and the Indonesian workers population of 8.119 people, so that the number is 9,077 people. Based on the formula of Slovin, the sample size of 9,077 sourced from three Chinese companies consisting of 958 Chinese workers and 8.119 Indonesian workers. Based on this measure, it can be calculated in the following Table 1. Formulas for Samples in Each Section, sourced from 958 Chinese workers and 8.119 Indonesian workers. Based on this measure, so the sample size of each section can be seen in the following Table 2.

Table 1. The Workers Population Data Collection in Konawe Regency in 2019 (Source: Primary Data)

No	Companies	Chinese Workers			Indonesian Workers		
		Male	Female	Amount	Male	Female	Amount
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nickel Industry Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

Table 2. List of Total Workers at three Chinese Companies (Source: Primary Data)

No	Workers Sample	Total Population (people)	Number of Samples (people)
1.	Sample of Chinese Workers	958	10
2.	Sample of Indonesian Workers	8.119	90
Total		9.077	100

DATA ANALYSIS

Data analysis in the research are a flow model analysis, correlational analysis, and Workers perception analysis.

1. Design of Flow Model Components of Data Analysis

Descriptive-qualitative analysis uses content analysis through data reduction, data display, and concurrent drawing / verification (Huberman and Miles, 1992). Data reduction is defined as the process of selecting, focusing attention on simplifying, abstracting, and transforming the raw data that emerge from field notes, then which dimensions and indicators are discarded and used, which are summarized in such a way that conclusions can be drawn. Presentation of the data used in the form of narrative text in the research, which is supported by presentations in the form of tables and pictures.

$$r_{xy} = \frac{n \sum x_i y_i - (\sum x_i) (\sum y_i)}{\sqrt{\{n \sum x_i^2 - (\sum x_i)^2\} \{n \sum y_i^2 - (\sum y_i)^2\}}}$$

(3)

$$\frac{\text{The Largest score} - \text{The smallest score}}{\text{Total score}}$$

(4)

5-1/5 = 4/5 = 0.8

In which :

- r_{xy} : Correlation coefficient
- n : Number of samples
- x_i : Item score
- y_i : Total score
- (∑ x)²: The square of the sum of the item scores
- ∑ x² : Sum of squares of item score
- ∑ y² : The sum of the squares of the total score
- (∑ y)²: The sum of the total score squared

2. Correlation Analysis Design

Correlation analysis can be defined as a relationship, which aims to see the pattern and closeness of the relationship between two or more variables. The direction of the relationship between two variables can be divided into (1) Direct correlation is the change in the dependent variable with the independent variable significantly with the same direction of movement, (2) Negative

correlation, namely changes in the dependent variable with the independent variable with the opposite direction of movement, (3) Zero Correlation, namely the direction of the irregular dependent variable relationship and independent (Pratisto, 2004). Based on the above, the Product Moment correlation technique can be used in the research with the formula: (Sugiyono, 2010).

3. Workers Perception Analysis

Design Concerning questions about the views of workers on existing companies using a Likert scale with intervals of 1-5. Regarding the view of the workers on policy and implementation, assistance and opportunities to obtain the labor market, the questions with the answer are very good with a score of 5 and very bad with a value of 1.

Because of the assessment criteria for the questionnaire on the three elements of the above questions, from the Likert Scale formula (Mueller, 1992), it can calculate the answer rank. According to the formulation described above, a table can be made to assess the respondents' answers which are included in the questionnaire that has been designed so that the level of accuracy of the answers of the respondents can be known. The assessment criteria are as described in Table 3.

Table 3. Ratings for the Questionnaire (Source: Primary Data)

Score	Assessment criteria	Information
4,3 – 5	Very good	A
3,5 – 4,2	Good	B
2,7 – 3,4	Neutral	C
1,9 – 2,6	Bad	D
1 – 1,8	Worst	E

$$M = \frac{\sum f(x)}{n} \quad (5)$$

Where:

M = Acquisition of interpretive figures (Media / Numbers)

f = Answer frequency

x = Weighting

= Sums

n = Number of respondents

RESULTS AND DISCUSSION

1. Unemployment Policies and Implementations in Southeast Sulawesi Province

To reduce the unemployment rate in Southeast Sulawesi Province as low as possible, a policy was issued through products (Aly, 2003) regarding the use of foreign workers with the hope that: (1) providing jobs to foreign workers must have a formal permit from the minister or an appointed official, (2) foreign workers who work in Indonesia only for a certain period, (3) foreign workers who working period has expired cannot be extended and can be replaced by other foreign workers.

The implementation was then clarified through (Presidential Regulation No. 20 of 2018). In this Regulation it is said that the use of Foreign Workers is carried out by those who provide jobs in relation to work for a certain position and for a certain time by looking at the condition of the labor market in Indonesia. According to this regulation, the utilization of Indonesian workers must be prioritized in all types of existing positions. In the event that the position cannot be occupied, the position can be filled by outside personnel, then this employee is not allowed to hold a position that handles employment issues or other positions determined by the Ministry of Manpower in applicable regulations. This regulation also states that Foreign Workers in certain fields can provide jobs to those concerned who are currently given a job from the one who gave the job in the same position, until their work contracts are end. It is stated in the regulation that companies who provide jobs using foreign workers must have a plan for using foreign workers that is approved by the appointed Minister and contains at least (1) logical arguments for using foreign workers, (2) the position of foreign workers in the company structure, (3) how long does it take to use foreign workers, and (4) choose Indonesian workers to accompany foreign workers.

Providers who using Foreign Workers without having a Plan of using Foreign Workers such personnel who are (1) who have shares occupying members of the Board of Directors of those who provide Foreign Workers, (2) foreign diplomatic employees, or (3) Foreign Workers that their works are required by the government. For sudden activities, the providers of the Foreign Workers can employ the Foreign workers by submitting an application to legalize the Plan for Employing Foreign Workers to the authorized official a maximum of two working days after Foreign workers are employed. Furthermore, to legalize the Plan for Using Foreign Workers is a maximum of 1 (one) day of activity, and it will be given after the application is fully responded. It is affirmed in this regulation that the providers of the foreign workers who will employ them submitting data of the foreign workers which includes: (1) the identity of the foreign workers, (2) nationality, (3) ownership of the passport and the place where the passport is issued, (3) position and period of time, (4) a statement of guarantee and the providers of the Foreign Workers, and (5) diplomas certificate and work experience, the competencies possessed are identical to the position they will occupy. The official will notify the notification of data acceptance of prospective Foreign Workers within two working days and a copy is submitted to the Directorate General of Immigration. According to this regulation, the providers of foreign workers must pay compensation for using of foreign workers after receiving a notification and it is made at a bank trusted by the Minister which is non-tax state revenue. The realization of the formulations contained in the presidential laws and regulations then established several Chinese companies engaged in the industrial sector to employ Indonesian workers and Chinese workers, so the government's aspiration to reduce unemployment could be achieved.

The role of the industrial sector in economic development in Indonesia is very important because it has advantages in accelerating development. The industrial sector can play a key role as an engine of development because it has superior value compared to other sectors because the value of capital capitalization is very large, the ability to absorb large workers, the ability to create value added from each input or basic material processed (Muhtamil, 2017). Furthermore, industry also has a role as the leading sector. With the presence of industrial development, it will spur and lift the development of other sectors. For example, the rapid growth of the industrial sector will stimulate the growth of the agricultural sector to provide materials for an industry. These industries also allow the development of the service sector, for example the establishment of a financial institution, marketing agency, or advertising, all of which support the growth rate of the industry (Arsyad, 2010). However the industrial sector in Indonesia is relatively high, it is not or has not been able to be followed by the

development or growth of employment. Further policies are needed so that many industries that are developing in Indonesia are labor intensive, so that the absorption of their workers can also increase, considering that the industrial sector is one of the main pillars of the Indonesian economy (Zilfiyah, 2013).

Broudel (1982) divides four forms of industrial activity, the first form, which is usually headed by an employer and employs two or three traveling traders and one or two apprentices. The division of workers is simple and there is even no division of workers at all. The second form, the trading business is everywhere, but still in contact with one another. A businessman acts as a kind of director or coordinator. The entrepreneur provides the individual businesses with raw materials, ensures that work is done, pays workers salary, and markets the final product. The third form, is the concentrated factory, which is different from the first and second forms. The workers no longer work in their homes but come to the factory to complete a series of tasks under one roof. A division of labor already exists, resulting in increased productivity by manual. The fourth form, is manufacturing, the level of technology used is the machine (Sanderson, 1993)

2. Expert Assistance Analysis for Foreign Workers

The Assistance is an expert Chinese Foreign Worker accompanied by 10 Indonesian Workers, for transferring of knowledge and jobs, so Indonesian Workers can work in the Chinese company on the other hand Chinese Foreign Workers can also work with Indonesian Workers. For example, training in English and Indonesian language, so they can make social interactions both in work days and out. The approach needed to use is the "learning process" approach which has three dimensions. They are the structural dimension, the cognitive dimension and the participatory dimension (Korten and Norman, 1981). The explanation of the three dimensions are:

a. Structural Dimension

The structural dimension discusses the design of the supervisory structure from the central to the regencies and cities and is structurally as follows: -The central prepares a guidance / supervision model -Province coordinates with the central and regencies / cities in terms of guidance / control of the company-District / City conduct direct guidance / supervision to the companies in districts / cities.

b. The Cognitive Dimension

The cognitive dimension discusses: (1) The implementation of education and training for foreign language skills, both English and Indonesian, (2) Link-and-matched programs with missionary demands of the production world are carried out / business in projects that are crash programs oriented to training / guidance to workers, so they are ready to work. Talking about cognitive problems, assistance is very important in this company. The important matters discussed in assistance are discussed in the Table 4. According to the Table 4 an instructor in training concerning theory and practice must have the following basic principles: (a) A facilitator and an instructor must have an idea about what knowledge will be provided to the workers. After the ideas possessed by the facilitator and instructor, then the ideas will be narrated to the workers either in the room or in the field. After narrative is carried out, the following stage is an action that the workers can carry out experiments with the guidance of a facilitator or instructor, and it is hoped that the workers can work in their respective fields according to the knowledge they have acquired. Thus, the construction of the material includes: (1) material classification includes quantitative and qualitative material, (2) the order of the material in the systematic sense of the material to be presented, so participants are not confused about receiving the material, (3) describing the theory and then training to try the material received when they enter the actual work they already believe in themselves about the material, (4) a description and syllabus of the material needs to be given as a guide for practicing, (5) the weight of the material, in the sense of how many contents of the material and how many hours the material was given.

Table 4. Development Assistance

No	Assistance Dimension	Assistance Indicator
1	Assistance Concept	Assistance Concept is a reciprocal relationship between foreign workers and Indonesian workers who cannot speak foreign languages.
2	Assistance Purpose	Increase the capacity of the workers in operating the foreign company program
3	Assistance Strategy	Intensifying efforts to empower workers to increase their personal capacity
4	Assistance Tasks	Conducting focused discussions and implementing training and Assistance

Table 5. Methods and Techniques of Manpower Learning (Source: Primary Data)

No	Methods	Techniques
1	Discussion	Question and answer
2	Group Work	group discussion
3	Discovery	Reading and Discussion
4	Brainstorming	Demonstration
5	Inquiry or research	Symposium
6	Experiment	Panel
7	Field Trips	Panel discussion
8	Field Work	Seminar
9	Role Playing	Colloquy
10	Case Study	Lecture
11	Dialogue	Cooperative Learning
12	Problem solving	Quiz questions, and others

After the contents of the material are given, the training methodology is practiced, which includes: (1) the approach used, are in the form of lectures, taking notes or discussing the material, (2) what learning methods or techniques are used, (3) what media are used for learning, whether using a blackboard, powerpoints or other media, (4) which institutions are the organizer, (5) who are the instructors and the facilitators. In order for participants to understand both theoretically and practically, instructors need to apply learning methods and techniques as in the table below. The explanation above illustrates the importance of transferring of knowledge and transferring of jobs, both regarding science and technology material as well as material on foreign languages, both English and Indonesian. To get the best solution so that it does not harm both Chinese

workers and Indonesian workers, a focus group discussion was formulated for the implementation of unemployment, assistance for foreign workers who were experts, development of mentoring, methods and techniques for learning workers in Konawe Regency, Southeast Sulawesi Province. (FGD) at the provincial level attended by officials from related institutions such as the Provincial, Regency and City Manpower Office, Department of Immigration, Department of Education, Department of Tourism, Department of Environment, Higher Education and others, who are expected to get the best way so as not to cause conflict hidden or potential or open conflicts between Chinese workers and Indonesian workers. The results showed that 64 respondents said it was very important, while 4 respondents said it was not important. This is clearly described in the table below. Based on Table 6, the respondent's answer to the statement about the importance of Science and Technology in the work obtained an interpretation figure of 4.3, so based on the assessment criteria it is in the "very important" category.

c. Participatory Dimension

The participatory dimension is oriented towards an approach that is more involved in the nature of local government in both guidance and supervision. In addition, this approach allows local governments and companies to conduct evaluations in determining objectives and formulating policies for the operation of these companies.

3. Identification of workers Absorption

After identifying the population in the three Chinese companies, it turns out that the ratio of workers who work in the three Chinese companies shows that as many as 8,119 Indonesian workers work in three Chinese companies and as many as 958 Chinese workers who also work in the three Chinese companies. To complete the data presented in table form, a visual graphic is shown so that it is easy to read and to understand by readers about the high and low absorption of Chinese workers and Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi. Based on table 7. It can be said that not all workers can speak foreign languages, but some can speak foreign languages.

Table 6. Respondents' Answers about the Importance of Science and Technology (Source: Primary Data)

No.	alternative answers	f	(x)	f (x)	$M = \frac{\sum f(x)}{n}$
1.	Very important	64	5	320	429 /100
2.	important	5	4	20	
3.	Quite important	27	3	81	
4.	Not important	4	2	8	
5.	Very unimportant	0	1	0	
Total		100		29	4,3

Table 7. Results of Workers Absorption in 2019

No	Companies	foreign workers			Indonesian workers		
		Male	Female	Amount	Male	Female	Amount
1	DSSP Power Company	49	-	49	110	-	110
2	Obsidian Stain less Steel Company	423	51	474	3531	125	3656
3	Virtu Dragon Nikel Industri Company	409	26	435	4008	345	4353
Total		881	77	958	7.649	470	8.119

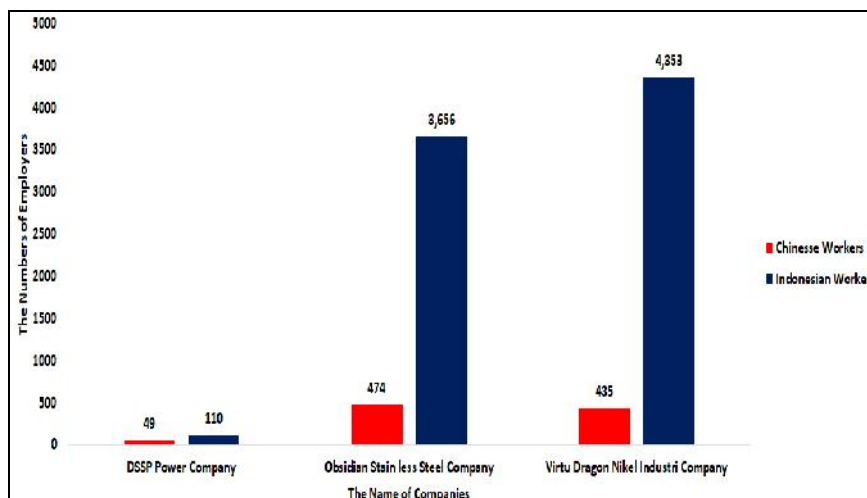


Figure 1. Results of Workers Absorption in 2019

Indeed, there are certain parts that require foreign language skills, but there are certain parts that do not need to be proficient in foreign languages, such as cleaning services, company security, cooks, and others. It was tried to be identified through research samples in general that we could find out how many could speak a foreign language and how many could not. The results showed that foreign workers fluent in foreign languages were 4 respondents (4 %), and who could not speak foreign languages were 5 respondents (5 %). Meanwhile, as many as 27 Indonesian workers could speak foreign languages (27 %), and who were not fluent in foreign languages 64 respondents (64 %). The real thing can be seen in the table 8.

Table 8. Distribution of Examples based on Foreign Language Mastery

No	Companies	foreign workers				Indonesian workers			
		Yes		No		Yes		No	
		n	%	n	%	n	%	n	%
1	DSSP Power Company	0	0	5	5	7	7	0	0
2	Obsidian Stainless Steel Company	2	2	0	0	10	10	31	31
3	Virtu Dragon Nikel Industri Company	2	2	0	0	10	10	31	31
Total		4	4	5	5	27	7	64	64

Table 9. Sample Distribution Based on the Payroll System (Source: Primary Data)

No	Companies	Salary (Rp) / Month	
		Chinese Workers	Indonesian Workers
1	DSSP Power Company	ten million	two million five hundred thousand
2	Obsidian Stainless Steel Company	ten million	two million five hundred thousand
3	Virtu Dragon Nikel Industri Company	ten million	two million five hundred thousand

Workers who master Science and Technology, foreign languages, and others that Chinese companies provide different salaries for Chinese workers and Indonesian workers. In addition, in Chinese companies there has been discrimination between Chinese workers and Indonesian workers. It means that modernization or development is understood as something that eliminates all the realities of a bad situation. The ideology advocates idealistic and pragmatic development is a development trait that emphasizes economic growth, and is based on market mechanisms. The benefits obtained are assumed to extend to all sectors in society. This proposition is known as the "trickle-down effect". The welfare of society in general will be obtained through economic growth with the market as the guide. However, this theory is no longer relevant in alleviating poverty in Chinese companies, which was originally expected to help in general reduce the poverty rate in Indonesia by 7.05 million in 2019 (Central Bureau of Statistics, 2019) was not reach. The high unemployment rate that has been stated , there have been various criticisms of the empowerment model that has been implemented, such as overcoming unemployment which is applied in developing countries, especially in Indonesia by using the “trickle down effect:” argument that is considered to have failed. According to this approach, what is very important is economic growth due to investment (the wealthy). The consequence is that the underprivileged will be affected or a drop from economic growth caused by economic productivity of the rich. However, in reality this is not happened. In addition, this approach has a mode of production that is profit-oriented as much as possible and places workers as tools of production who must follow the wishes of the company owner. Development should prioritize economic growth, with the hope that in time that growth will trickle-down effect and improve people's welfare by itself. If the income in table 9 is measured using the Central Bureau of Statistics indicator, the income level for one family is included in the poor category. If the total income is divided by at least 4 family members, the family is not prosperous or poor, because Central Bureau of Statistics determines that an income of Rp 1.9 million per month is categorized as a poor family (Iskandar, 2019).

When compared to Abubakar research (2012) about the poor family. According to (Central Bureau of Statistics, 2017) explained that the Poverty Line is the sum of the Food Poverty Line and the Non-Food Poverty Line. People who have an average expenditure per capita per month below the poverty line are categorized as poor. Food Poverty Line is the minimum food expenditure, which is equivalent to 2100 kilocalories per capita per day.

Table 10. Distribution of Examples by Education Level (Source: Primary Data)

Level of Education	Chinese Workers		Indonesian Workers		Total	
	n	%	n	%	n	%
Primary school	0	0	0	0	0	0
Junior High School	0	0	0	0	0	0
Senior High School	0	0	30	30	30	30
Diploma	2	2	4	4	6	6
Bachelor	5	5	32	32	37	37
Magister	2	2	25	25	27	27
Doctor	0	0	0	0	0	0
Total	9	9	91	100	100	100

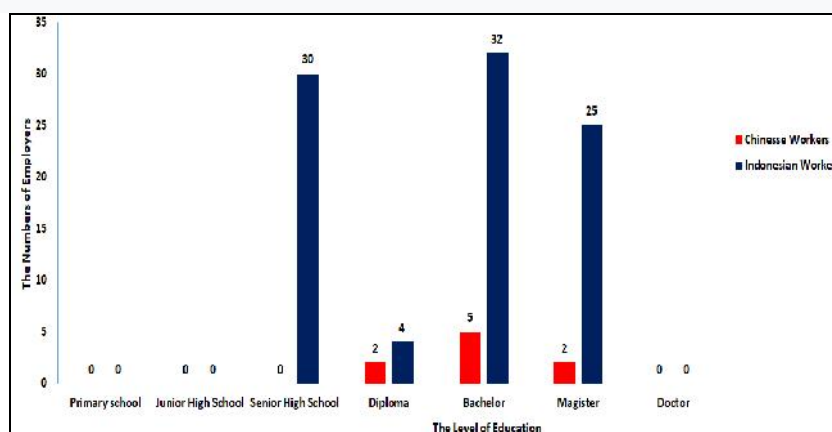


Figure 2. Distribution of Examples by Education Level (Source: Primary Data)

Commodity packages for basic food needs are represented by 52 types of commodities (grains, tubers, fish, meat, eggs and milk, vegetables, nuts, fruits, oils and fats, etc.). The Non-Food Poverty Line is the minimum need for housing, clothing, education and health. Commodity packages for non-food basic necessities are represented by 51 types of urban commodities and 47 types of commodities in rural areas. So according to (Abubakar, 2012) . it can be confused the local government when there are funds from the central government. The central government uses the poverty rate generated by Central Bureau of Statistics, while the local government uses the National Family Planning Coordinating Board criteria as the target. It is uniformity also caused conflict at the local community level. To complete the data presented in table form, a visual graphic is shown so that it is easy to read and to understand by readers about the high and low absorption of Chinese workers and Indonesian workers in the three Chinese companies in Konawe Regency, Southeast Sulawesi

Even though it is seen from the level of education between Foreign Workers (Chinese Workers) and Indonesian Workers who both have the same level of education, for example they are both undergraduate, but the treatment is different. Indonesian workers in the company are placed as waiters for eating and drinking and cleaning the room, office yard etc., while the Chinese workers are placed in structural positions in the company. Discrimination between Chinese workers and Indonesian workers if examined through: Interest Theory. The theory of interest considers Chinese workers who work in Indonesia to be rational if there is no discrimination. This can be seen from the basic assumptions: First, Chinese companies always try to do something to fulfill the interests of their companies. Second, focus attention on actors and question whether the actions taken are based on certain reasons that are considered good (Ian, 1994). In this theory, Chinese companies are considered behaving to fulfill their interests. When the theory of interest is used to understand Chinese companies, company owners assume that all forms of action that come from these companies are profitable. Due to the interest of gaining profit, according to Marx and Engels, they developed "Dialectical Materialism" as an approach to Chinese Workers and Indonesian Workers. Marx and Engels divided society into Modes of Production, and Infrastructure. Mode of Production is divided into two; the power of production and the production relationship. Production power consists of raw materials and the production relationship refers to ownership of

production. In the infrastructure component, Marx divides two types of relations; the type of superordinate and the type of subordinate (Sanderson, 1993). It is possible that the power of Chinese Workers as superordinate and Indonesian Workers as subordinate, so that the treatment is also different between Chinese workers and Indonesian workers in these three companies, there are different treatments when compared to the Japanese company (Yanagi Histalaraya company) in Kendari City and DSSP Power company, Obsidian Stainless Steel company, and The Virtu Dragon Nickel Industry company that owned by China in Konawe District which had a comparative study conducted to compare the treatment between the two countries in their respective companies. Treatment socially, culturally and religion as described in the Table 11.

Table 11. Differentiation of Treatment of Chinese company and Non-Chinese Company

No	Japanese Company	Chinese Company
1	Indonesian workers are not obliged to be taught the language of the country of the owner	Indonesian workers must be taught Chinese
2	Expert Indonesian workers have positions according to their expertise	Indonesian workers are experts as servants of consumption
3	Indonesian workers have overtime pay	Indonesian workers do not have overtime pay
4	Indonesian workers have CSR	Indonesian workers do not have CSR
5	The working hours of Indonesian workers are not more than 40 hours/week	The working hours of Indonesian workers are more than 40 hours / week
6	Allowing prayers etc.	Do not allow worship / prayer
7	The Chinese workers are recruited from good people, not Criminals and ex- Soldiers	The Chinese worker are recruited from convicts and ex-Soldiers
8	Indonesian workers are paid a fair amount according to their expertise	Indonesian workers are not properly paid as they wish
9	The company does not destroy nature	Chinese companies destroy the natural environment
10	Chinese workers are not ex-soldiers	Many Chinese workers are ex-soldiers

The production power is held by superordinate and forces subordinate to follow its will, then creates co-conflict, so it needs to be approached through the 'Conflict Theory' It is impressed by us that when the demonstration about the discrimination of Chinese workers shows that the Conflict Theory raises the contradiction between the entry of Chinese workers and Indonesian workers, when viewed from Law Number 13 of 2003 (Ian, 1994). The contradiction between the two workers could be wrong because if the theoretical approach is raised to a more paradigmatic level, the two groups of workers actually come from one paradigm.

Table 12. Basic Assumptions of Conflict Theory

No	Basic Assumptions
1	Interests are a basic element of social life
2	Social life involves encouragement
3	Society needs to be divided
4	Social life gives rise to opposition
5	Social life gives rise to structural conflicts
6	The social system gives rise to the parts of the interests
7	Social differentiation will involve power
8	Social systems are not integrated and are overwritten by contradictions
9	Social systems tend to change

Correlations

variable		mastery of skills	mastery of foreign languages	accepted as an employee
mastery of skills	Pearson Correlation	1	.822**	.822**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
mastery of foreign languages	Pearson Correlation	.822**	1	1.000**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
accepted as an employee	Pearson Correlation	.822**	1.000**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100

It is the social fact paradigm. The reason the researchers included the two groups of workers in one paradigm was because they both essentially questioned the structure of the economy. This means that from the economic aspect there is discrimination of skill workers and unskilled workers, which is seen in the payroll system and the division of positions in the company structure between Chinese Workers and Indonesian Workers. This can be seen from the basic assumptions in the Table 12. The contradiction between the two workers could be wrong because if the theoretical approach is raised to a more paradigmatic level, the two groups of workers actually come from one paradigm. It is the social fact paradigm. The reason the researchers included the two groups of workers in one paradigm was because they both essentially questioned the structure of the economy. This means that from the economic aspect there is discrimination of skill workers and unskilled workers, which is seen in the payroll system and the division of positions in the company structure between Chinese Workers and Indonesian Workers. When compared to research Abubakar (2020) about the company payroll system in Batam, Riau Islands Province. Payroll System for Foreign Workers and Indonesian Workers Generally the amount of salary earned by employees at PT.Kemet, it is openly, employees who have jobs or have skill workers are given a standard salary that is appropriate to at least follow the Regional Minimum Salary. The reason why PT.Kemet gives salary based on Regional Minimum Salary. They are : (1) if the worker has a family, he must bear a heavy burden of life so that he is given an adequate salary to be able to support his family and other consumption, so they can continue to work in the company; (2) to avoid the occurrence of a negative assessment of the company, do not judge that the company is only looking for profit as much as possible, while workers' salaries are not considered, in other words do not let the company be considered to place workers as mere means of production but must be respected the right to leave, relax and more.

4. Factors Influencing Workers Absorption in Chinese Companies

The correlation coefficient value is 0.822, which means that the relationship between mastery of skills, both mastery of ICTs, IT, machines and others and acceptance as employees is very close. The correlation coefficient marked (+) means the relationship between ICTs, IT, machines and others is unidirectional, so if ICTs, IT, machines and others are well controlled, they will be accepted as employees in the Chinese company. The correlation coefficient of 1,000 means that the relationship

between mastery of a foreign language and acceptance as an employee is very close. The correlation coefficient marked (+) means that the relationship between mastery of a foreign language and acceptance as an employee is unidirectional, so if the foreign language is mastered properly, it will be accepted as an employee at the Chinese company. The correlation coefficient is 0.822, which means that the relationship between mastery of skills, both mastery of ICTs, IT, machines and others with mastery of foreign languages is very close. The correlation coefficient marked (+) means the relationship between skill mastery and foreign language mastery is unidirectional so that if the foreign language is mastered well it is easy to master ICTs, IT, machines and others because all the terms ICTs, IT, machines and others are written in foreign language in the Chinese company.

CONCLUSION

The conclusions of the research are: (a) The policy that is taken to organize the workers is the issuance Laws and regulations on Manpower. (b) To improve the quality of Foreign Workers and Indonesian Workers, assistance is provided to train science and technology as well as foreign languages so that workers are able to work in Chinese companies as a result of the transfer of knowledge and transfer of jobs from experts and it is hoped that the Chinese experts can be accompanied by 10 Indonesian Workers. (c) From the identification results in the Chinese companies, it is known that 9 workers work in Chinese companies, while 91 Indonesian workers are also absorbed in Chinese companies, although there is discrimination in terms of pay, where Chinese Foreign Workers are greater than Indonesian workers

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