



Women's Migration And The Economic Resilience Of The Families Of Indonesian Migrant Workers In Pamekasan Regency

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Abstract

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The purpose of this study is to identify women's migration and family economic resilience, as well as factors that specifically encourage women's migration in order to support family economic resilience. This research uses descriptive qualitative combined with phenomenological methods. The data used in this research are primary and secondary data. The research findings show that women in the Indonesian Migrant Worker group in West Bulangan Village, Pegantenan District, Pamekasan Regency, have the following perceptions: (1) getting a job with a competitive salary; (2) target countries include Malaysia, Singapore, Saudi Arabia, Brunei Darussalam, Korea, and other countries so as not to be easily affected by currency; (3) the best way to make improvements to the family's economic situation; (4) in addition to providing support, it can also increase understanding and success; (5) the sector where labor is employed to generate income for the family. The driving factors are due to (1) being in debt to meet the family's living needs; (2) the desire to renovate the residence or build a residence; (3) children's education costs; and (4) the husband's low income to cover daily expenses.

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Introduction

Indonesia's economy is highly dependent on the contribution of Indonesian Migrant Workers. According to (Lestari et al., 2023), one of Indonesia's economic sectors that cooperates with other countries is the labor sector, where many Indonesians are sent to become Indonesian Migrant Workers. The main source of foreign exchange contribution today is the presence of Indonesian migrant workers abroad, which amounts to 159.6 trillion annually.

Based on the Indonesian Migrant Workers Protection Agency (BP2MI, 2023), the placement of Indonesian Migrant Workers was recorded at 200,761 people and East Java became the highest province that sent Indonesian Migrant Workers abroad with a total of 51,348 people. The number of Indonesian Migrant Workers in the highest placement is female Indonesian Migrant Workers as much as 61%, mostly married, but there are also those who are not married with types of work in the formal and informal sectors. The figures show that women are still the face of Indonesian migrant workers and the main breadwinners in the family. Women who migrate can work for relatively long periods of time and generate remittances that are sent to their families back home periodically.

Women's participation in the labor force continues to increase so that it can stabilize the family economy. Working women can help overcome the imbalance of gender equality and change people's perceptions that men are more worthy of having stable finances. Yurida (2019) states that leisure time is the leisure time that everyone has, starting from activities carried out every day or additional activities. Women who choose to work are willing to sell their leisure time (leisure hours).

The increase in the quantity of Indonesian Migrant Workers from East Java has increased every year. One of the suppliers of Indonesian Migrant Workers in East Java is Madura. Madura Island is an island located in the province of East Java and includes four regencies: Bangkalan Regency, Sampang Regency, Pamekasan Regency and Sumenep Regency. Pamekasan Regency is an area that is a supplier of female Indonesian migrant workers.

The Central Bureau of Statistics (2020), shows that the number of overall Indonesian Migrant Workers in Pamekasan Regency who were officially recorded (legal) both in the formal and informal sectors in 2019 was 680,740 people and experienced a drastic decrease in 2020 by 37,331 people. In Pamekasan Regency, there are 9 sub-districts that are hotbeds of Indonesian Migrant Workers, namely Waru, Batumarmar, Pasean, Palengaan, Pegantenan, Pakong, Kadur, Larangan, and Proppo sub-districts. From these 9 sub-districts, the researcher chose the village of West Bulangan, Pegantenan Sub-district, Pamekasan Regency, which is located in the northern area of Pamekasan Regency. There are 5 hamlets in West Bulangan Village, namely the north hamlet, the west hamlet, the east hamlet, the middle hamlet, and the south hamlet. The overall of West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency is 1500 people.

The results of Roffiudin research (2018) state that the main reasons people work as Indonesian Migrant Workers are mainly due to the lack of available jobs in the country, the many barriers to entry into the world of work, low education levels, support from parents, the availability of large jobs and higher wages abroad, the emergence of information integration of Indonesian Migrant Workers, and the extent to which previous generations have succeeded in creating a household economy through their work as Indonesian Migrant Workers, to share their stories with the community and inspire others to follow in their steps, as they have considerable hope of addressing current economic needs. Economic changes cause changes in job figures, income levels, employment, fulfillment of basic needs, and owning assets are indicative of shifts in economic aspects.

From the results of observations as well as field surveys, it was found that the overall number of Indonesian Migrant Workers in West Bulangan Village in 2023 was 1500 people. Divided from 500 illegal migrant workers, 250 legal migrant workers, and 750 people settled in West Bulangan Village, Pegantenan District, Pamekasan Regency, namely as farmers. The motivation of female Indonesian

migrant workers who work abroad is to improve economic conditions in the household and limited employment opportunities in rural areas. When talking about West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency, first, the people are known to have great determination and effort, hardworking, unyielding in earning a living. Secondly, the low level of education (elementary school, junior high school and senior high school). Their mindset shows that education is not important, and that the most important thing is a stable economy. This certainly affects the jobs they dream of, whether provided by the government or the private sector, because at present the level of education is an important requirement for the acceptance of applicants for work. Third, the rationality of the community in choosing the choice to become legal and illegal migrant workers as an effort to fulfill the needs of life and change the family economy so that they are not always underestimated by the surrounding community.

Based on some of the descriptions above, the author is interested in conducting research on "Women's Migration and Family Economic Resilience of Indonesian Migrant Workers Case Study in Pamekasan Regency" to be relevant and useful. This research is expected to expand knowledge about the factors that influence women to migrate abroad and the economic resilience of the families of female Indonesian Migrant Workers in West Bulangan Village, Pegantenan District, Pamekasan Regency.

RESEARCH METHODS

This research uses a qualitative approach, which is research that focuses on analyzing the conditions or phenomena/events that cause consequences/impacts in society, especially on the instruments of Women's Migration and Family Economic Resilience of Female Indonesian Migrant Workers in West Bulangan Village, Pegantenan District, Pamekasan Regency. This research was conducted using a phenomenological approach. This approach reveals the phenomenon of experience based on awareness that occurs in several individuals (Agustinova, 2015). The data used in this research are primary and secondary data. The triangulation technique is a method of checking the validity of the data used in this composition and the validity of the data is carried out using documentation, where 1 documentation has many meanings. Data analysis techniques used in this research are data reduction, data presentation, conclusion drawing/verification. Next, through interviews with key informants who have been determined and finally conducted through literature studies focused on searching and collecting secondary data. This research will also conduct interviews and collect collected data from the Pamekasan Regency Manpower and Transmigration Office, the Pamekasan Regency Central Statistics Agency, and the Pamekasan District office related to Female Migration and Family Economic Resilience of Female Indonesian Migrant Workers in Pamekasan Regency who certainly have information and data to support the implementation of this research.

RESULT ANN DISCUSSION

Individual Indonesian Migrant Workers are people who will work abroad without going through the placement implementation process. Husband, wife, children or parents including relationships due to court decisions and/or determinations, both those in Indonesia and those living with Indonesian Migrant Workers abroad are the Family of Indonesian Migrant Workers (Law of the Republic of Indonesia, 2017). The results of the study found that almost 50% of

people in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency became Indonesian Migrant Workers. They think that becoming an Indonesian Migrant Worker is the right decision to change their fate.

Workers who migrate and change their residence across borders from the country of origin to the country of destination either permanently or semi-permanently to get a job are known as Indonesian Migrant Workers (Jalaludin, 2021). Indonesian Migrant Workers have 2 types, namely legal Indonesian Migrant Workers and illegal Indonesian Migrant Workers, as below:

Legal Indonesian Migrant Workers, namely:

1. Government Sponsored
2. Complete requirements (Permit+Passport+ residence card)
3. Cost 20-25 million (per person one time departure)
4. Long departure time due to queuing with other participants.
5. Risks tend to be low.

Illegal Indonesian Migrant Workers, namely:

1. Not covered by the government
2. There is a role of agents
3. Requirements: using a Tour Visa (sightseeing), or a family visit even empty (without Passport and ID card)
4. Cost 10-15 million (per person once departed)
5. Departure is quickly processed
6. Risks tend to be high and even lives are at stake.

The most authorized institution in the placement of Indonesian Migrant Workers is the Department of Manpower and Transmigration (Disnakertrans) in accordance with the provisions of the process of placing Indonesian Migrant Workers abroad, namely the Government, private PPTKI and the Company for the benefit of the company itself. (Disnakertrans) is an implementing element of autonomy from the region, is the most authorized institution in the placement of Indonesian Migrant Workers. (A chief, who is the leader and responsible to the Regent through the Regional Secretary, is in charge of the Disnakertrans.

The Department of Manpower and Transmigration (Disnakertrans) of Pamekasan Regency, located behind the Islamic Center, is tasked with carrying out local government affairs, based on the principle of autonomy and providing assistance in the fields of labor, social services and transmigration. The following are the functions of the social, labor and transmigration office:

1. Making technical policies in the field of labor, social welfare, and immigration
2. Management of public affairs and services related to social services, labor, and immigration.
3. Establishing and implementing projects in the domain of labor, transmigration, and social welfare
4. Supporting Service Technical Implementation Units
5. Carrying out other duties of the Regent. Private Indonesian Migrant Worker Placement Executors have obtained written permission from the Government to apply for the placement of Indonesian Migrant Workers (PMI) abroad.

Based on the Indonesian Migrant Workers Protection Agency (BP2MI, 2023), it shows that the number of placements of Indonesian Migrant Workers has increased when compared to the May placements in the previous year. As of May 2022 alone, there were 11,811 placements in various countries, compared to May 2021 of 446 placements. The increase in the number of Indonesian Migrant Workers calculated from the whole of East Java has increased every year. The area that has experienced a surge in sending Indonesian Migrant Workers is Pamekasan Regency. The following is data on Indonesian Migrant Workers in Pamekasan Regency.

Table 1. Data on the number of Indonesian Migrant Workers (PMI) in Pamekasan Regency in 2021-2023

YEAR	AMOUNT		TOTAL	DESCRIPTION
	MEN	WOMEN		
2021	7	2	9	
2022	107	38	145	
2023 (until September)	144	23	167	Placement
2021	1200	800	2100	
2022	97	59	159	
2023 (until September)	14	7	21	Deportation
2021	18	15	27	
2022	16	4	20	
2023 (until September)	15	4	19	Died / Sick

Source : Dinas Tenaga Kerja dan Transmigrasi Kabupaten Pamekasan (2023)

Ritzer in (Susiolo, 2020) explains that the main principle of rational choice theory is that individual decision making in this example, actors are the main focus of the theory. People with preferences (choices), values, and satisfaction are considered actors. At the micro level, this is known as a phenomenon. The analysis can also be applied to individual phenomena as well as micro-level phenomena. Individuals cannot predict systemic phenomena, which are observed as a result of interactions between individuals.

In the choice of rationality related to the title raised in this study, a choice to become an Indonesian Migrant Worker is said to change the economy far more than before of course already knowing the obstacles and risks that will occur, both for himself, family, and surroundings. They only think about how to get rupiah coffers by earning large wages and skills (expertise) as a proud achievement. The risks that are in front of the eyes are always put aside even though they know the effects are negative for all parties.

Jalaludin (2021) states that Indonesia is basically known as a country rich in abundant resources. Not only natural resources but also human resources. In Indonesia, the number of human resources does not match the number of jobs provided by the state. As a result, a large number of Indonesians decide to seek

employment abroad. Workers who migrate and experience a change of residence, whether permanent or semi-permanent, legal or illegal, and who cross national borders are known as Indonesian Migrant Workers. International migrant workers are closely linked to globalization; they are defined as individuals who leave their place of birth to work in a new location for a relatively settled period of time.

Factors that lead to poverty and frustration are increasing unemployment, especially in rural areas, lack of education, and a growing population. This leads to increased migration to urban areas for employment.

Based on data from the Central Bureau Of Statistic (2023) shows that poverty in four districts in Madura is still high. The poverty rate of 4 districts in Madura in 2022 is still high in Sampang district at 21.61%, Bangkalan at 19.44%, Sumenep at 18.76%, and Pamekasan at 13.93%. The high poverty rate in Madura is a driving factor for women as Indonesian Migrant Workers abroad. In addition, the low level of education, lack of skills and lack of access to agricultural land are also driving factors for Madura women to work abroad. This shows that poverty and economic inequality in Madura are important factors that influence women's decision to work abroad as female Indonesian Migrant Workers. Economic factors are also the main reason why women choose to work abroad due to increasing household economic dependents, increasing daily needs, and to increase family income.

One of the reasons people choose to work abroad is because income is very limited, this forces men and women to work to support and fulfill family needs (Yuniastuti, 2014). Jobs with high wages are most attractive to workers. However, jobs with high wages are very limited in number, so the level of competition for jobs is getting tougher. Some women are encouraged to migrate abroad as female Indonesian Migrant Workers.

The majority and even the entire population of West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency, have become Indonesian Migrant Workers. The destination countries are Malaysia, Singapore, Saudi Arabia, Brunei Darussalam, Korea and so on. The more dominant destination country is Malaysia. Regarding the risks during the trip and in the destination country, it is indeed a separate fear, but because of the good goal of supporting the family properly and adequately, even though they still take shortcuts with the wrong path. Not wanting to utilize natural resources, the natural resources in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency are fairly good with fertile soil conditions. I think if utilized properly, of course, with proper management, it will produce good results to increase income every harvest. Unfortunately, the indigenous people of West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency do not think about this, they prefer to become Indonesian Migrant Workers legally or illegally. Although there are some residents who are active in what is obtained by researchers, the choices taken to support the family are not necessarily an option but have indeed been passed down from generation to generation which is difficult to change from these habits.

Table 2. Informant Data of Legal and Illegal Female Indonesian Migrant Workers in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency

NO	NAME	AGE	STATUS	TYPES OF INDONESIAN MIGRANT WORKERS	YEAR
1	MH	50 Years	Death divorce	Legal	2015
2	SI	37 Years	Marry	Illegal	2016
3	US	25 Years	Not married	Legal	2018
4	TA	21 Years	Not married	Legal	2019
5	MN	33 Years	Marry	Illegal	2017
6	PT	30 Years	Marry	Illegal	2014
7	FH	23 Years	Marry	Illegal	2010
8	SH	47 Years	Marry	Legal	2020
9	IH	35 Years	Marry	Legal	2012
10	NR	37 Years	Marry	Illegal	2021

Source: Primary Data of Legal and Illegal Female Indonesian Migrant Workers of West Bulangan Village, Pegantenan District, Pamekasan Regency

Based on the above data, it shows that legal and illegal female Indonesian Migrant Workers are on average married, divorced, and some are unmarried. Female Indonesian migrant workers in West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency have several characteristics, namely first, the productive age range is 22 to 44 years. This is in accordance with the regulations of Law Number 39 of 2004, which states that people must be at least 18 years old to work in a formal capacity and 21 years old for prospective Indonesian Migrant Workers who work in non-formal fields in order to fulfill the requirements to work abroad. The population between the ages of 15 and 64 is considered to be in the productive age (Sukmaningrum and Imrom, 2017). It is known as the "productive age" because people in this age group are considered to be able to work in industries that can obtain goods and services.

The next characteristic is that the education level of female migrant workers in West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency is very limited, starting from elementary school, junior high school, and high school. The very limited level of education makes people more interested in becoming female Indonesian Migrant Workers rather than continuing their education to a higher level. The costs or fees used to go abroad have been considered both legal and illegal. The average female migrant worker is a married person responsible for two or three family members. The type of work of female Indonesian Migrant Workers is working in a refinery / factory, namely (Plant or Factory) is a fairly large industrial facility where employees oversee the management of goods or the conversion of one product to another to obtain added value. The wages that will be received by Indonesian Migrant Workers (PMI) women who work in refineries / factories are around 1,500-1,800 ringgits, if converted to Rp. 5,000,000-Rp. 7,000,000 per month. From the results of interviews with MH, AS, TA, PT, SH said that the importance of patience and gratitude and enjoying the work done because what is not done with the heart especially without gratitude all feels tired and boring. Even worse, the work will fall into a mess.

Besides working in refineries/factories, there are also female Indonesian Migrant Workers as builders. A builder is a professional in the field of building design who specializes in completing projects such as houses, hotels, shop houses and others. As experienced by FH and NR, who currently work as builders, said that in one work profession, they cannot stay in just one location. This is adjusted to the contract that has been agreed between the boss and the company. He also said that the wages received were 50 ringgit per day multiplied by 30 days totaling around 2,000-2,500 ringgits, if converted to Rp. 6,600,000-Rp. 8,300,000 per month. He said that in terms of work it is the same as building work in Indonesia. FH and NR are women who work as builders working under the hot sun, so in terms of work there is no difference between men and women. The feeling of fatigue in working does exist but it is paid for by the wages received, because with these wages she can help the family economy. In addition, female Indonesian Migrant Workers also work as shopkeepers working for 12 hours with a wage of 1,500 ringgit, if converted to Rp. 5,000.000 per month. In addition, Indonesian Migrant Workers women also work in the market with half-day working hours and the wages received are 1,300 ringgits, if converted into IDR 4,300,000. After working in the market, they can work in other places such as part-time work.

Table 3. Informant Data of Legal and Illegal Female Indonesian Migrant Workers in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency

NO	NAME	EDUCATION	JOB	PLACEMENT	SALARY	FEES
1	MH	Elementary School	Soap Factory	Petaling Jaya Selangor, Malaysia	5 million	28 million
2	SI	Junior High School	Shopkeeper	Kuala Lumpur, Malaysia	5 million	10 million
3	AS	High School	Epson Factory	Kuala Lumpur, Malaysia	7 million	26 million
4	TA	Junior High School	Soni Factory	Selangor, Malaysia	5 million	30 million
5	MN	Elementary School	Traders In The Market	Kuala Lumpur, Malaysia	4,3 million	10 million
6	PT	Junior High School	Soni Factory	Selangor, Malaysia	5 million	6 million
7	FH	Elementary School	Construction worker	Johor, Malaysia	8 million	6 million
8	SH	Junior High School	Aluminum factory	Johor, Malaysia	7 million	27 million
9	IH	Elementary School	Aluminum factory	Johor, Malaysia	7 million	26 million
10	NR	Elementary School	Construction worker	Johor, Malaysia	8 million	10 million

Source: Primary Data of Legal and Illegal Female Indonesian Migrant Workers of West Bulangan Village, Pegantenan District, Pamekasan Regency

The high income of families who work as Indonesian Migrant Workers has an impact on lifestyles that tend to be consumptive where they are able to buy goods that they can afford even beyond their needs or just follow endless desires. As can be started from electronic goods (cellphones, televisions, washing machines, sewing machines, cleaning tools, etc.) and some invest their money by buying land even though they are not used. It should also be noted that this choice can change instantly according to the taste and desire of the heart that crosses each person's mind. It can be seen from one of the interviewees, SI, aged 37, who

said that by becoming an illegal Indonesian Migrant Worker, I was able to change my lifestyle and family life which was previously often underestimated by the people around me. I am very grateful to be able to raise the status of my parents even though I made this choice. I have no regrets at all and I always enjoy the job I have chosen, maybe it is because I was lucky to get a good employer where I work.

The choice to become a female Indonesian Migrant Worker is said to change the economy far more than before, of course not knowing the obstacles and risks that will occur, both for themselves, their families, and their surroundings. They only think about how to get rupiah coffers by earning large wages and skills (expertise) as a proud achievement. Risks that are in front of their eyes are always put aside even though they know the negative effects for all parties. The majority of the population of West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency, are female Indonesian Migrant Workers. Before becoming female migrant workers, most women were housewives who relied on their husband's income.

The results of the field survey found that the choice to become an Indonesian Migrant Worker is none other than to meet the needs of life both primary and secondary as well as economic fulfillment which is increasing every day. With the number of workers who succeeded when becoming migrant workers, it strengthens the determination of the community to participate in becoming Indonesian Migrant Workers. There are 2 paths when becoming an Indonesian Migrant Worker, namely legally (official) where all the necessary documents are under the auspices of the government while illegal (unofficial) there is no protection from the government, but there is a role of the tekong when choosing this path.

The Department of Manpower and Transmigration (Disnakertrans) of Pamekasan Regency, continues to try to suppress illegal (unofficial) labor abroad through assistants. This was conveyed by the Head of the Department of Manpower and Transmigration of Pamekasan Regency, Ali that "The task of these assistants is to provide guidance to residents who live in the areas of Indonesian Migrant Workers in Pamekasan about the importance of becoming Indonesian Migrant Workers through legal channels. Specifically, we recruited them from 9 different sub-districts including Baturmarmar, Pakong, Pagantenan, Palengaan, Pasean, Proppo, Kadur, Larangan and Waru," Where in the socialization, there must be an explanation of the protection guarantees that prospective Indonesian Migrant Workers will get if they work abroad legally (officially), both by the Indonesian Migrant Worker service provider company and from the government. In addition, officials also need to provide an explanation of the negative impacts for Indonesian Migrant Workers who work illegally (unofficially). One of the impacts, if there is a problem when they work abroad, it is not known by the government, in this situation the Pamekasan Disnakertrans also plays a role in overcoming these problems. But unfortunately, its citizens, especially in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency, are reluctant to carry out directions in the form of special training and guidance from the Disnakertrans, again the economy is their reason.

Awaliyah (2022) defines resilience as the ability of a system to effectively adjust to potentially harmful situations. Economic resilience refers to the capacity of a community or family to use available resources to meet basic needs (Zulaikha et al., 2021). Family economic resilience describes a concept of family resilience and

ability to respond to various threats, challenges, obstacles, external and internal disturbances, even directly or indirectly endangering the family's economic survival (Lutfi and Safitri, 2020). Family welfare and resilience must coexist. If the family is prosperous, it has the potential to increase family resilience. Family welfare can be measured through family economic resilience, namely by fulfilling basic needs (clothing, food, shelter, education and health) (Alie and Elanda, 2020).

West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency is one of the areas inhabited by many female migrant workers. There are several efforts that can be made by female migrant workers in the village to build family economic resilience, including:

1. Having a house for the family to live in. Female migrant workers can consider owning their own house or building a house in a way that is affordable and in accordance with the family's financial capabilities.
2. Funding children's education to measure family capacity and the continuity of children's education. Female migrant workers may consider saving a portion of their income for children's education.
3. Asset ownership such as savings for future family and health insurance. Female migrant workers may consider saving a portion of their income for the family's future needs.

A strong financial management system is one of the components that support family resilience (Laksono, Supriyono and Wahyuni, 2019). From the results of interviews with one of the informants in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency, it was found that the financial management of female Indonesian Migrant Workers, for example, husband and wife are both Indonesian Migrant Workers with the wages received by each of them, namely 1,500 ringgits, if converted into Rp. 5,000,000. With the total wages of both of them, they get Rp. 10,000,000, they use Rp. 2,000,000 to meet the needs of life during their time as Indonesian Migrant Workers, send Rp. 3,000,000 to the family, and the rest is saved with a precautionary motive or invested for the future such as buying jewelry and land which will be used to open a business when they stop being Indonesian Migrant Workers.

By making these efforts, female migrant workers in West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency can help build family economic resilience and ensure that families continue to have financial support and security while they work abroad. Female Indonesian migrant workers in Bulangan Barat Village, Pegantenan Sub-district, Pamekasan Regency have the following perceptions: (1) getting a job with a competitive salary; (2) target countries include Malaysia, Singapore, Saudi Arabia, Brunei Darussalam, Korea, and other countries so as not to be easily affected by currency; (3) the best way to make improvements to the family's economic situation; (4) in addition to providing support, it can also increase understanding and success; (5) the sector where labor is employed to generate income for the family.

Motivation is a factor that influences the choice to work as an Indonesian Migrant Worker. The desire to improve one aspect of one's life is the main factor influencing motivation, which is the psychological process that influences one's decision to migrate. Personal reasons, environmental reasons, and other factors can also influence motivation. According to Everett S. Lee (Mantra, 2015) the study of population migration should consider four factors, which are as follows:

1. Push factors
The push factor is caused by the less favorable conditions of the area of origin because there are fewer job opportunities and they do not receive the same wages or income.
2. Pull factors
Pull factors come from the invitation of friends, family and relatives who have migrated abroad, and because the conditions of working abroad are more favorable than working in the area of origin, namely high wages and wider job opportunities.
3. Hurdle factors
Hurdle factors each have a unique effect on individuals who intend to move. While some consider these barriers insignificant, others see them as cumbersome objects that impede mobility.
4. Personal factors
Individual factors play a major role in the decision to move, demographers agree that these factors are highly influential in the decision-making process. In essence, the statement says that everyone has needs to fulfill and goals they want to pursue.

The factors driving female Indonesian Migrant Workers in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency are due to (1) debt to meet the needs of family life; (2) the desire to renovate a residence or build a residence; (3) children's education costs; and (4) low husband's income to cover daily expenses. Sugiono et al (2018) show that the phenomenon of the increasing flow of Indonesian Migrant Workers who influence migration abroad due to economic pressure. However, it shows that the Indonesian government has yet to recover from the economic downturn.

The strong economic pressure from the region of origin can be seen from the swift flow of migration of female Indonesian Migrant Workers. This shows how gender (the division of labor between men and women based on cultural values that vary from place to place) is fading. The departure of female Indonesian Migrant Workers to work abroad proves that female Indonesian Migrant Workers also earn a living for their families (Sugiono, Zakhra and Malia, 2018).

Gender equality is a fundamental human right for every individual to live honorably, without fear, and freely make life choices without discrimination based on sex. Women have an important role in achieving gender equality. However, some people still think that women are weak and only become supporting characters. Gender justice and equality are conditions that need to be built to achieve a prosperous society. The existence of women must be based on the principle of equality as a consequence of coexisting with men, the principle of peace because it is protected and the principle of peace because of love. Domestication of the role of women and the like will ultimately only weaken the fundamentals of women's existence.

Moser in (Sugiono, Zakhra and Malia, 2018) states that gender is a trait attached to men and women socially and culturally. The division of labor between the two can be exchanged, for example in terms of earning a living for the family, if previously done by men, it can be exchanged and taken over by women. The shift in women's self-worth is related to value and normative systems. For example, women are expected to participate in the process of creating a household, even though the majority of them work to support their families and households.

The decision to become a female Indonesian Migrant Worker for some is a choice and a strategic decision to alleviate poverty. One of them is a farmer, if you look at the land in West Bulangan Village, Pegantenan Sub-district, Pamekasan Regency, it is known to be fertile with a strategic location and fairly cool weather. But until now they have no thoughts of switching to become farmers, their decision to become Indonesian Migrant Workers women seems to be unanimous and no one can change this choice. Given their position of having a low education, it becomes an amplifier in this choice. Usually when they are in their destination country, Malaysia, they work as construction workers, factory workers, and domestic helpers.

CONCLUSION

Based on the research results, people in West Bulangan Village, Pegantenan Subdistrict, Pamekasan Regency who work as female Indonesian Migrant Workers are more than enough to support the basic needs of each family. As well as asset ownership experiencing more income than before. For people who have become Indonesian Migrant Workers women, whether they are former Indonesian Migrant Workers women or who are currently Indonesian Migrant Workers women, the work done has brought enormous changes to the social life of the community of Indonesian Migrant Workers both legal and illegal in terms of an economy that is very different from before. In this case it can be seen from the magnificent and spacious house, lifestyle, vehicles, electronic goods, and others. This means that the fulfillment of needs is not only primary but secondary needs and even the fulfillment of tertiary needs.

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