

## **Bab V**

### **Kesimpulan**

Jumlah perempuan yang melakukan migrasi secara global terus mengalami peningkatan, dan mereka bermigrasi secara independen untuk mencari pekerjaan (feminisasi migrasi). Sebagai kawasan dengan pertumbuhan ekonomi yang pesat, feminisasi migrasi juga telah terjadi di Asia Tenggara. Akan tetapi, sebagian besar dari pekerja migran perempuan di Asia Tenggara bekerja dalam *vulnerable employment* dan cenderung bermigrasi melalui jalur non-reguler yang berbahaya. Berbagai kebijakan terkait migrasi atau pekerja migran di tingkat regional (ASEAN) maupun nasional juga tidak dibuat berdasarkan prinsip gender-responsif, sehingga belum cukup untuk melindungi pekerja migran perempuan.

Dengan kondisi demikian, sebagai organisasi internasional yang telah lama melakukan penelitian terkait kondisi pekerja migran perempuan di Asia Tenggara, UN Women pada tahun 2014 memutuskan untuk melakukan upaya perlindungan terhadap pekerja migran perempuan di Asia Tenggara. Oleh karena itu, rumusan pertanyaan dari penelitian ini adalah, “Bagaimana upaya UN Women dalam memberikan perlindungan terhadap pekerja migran perempuan di kawasan Asia Tenggara?”

Penelitian ini berangkat dari teori neoliberal institusionalisme yang menekankan pentingnya peran organisasi internasional sebagai aktor non-negara dalam mendorong kerja sama antar negara-negara anggotanya dan menjelaskan bagaimana organisasi

internasional dapat melakukan hal tersebut. Penelitian ini kemudian menggunakan konsep peran (sebagai aktor dan arena) dan fungsi organisasi internasional, yang mana fungsi tersebut diwujudkan melalui upaya-upaya organisasi internasional dalam mengatasi isu tertentu. Pemahaman tentang pengaruh ketidaksetaraan gender di dalam konteks migrasi dari IOM juga menjadi konsep yang penting di dalam penelitian ini, karena sangat membantu dalam memahami upaya-upaya yang dilakukan oleh UN Women.

Hasil penelitian menunjukkan bahwa dalam melindungi pekerja migran perempuan di Asia Tenggara, UN Women melakukan beberapa upaya melalui proyek '*Preventing the Exploitation of Women Migrant Workers in ASEAN*' (2014-2017). Yang pertama adalah menyediakan sumber pengetahuan dan informasi tentang permasalahan pekerja migran perempuan di Asia Tenggara. UN Women telah menghasilkan empat dokumen dan lima *policy briefs* yang membahas tentang pengaruh gender terhadap kesempatan dan tantangan yang dimiliki oleh pekerja migran perempuan dan berbagai permasalahan yang mereka hadapi. Upaya yang kedua adalah memberikan rekomendasi kebijakan yang normatif dan berdasarkan pada fakta untuk meningkatkan kapasitas dan akuntabilitas aktor-aktor pemerintah ASEAN dalam melindungi pekerja migran perempuan. Rekomendasi kebijakan diberikan pada setiap akhir dokumen, sesuai dengan permasalahan yang dibahas. Upaya yang ketiga adalah melakukan kerja sama dengan ASEAN, pemerintah masing-masing negara anggota ASEAN, dan CSOs dalam mendukung kesuksesan proyek.

Menyediakan sumber pengetahuan dan informasi serta memberikan rekomendasi kebijakan merupakan inti atau dapat dikatakan sebagai dua upaya yang paling utama dari proyek ini. Dokumen-dokumen pengetahuan dan informasi serta rekomendasi kebijakan yang disertakan di dalamnya sangat bermanfaat bagi ASEAN dan negara-negara anggotanya, karena kebijakan regional maupun nasional di Asia Tenggara masih belum cukup untuk melindungi pekerja migran perempuan. Dokumen pengetahuan dan rekomendasi kebijakan yang dipublikasikan secara regional tersebut telah membantu negara-negara Asia Tenggara untuk lebih memahami permasalahan pekerja migran perempuan dan meningkatkan komunikasi atau kerja sama dalam merumuskan atau melaksanakan kebijakan migrasi agar menjadi lebih sinergis dan inklusif, sehingga pekerja migran perempuan ikut terlindungi di dalam kebijakan-kebijakan tersebut.

Ketiga upaya yang dilakukan UN Women ini menunjukkan bahwa sebagai organisasi internasional, UN Women mampu berperan sebagai aktor dan arena. Kemampuan memberikan rekomendasi kebijakan dan mendorong kerja sama antar pihak-pihak yang terkait menunjukkan peran UN Women sebagai aktor, dan kemampuan dalam memfasilitasi dialog antara pemerintah negara-negara anggota ASEAN dan antara pemerintah dengan CSOs menunjukkan peran UN Women sebagai arena. Pemberian dokumen pengetahuan dan rekomendasi kebijakan juga didasarkan pada prinsip *gender-sensitive*, sesuai dengan konsep yang dikemukakan oleh IOM terkait upaya melindungi pekerja migran perempuan.

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