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Application of Pocket Book on Rights Protection and Manipulative Thinking Tools of Hanoi Tower for Indonesian Migrant Workers Living and Working in Hong Kong

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Abstract

Indonesian migrant workers (PMI) living and working in Hong Kong have access to a fairly good legal system, but many have not been able to make optimal use of it due to a lack of understanding and limited support. In addition to legal protection rights, PMI have the right to live comfortably and healthily. In addition to strengthening their understanding of their rights and legal protection, a variety of activities are needed to fill their free time, including simple but useful activities to maintain their comfort and well-being. To address this, this community service partnership (PMK) activity provides a solution by utilizing the Pocket Book of Rights and Protection and manipulative thinking and fitness tools. The partner for this PMK program is PCIA (Special Branch Leader of 'Aisyiyah) in Hong Kong, while the target partner is the Domestic Female Migrant Workers in Hong Kong. The activity was held on Sunday-Monday, July 20-21, 2025, at Victoria Park and Ammr Wanchai Mosque in Hong Kong. The results of the activity showed a positive response from the participating PMI members of the PKMK program. A publication of the activity was released in the media, along with a copyright certificate for the Pocket Book on the Rights and Protection of Women PMI in Hong Kong. Meanwhile, the video of the activity is currently in the editing process, and its publication in a service journal is in draft status.

Keywords: Implementation, Pocket Book on Rights and Protection, Mind Games, Physical Fitness, PMI PCIA Hong Kong

INTRODUCTION

High population growth often has implications for food, clothing, and shelter needs, which must be met by earning an adequate income. BPS data (2022) states that the population of Indonesia in 2022 is 275,773,800 people. With such a high population, this certainly has implications for the addition of labor. The number of workers based on the National Labor Force Survey (Sakernas) in August 2022 was 143.72 million people, an increase of 3.57 million people compared to August 2021, with the Labor Force Participation Rate (TPAK) increasing by 0.83 percentage points. The high number of unemployed people in Indonesia has caused job seekers in the informal sector to migrate, either from one region to another or even abroad, who are then referred to as Indonesian Migrant Workers (PMI) or better known as TKI (Indonesian Workers).

The sending of PMI to several countries continues, including Japan, Hong Kong, Korea, Saudi Arabia, Malaysia, and others. As of May 6, 2024, there were 39,173 PMI in Hong Kong PMI working in Hong Kong [1]. From January to August 2024, Hong Kong was the main destination country for PMI with a total of 70,435 workers [2], and overall, there were 175,000 Indonesian citizens in Hong Kong, of whom 155,000 are PMI [3]. The origin of Hong Kong PMI is distributed across several regions of Indonesia, namely from five main provinces: West Java, Central Java, East Java, Banten, and Lampung [4].

Indonesian Migrant Workers (PMI) are Indonesian citizens who will, are currently, or have worked for wages outside the territory of the Republic of Indonesia [5]. BP2MI Accommodates the Aspirations of Indonesian Migrant Workers in Hong Kong, stating that international migrant workers are individuals who migrate abroad for work purposes. Workers at the Indonesian Embassy in a foreign country are migrant laborers or migrant workers. Therefore, it is only right that these PMI receive proper protection from the state, as these migrant workers are also a significant source of foreign exchange for the country [6]. Furthermore, Presidential Regulation No. 59 of 2021 [5] states that the Protection of Indonesian Migrant Workers is all efforts to protect the interests of Prospective Indonesian Migrant Workers and/or Indonesian Migrant Workers and their families in realizing the fulfillment of their rights in all activities before, during, and after work in legal, economic, and social aspects.

In connection with the above, the government has provided facilities and policies for Indonesian migrant workers. The state is obliged to guarantee the rights and opportunities of every citizen and must provide protection without discrimination so that they can obtain decent work and income, both at home and abroad, in accordance with their expertise and skills [7]. The protection of migrant workers is very important and must be taken seriously by the state. On the one hand, migrant workers do not yet understand the forms of protection that are their rights as migrant workers. They really need understanding and assistance regarding the protection of migrant workers. This is so that migrant workers, who are one of the sources of foreign exchange for the country, can work safely and comfortably in other countries [7].

Working Conditions and Challenges for Indonesian Migrant Workers in Hong Kong. Indonesian migrant workers in Hong Kong work mainly in the domestic sector with a standard salary starting at 5,000 HKD (around Rp10 million) plus 1,200 HKD for meals [8]. The main challenges include unilateral termination of employment contracts and exploitation, which are often caused by differences in expectations and language skills [8]. Meanwhile, support and protection have been provided by the Indonesian Consulate General in Hong Kong, which has been actively providing facilities such as quarantine during the COVID-19 pandemic and counseling services [9]. Similarly, BP2MI continues to embrace the migrant worker community to channel their aspirations and provide legal protection [1].

Based on the above analysis of the situation, the problems faced by female domestic migrant workers in Hong Kong in general, especially those who are members of the PCIA, are obstacles in accessing legal protection assistance that would make migrant workers feel comfortable and safe at work. There are around 200 migrant worker communities in Hong Kong, whose members routinely gather to carry out activities together. Female domestic migrant workers are given a day *off* by their employers, and on that day, they generally engage in various activities within the communities they belong to. These activities provide security and comfort for female domestic migrant workers to exchange ideas, socialize, and increase their knowledge and skills. However, there is still a need for more beneficial activities are still needed, both to strengthen legal awareness regarding the rights and protection of the target group and to fulfill their mental health and physical fitness rights.

The solutions offered and agreed upon with PCIA Hong Kong are (1) Socialization and provision of a Pocket Book on Legal Rights and Protection in terms of awareness and protection of migrant workers, and (2) introduction and implementation of mind games and physical fitness activities as easy and interesting variations for target partners.

The output targets of this PKMK activity are (1). At least 10 female domestic migrant workers who are members of PCIA participate in the dissemination of the Pocket Book on legal awareness and legal protection. (2) The introduction and implementation of manipulative thinking and physical fitness exercises. (3) Positive response to PKMK activities. Introduction and implementation of manipulative thinking and physical fitness exercises.

METHOD

In accordance with the activity plan and mutual agreement between partners and the service team, a series of activities were carried out: (1) preparation of the Pocket Book and supporting equipment for activities, coordination and simulation of activities by the implementation team; (2) socialization, direct delivery of material (3) assistance in the use of the pocket book and game props as *ice breakers* so that the material presented was well received. (4) Evaluation was conducted after a one-month interval through the completion of a partner response questionnaire via Google Form. (5) Follow-up.

RESULT AND DISCUSSION

Preparation of the Pocket Book on the Rights and Protection of Female Domestic Migrant Workers in Hong Kong

The contents of the Pocket Book include: (1) Rights of Indonesian Migrant Workers, (2) Legal Protection in Hong Kong, (3) How to Report Violations, (4) Resources and Support Services, (5) Training and Economic Independence, and (6) Important Contacts.

Rights of Indonesian Migrant Workers, Fair Wages: As migrant workers, Indonesian migrant workers are entitled to fair wages in accordance with the terms of their employment contracts. **Rest Periods and Leave:** Indonesian migrant workers are entitled to rest periods and leave in accordance with Hong Kong labor regulations. Every worker is entitled to adequate annual leave. **Protection from Violence and Harassment:** PMI are entitled to be free from physical or verbal violence. If PMI encounter violence or harassment in the workplace, they can immediately report it to the authorities. **Access to Healthcare:** As migrant workers, PMI are entitled to adequate healthcare services while in Hong Kong. PMI must ensure they are aware of the available healthcare facilities.

Legal Protection in Hong Kong, Labor Laws, Hong Kong has regulations that protect migrant workers from exploitation, including laws regarding working hours, minimum wages, and safe working conditions. **Access to Legal Institutions,** if migrant workers feel that their rights have been violated, they have the right to seek legal assistance. Authorities and aid organizations are available to provide support.

How to Report Violations Step 1: Identify the Violation. Identify whether the violation is related to unpaid wages, excessive working hours, violence, or harassment. **Step 2: Contact the Authorities.** Reports can be filed with the Hong Kong Labor Department or the police. Migrant workers can also contact the Indonesian Consulate General Consulate of Indonesia in Hong Kong for assistance. **Step 3: Document the evidence,** record the incident and collect evidence, such as photos or recordings, to support the migrant worker's report. **Step 4: File a report,** use the available channels to report the violation and obtain legal assistance.

Resources and Assistance Services, assistance organizations for Indonesian migrant workers in Hong Kong are *the Migrant Workers' Center*: Provides legal services, counseling, and skills training; the Consulate General of the Republic of Indonesia (KJRI): The first place to get help if problems arise; BP2MI: The agency that oversees the placement and protection of Indonesian migrant workers. Every Indonesian migrant worker should have important contact information, preferably a QR code or link to a location map or online service.

Training and Economic Independence, (1) Skills Training: Participating in skills training can increase the competitiveness of PMI, both at work and for side businesses. PMI can look for training that suits their interests, such as sewing, cooking, or other skills. **(2) Financial Management:** Separate money for personal needs and for family in Indonesia. Start saving and learn about financial management so you can become more economically independent. URL for the Handbook on the Rights and Protection of Domestic Female Migrant Workers in Hong Kong: https://drive.google.com/file/d/1mxVvk3vSRmH_GXDMnESumt2jesdnGOuDr/view?usp=sharing

Preparation of activities to support mental and physical fitness

Supporting activities are complementary activities in the empowerment of Domestic Women's IPM through the application of the Pocket Book and the introduction of manipulative props that can be used for mental exercises (Hanoi Tower, Tangram-7 Puzzle) and physical activities (Bali Maning Ball-BBM) so that the implementation of this community service partnership program is more meaningful, the target partners can easily understand the material and do not get bored, while the Pocket Book and supporting activities can be applied as a variety of *free day* activities that can provide mental and physical fitness. For the implementation of these supporting activities, guidance sheets have been provided as shown in Figure 1 below.



Fig. 1. Introduction and Guidelines for Utilizing Mental (Mental Exercise) and Physical (Physical Exercise) Wellness Support Activities

Simulation of activity implementation by the implementation team

This activity is a coordination and simulation phase by the Implementation Team before implementation at the location with the target partners.



Fig. 2. Simulation of Activity Implementation

Socialization and guidance on the use of the Pocket Book and mind exercises and physical fitness games

Socialization and direct assistance activities for migrant workers who are members of the PCIA Hong Kong community. These activities were held on July 20-21, 2025 at Victoria Park and Ammr Wanchai Mosque, Hong Kong. Participants were given explanations about the basic rights of migrant workers, labor regulations in Hong Kong, and mechanisms for reporting legal violations. In addition to providing legal information, the activities also introduced educational games that stimulate thinking

and physical fitness, namely Tangram-7 Puzzle, Hanoi Tower, and Bali Maning Ball. These games were used as a means of enjoyable mental and physical training.



Fig. 3. Socialization to Members of the PCIA Hong Kong

Evaluation

At least 10 participants attended the implementation of the Pocket Book and supporting activities, with positive responses from the Domestic Women's PMI in Hong Kong as the target partners. Similarly, positive responses were received from the PCIA program partners.

CONCLUSION

The Community Partnership Service Program *on* "Application of Pocket Book on Rights Protection and Manipulative Thinking Tools of Hanoi Tower for Indonesian Migrant Workers Living and Working in Hong Kong" successfully improved participants' legal awareness and mental well being. Through the pocket book and interactive activities such as the Tangram-7 Puzzle and Hanoi Tower, participants gained better understanding of their rights while engaging in stress-relieving and educational recreation. The program received positive feedback and produced tangible outcomes, including a copyrighted pocket book, media coverage, and stronger collaboration between UNNES and PCIA Hong Kong. Overall, this initiative shows that combining legal education with psychosocial empowerment effectively supports the protection and welfare of Indonesian migrant workers abroad.

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