

## Reformasi Sistem Kafala di Qatar = Kafala System Reform in Qatar

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### Abstrak

Penelitian ini dilatarbelakangi adanya reformasi dari sistem kafala yang mendapat sorotan karena dianggap sering disalahgunakan untuk mengeksploitasi pekerja migran. Bertujuan untuk membahas sistem kafala dan reformasi sistem ketenagakerjaan khususnya sistem kafala di Qatar. Penelitian ini menggunakan metode penelitian kualitatif, yaitu dengan menggunakan metode penelitian kepustakaan. Dalam menganalisis topik ini, penulis menggunakan landasan teoritis, teori pembangunan ketenagakerjaan oleh Suparman.

Permasalahan yang menjadi pokok bahasan dalam penelitian ini, antara lain, sistem kafala di Qatar, eksploitasi pekerja migran, dan reformasi sistem ketenagakerjaan di Qatar. Temuan dari penelitian ini yaitu sistem kafala di Qatar membatasi mobilitas pekerja migran dan memfasilitasi eksploitasi pekerja migran, karena permasalahan tersebut membuat pemerintah Qatar melakukan upaya perbaikan terhadap sistem ketenagakerjaan mereka terutama mereformasi sistem kafala, UU No. 21 tahun 2015 menggantikan UU No. 4 tahun 2009 sebagai hukum dasar untuk mengatur keberadaan ekspatriat di Qatar, Exit Permit dan No Objection Certificate yang dianggap akar permasalahan sistem kafala dihapuskan. Beberapa kebijakan baru juga diperkenalkan seperti sistem perlindungan upah, penetapan upah minimum, dana tunjangan dan asuransi tenaga kerja, asuransi kesehatan, pembentukan beberapa lembaga sebagai langkah pemenuhan hak-hak pekerja migran. Sehingga memberikan perubahan yang signifikan terhadap peningkatan kesejahteraan pekerja migran, yang menjadi indikator keberhasilan pembangunan ketenagakerjaan.

.....This research is motivated by the reform of the kafala system which has received attention because it is considered to be often misused to exploit migrant workers. It aims to discuss the kafala system and the reform of the labor system, especially the kafala system. This research uses qualitative research methods, namely by using library research methods. In analyzing this topic, the author uses a theoretical basis, the theory of employment development by Suparman. The problems that are the subject of this research include the kafala system in Qatar, the exploitation of migrant workers, and the reform of the labor system in Qatar. The findings of this study are that the kafala system in Qatar limits the mobility of migrant workers and facilitates the exploitation of migrant workers, because these problems make the Qatari government make efforts to improve their labor system, especially reforming the kafala system, Law No. 21 of 2015 replaces Law No. 4 of 2009 as the basic law to regulate the presence of expatriates in Qatar, Exit Permit and No Objection Certificate which are considered the root causes of the kafala system are abolished. Several new policies were also introduced such as the wage protection system, the determination of minimum wages, allowance funds and labor insurance, health insurance, the establishment of several institutions as a step to fulfill the rights of migrant workers. So that it provides a significant change towards improving the welfare of migrant workers, which is an indicator of the success of labor development.