

UTILIZATION OF FOREIGN WORKER COMPENSATION FUNDS AT THE LAMPUNG PROVINCIAL MANPOWER OFFICE

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ABSTRACT

The use of Foreign Workers (TKA) in Indonesia is a consequence of the dynamics of investment and globalization that require the presence of certain experts, accompanied by the obligation to pay the Compensation Fund for the Use of Foreign Workers (DKPTKA) by employers. This article aims to examine the placement process of foreign workers at the Lampung Provincial Manpower Office and analyze the effectiveness of the use of DKPTKA in these agencies. The research uses a normative juridical method supported by empirical data, with a statutory approach, a case approach, and a theoretical approach based on Soerjono Soekanto's Legal Effectiveness Theory. The results of the study show that the placement process of foreign workers in Lampung Province has been carried out in accordance with the provisions of the law, starting from the submission of the RPTKA to post-placement supervision, although there are still data synchronization constraints. The use of DKPTKA at the Lampung Provincial Manpower Office has been effective enough to support job training, competency certification, and employment development, but it has not been optimal due to budget limitations, training facilities, and program supervision. It is necessary to strengthen coordination between agencies, periodic evaluations, and adjustments to the needs of the industry so that the use of compensation funds provides maximum benefits for local workers.

Keywords: Foreign Labor; Compensation Fund; Legal Effectiveness; Employment; Lampung Province.

A. BACKGROUND

Indonesia as a developing country is constantly striving to increase investment flows and accelerate national development, which inherently requires the support of workers, including Foreign Workers (TKA) with specific skills that are not yet fully available to domestic workers. The phenomenon of foreign worker involvement cannot be avoided by Indonesia as part of the world community that is inseparable from the flow of economic globalization.¹ Globalization encourages cross-border capital and investment movements so that it also affects the migration of workers between countries, including the entry of foreign experts into various business sectors in Indonesia, including in Lampung Province. The existence of foreign workers in Indonesia is strictly regulated by the state, not only to ensure the transfer of knowledge and technology to local workers, but also to ensure that there is a financial contribution as a form of compensation for the use of job opportunities that can potentially be filled by Indonesian citizens.² The financial contribution is realized through the Foreign Worker Use Compensation Fund (hereinafter referred to as DKPTKA), which is specifically directed to support the improvement of the quality of human resources of local workers through various employment programs, such as job training, competency certification, and the development of job training centers.³

Philosophically, the formation of law is always based on three basic values as stated by Gustav Radbruch in his work *Einführung in die Rechtswissenschaft*, namely justice (*Gerechtigkeit*), utility (*Zweckmässigkeit*), and legal certainty (*Rechtssicherheit*). These three values ideally run simultaneously in the DKPTKA arrangement: justice is reflected in the obligation of the TKA user company to the state; the benefits are reflected in the allocation of funds for improving the competence of local workers; and legal certainty is reflected in the clarity of the collection procedure and the use of funds. However, in practice, the three values often experience tension with each other,

¹Abdul Khakim, *Basics of Indonesian Employment Law*, Citra Aditya Bakti, Bandung, 2014, p. 27.

²Johnny Ibrahim, *Theory and Methodology of Normative Law Research*, Bayumedia Publishing, Malang, 2013, p. 295.

³Lalu Husni, *Introduction to Indonesian Employment Law*, Raja Grafindo Persada, Jakarta, 2016, p. 13.

especially when procedural certainty has not been followed by the optimization of substantive benefits. The dynamics of the world of work in Indonesia have continued to undergo significant transformation since the enactment of Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law. Until 2026, Indonesia's labor regulations refer to an integrated legal structure, including Government Regulation Number 35 of 2021 concerning Fixed-Time Employment Agreements, Outsourcing, Working Time and Rest Time, and Termination of Employment; Government Regulation Number 36 of 2021 concerning Wages and its updates; Government Regulation Number 6 of 2025 concerning the renewal of Job Loss Insurance benefits; and the latest Constitutional Court Decision that mandates the separation of employment clusters from the Job Creation Law to create more specific regulations in the future. The transformation of regulations also affects the regulation of the use of TKA and the DKPTKA mechanism, thus demanding governance adjustments at the local government level, including Lampung Province.

Empirically, Lampung Province shows an increasing investment trend in line with the development of the processing, plantation, and service industry sectors. In 2025, the realization of investment in Lampung Province will reach IDR 15.2 trillion with the absorption of 24,097 Indonesian workers, while the absorption of foreign workers is recorded at 30 people. The data shows that although the number of foreign workers is relatively small in quantity compared to local workers, the presence of foreign workers still raises administrative and financial obligations in the form of DKPTKA payments that must be managed accountably by the Lampung Provincial Manpower Office. Normatively (*das sollen*), labor regulations require that DKPTKA be managed and utilized in a transparent, accountable, and effective⁴ manner in accordance with the mandate of Government Regulation Number 34 of 2021 concerning the Use of Foreign Workers in conjunction with the Regulation of the Minister of Manpower Number 8 of 2021, which emphasizes that

⁴Philipus M. Hadjon, *Introduction to Indonesian Administrative Law*, Gadjah Mada University Press, Yogyakarta, 2011, p. 130.

compensation funds must be directed to improving the competence of the Indonesian workforce through job training, certification, and the development of job training centers. However, at the level of reality (*das sein*), the management of DKPTKA at the Lampung Provincial Manpower Office is still faced with a number of problems, including the limitation of the training operational budget, the lack of facilities and infrastructure of job training centers, the lack of optimal synchronization between training materials and the real needs of the business world and the industrial world, and the weak periodic evaluation and supervision mechanism for the achievement of programs financed from the compensation fund.

The gap between *das sollen* and *das sein* creates an urgency to conduct an in-depth juridical study of the placement process of foreign workers as well as the effectiveness of the use of DKPTKA at the Lampung Provincial Manpower Office. This study is important not only for the sake of administrative compliance, but also to ensure that the DKPTKA legal instrument really functions as a means of social engineering as stated by Soerjono Soekanto⁵ which is able to encourage real improvement in the quality of the local workforce, not just a formality of non-tax state revenue. As a turning point, this article offers a comprehensive analysis based on Legal Effectiveness Theory to identify the determinants of success and obstacles to the use of DKPTKA, as well as formulate policy recommendations in the form of strengthening tiered supervision, performance-based periodic evaluations, strengthening training facilities, and strengthening cross-agency coordination so that the use of foreign workers' compensation funds in Lampung Province can be more optimal and provide benefits. This is a real opportunity to increase the competitiveness of the local workforce. Departing from the above background description, this article is formulated to answer two main problems that are studied dialectically, namely: what is the process of placing Foreign Workers at the Lampung Provincial Manpower Office? and how effective is the use of the Foreign Worker Compensation Fund at the Lampung Provincial Manpower Office?

⁵Soerjono Soekanto, *Factors Influencing Law Enforcement*, Raja Grafindo Persada, Jakarta, 2014, p. 8.

B. RESEARCH METHODS

This study uses normative legal research methods combined with empirical data to support the analysis.⁶ Normative legal research focuses on tracing and assessing legal principles, principles, and norms related to the use of TKA and the management of DKPTKA. In order to obtain a comprehensive analysis, the following four approaches were used. *The Statute Approach* is carried out by examining all laws and regulations related to the use of TKA and DKPTKA, including Law Number 6 of 2023 concerning the Determination of Perppu on Job Creation into Law, Government Regulation Number 34 of 2021 concerning the Use of Foreign Workers, and Regulation of the Minister of Manpower Number 8 of 2021 concerning Implementation Regulations of Government Regulation Number 34 of 2021. This approach is used to understand the coherence and consistency of legal norms that are the umbrella of DKPTKA management.⁷ *The Case Approach* was carried out by examining the practice of implementing the placement of foreign workers and the use of DKPTKA at the Lampung Provincial Manpower Office as a research locus, including investment data, the number of foreign workers, and employment programs financed from compensation funds during the research period. Empirical data was obtained through interviews with Meice Roslina, S.E., M.M., Functional Staff of Introduction to Young Expert Work at the Lampung Provincial Manpower Office, as well as HRD representatives of TKA user companies in Lampung Province.

The Theoretical Approach is used as the main analysis knife (grand theory) in the form of the Legal Effectiveness Theory proposed by Soerjono Soekanto, which emphasizes five determinants of legal effectiveness, namely legal factors, law enforcement factors, facilities and facilities factors, community factors, and cultural factors.⁸ As a supporting theory (middle range theory), Mochtar Kusumaatmadja's Development Law Theory is also used to explain the function of law as a tool of social engineering in labor policy. The legal materials used consist of primary legal materials in the form of labor laws and

⁶Peter Mahmud Marzuki, *Legal Research*, Kencana, Jakarta, 2017, p. 35.

⁷Ridwan HR, *State Administrative Law*, Raja Grafindo Persada, Jakarta, 2018, p. 38.

⁸Soerjono Soekanto, *Introduction to Legal Research*, UI Press, Jakarta, 2015, p. 52.

regulations; secondary legal materials in the form of books, journals, and the results of previous research; as well as tertiary legal materials in the form of legal dictionaries and encyclopedias. Data analysis is carried out qualitatively by the deductive thinking method, which is to draw special conclusions from general premises in the form of applicable legal norms, then confirmed with empirical data in the field.

C. RESULTS AND DISCUSSION

1. The Process of Placing Foreign Workers at the Lampung Provincial Manpower Office

Foreign Workers (TKA) are defined as foreign nationals who hold a visa with the intention of working in the territory of the Unitary State of the Republic of Indonesia and receiving wages or other forms of rewards.⁹ The legal basis for the use of foreign workers in Indonesia was originally based on Law Number 13 of 2003 concerning Manpower, which lays down three fundamental principles: first, the principle of prioritizing local labor, which emphasizes that the use of foreign workers is complementary and can only be done if certain positions cannot be filled by Indonesian workers who meet the competencies; second, restrictions on positions and time, where Article 46 of the a quo law expressly prohibits foreign workers from occupying positions that deal with personnel; and third, the obligation to transfer knowledge through the appointment of Indonesian citizen companion workers.

These provisions then underwent significant changes through Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law. The most fundamental change lies in the simplification of permits through the Foreign Labor Use Plan (RPTKA) which now serves as the main endorsement from the central government and is processed in an integrated manner through a digital system. In addition, there are exceptions to RPTKA obligations for certain categories, namely directors or commissioners with certain share ownership, diplomatic and consular employees, foreign workers for

⁹Zaeni Asyhadie, *Labor Law in the Field of Labor Relations*, Raja Grafindo Persada, Jakarta, 2015, p. 31.

emergency jobs, foreign workers in the startup sector, and foreign workers for vocational and research purposes.

The change in the legal regime, when analyzed through Mochtar Kusumaatmadja's Development Law Theory, shows that the law functions as a tool of social engineering to direct the community and business actors towards a more conducive investment climate. The simplification of the RPTKA procedure is intended to attract foreign investment through the acceleration of the entry of experts, with the hope that the incoming investment will encourage economic growth and national employment development. However, the simplification is still balanced with the regulation function (order) in the form of the obligation of companion labor and the prohibition of personnel positions, so as to create a balance between investment needs and the protection of the national workforce. Based on the results of research and interviews with the Lampung Provincial Manpower Office, the process of placing foreign workers in Lampung Province is carried out through a series of administrative stages that are cumulative and cannot be skipped in one of the stages. These stages can be described as follows:

- a. Submission of a Plan for the Use of Foreign Workers (RPTKA) by the company to the ministry in charge of manpower, which contains the reasons for the use of foreign workers, the position to be occupied, the period of work, the location of the worker, the identity of the foreign workers, and the appointment of accompanying Indonesian workers.
- b. Examination and verification of administrative documents, including Business Identification Number (NIB), Taxpayer Identification Number (NPWP), company deed of incorporation, proof of mandatory employment reporting, TKA passport, diploma and competency certificate, employment contract, and the company's organizational structure.
- c. Approval of the use of foreign workers by the government, which is the legal basis for companies to hire foreign workers legally.
- d. Payment of the Compensation Fund for the Use of Foreign Workers (DKPTKA) as an administrative obligation that must be fulfilled before foreign workers start working actively.
- e. The placement of foreign workers in approved positions, which is limited to certain positions outside the personnel position.

- f. Periodic supervision by the Lampung Provincial Manpower Office to ensure the suitability of the implementation with the permits granted.

Based on the results of an interview with the resource person Meice Roslina, S.E., M.M., it was emphasized that "the use of foreign workers in Lampung Province is carried out to meet the needs of experts in certain sectors, and their existence is not to replace local workers, but to support company operations and transfer knowledge and technology transfer to Indonesian workers." The information confirms that substantively, the practice of placing foreign workers in Lampung Province has been in line with the principle of complementarity embraced in Indonesian labor law. Data obtained from the results of the study shows that by 2025, the realization of investment in Lampung Province will reach IDR 15.2 trillion, with the absorption of 24,097 Indonesian workers and 30 foreign workers.¹⁰ The ratio between the number of local and foreign workers shows that the use of foreign workers in Lampung Province is very selective and proportional, with placements concentrated in strategic and technical positions such as directors, operational managers, technical consultants, production supervisors, mechanical experts, and system development experts. These positions are generally in companies engaged in the processing, plantation, trade, and service industry sectors that are related to foreign investment.

The Lampung Provincial Manpower Office carries out five strategic functions in the implementation of supervision of the use of foreign workers, namely: (1) supervision of the existence of foreign workers in the company in accordance with the permits granted; (2) data collection of foreign workers working in the Lampung Province area; (3) monitoring the company's compliance in fulfilling administrative obligations including DKPTKA payments; (4) guidance to companies using foreign workers through legal consultation and counseling; and (5) coordination with the central government in terms of reporting and data synchronization. When analyzed from the perspective of Soerjono Soekanto's Legal Effectiveness Theory, the

¹⁰Primary data from interviews with the Lampung Provincial Manpower Office, as submitted by Meice Roslina, S.E., M.M., Functional Staff of Introduction to Young Experts, in 2026.

legal substance in the process of placing foreign workers in Lampung Province has been adequately fulfilled, because all stages have a clear and tiered legal basis, ranging from laws, government regulations, to ministerial regulations.¹¹ The legal structure, which in this context is represented by the Lampung Provincial Manpower Office, has also carried out its functions relatively well through data collection and monitoring. However, the author finds that there are gaps in facilities and facilities as well as community factors, especially related to the limitations of integrated information systems for real-time data updates of foreign workers, thus causing potential delays in detecting changes in work locations or changes in foreign worker positions in the field.

This gap is a reflection of the general problems of the implementation of employment policies in the regions, as stated by Joko Setiyono that the effectiveness of the policy on the use of foreign workers is highly dependent on the capacity of regional institutions to carry out continuous supervision.¹² Therefore, the author argues that although procedurally the process of placing foreign workers in Lampung Province has been in accordance with the provisions of the applicable law, strengthening the aspects of supporting facilities and information systems is an urgent need to close the gap between norms and their implementation.

2. The Effectiveness of the Utilization of Foreign Worker Compensation Funds at the Lampung Provincial Manpower Office

The Compensation Fund for the Use of Foreign Workers (DKPTKA) is a financial obligation imposed on every employer who uses foreign workers in Indonesia, as a form of compensation for the use of job opportunities that have the potential to be filled by Indonesian workers.¹³ In terms of legal characteristics, DKPTKA is not a tax in the sense of general taxation and is also not a criminal sanction,

¹¹Soerjono Soekanto, *Op.Cit.*, p. 8.

¹²Joko Setiyono, "Policy Analysis of the Use of Foreign Labor and the Protection of Local Workers in Indonesia," *Journal of Law and Development*, 2021, p. 246.

¹³Utang Rosidin, "Arrangement of Compensation Funds for the Use of Foreign Workers as Regional Levy in an Effort to Increase Regional Revenue," *Rechtsvinding Journal: National Legal Development Media*, 2021, p. 98.

but an administrative obligation (*bestuursrechtelijke verplichting*) that is born from the legal relationship of state administration between the government as the approver and the employer as the party that obtains the right to use TKA. The DKPTKA collection mechanism in Lampung Province is carried out through stages: (1) the company obtains approval for the use of TKA; (2) the government determines payment obligations based on the number of foreign workers and the period of service; (3) the company makes payments through the non-tax state revenue mechanism; (4) proof of payment is part of an administrative document; and (5) the funds collected are the source of funding for the employment program. Wisnu Indaryanto emphasized that this mechanism reflects the application of the principle of beneficiary pays, namely those who benefit from the use of foreign experts also bear the responsibility of financing the development of domestic labor competencies.¹⁴

The results of the study show that the use of DKPTKA at the Lampung Provincial Manpower Office is manifested in five main program forms, namely:

- a. Competency-based workforce training, which is directed at improving the technical capabilities of the workforce according to the needs of the business world and the industrial world.
- b. Improving the skills of local workers, both technical and non-technical skills to increase work readiness.
- c. Labor competency certification, as a form of official recognition of work ability according to applicable standards.
- d. Development of job training centers, through the provision of training facilities, practical equipment, and improving the quality of instructors.
- e. Fostering the workforce and job seekers, through socialization, job guidance, and assistance in readiness to enter the world of work.

Resource person Meice Roslina, S.E., M.M. explained that "the use of the funds is focused on workforce training activities, competency improvement, and employment development programs that are tailored to the needs of the workforce in the region," and that the benefits felt are quite positive because they help improve the ability of

¹⁴Wisnu Indaryanto, "Horison Regional Regulation in Law Number 1 of 2022 (Juridical Review of Compensation Fund for the Use of Foreign Workers)," *Indonesian Legislation Journal*, 2022, p. 121.

the local workforce and open up opportunities to increase the competitiveness of the workforce in Lampung Province. This information is strengthened by the view of the HRD of the TKA user company which considers that the use of compensation funds to improve the quality of local labor is a positive policy as long as the implementation is on target.

Soerjono Soekanto stated that the effectiveness or not of a law is determined by five closely related factors, namely legal factors, law enforcement factors, facilities and facilities factors, community factors, and cultural factors.¹⁵ These five factors are used as an analytical instrument to assess the effectiveness of the use of DKPTKA in the Lampung Provincial Manpower Office as follows.

- a. **Legal Substance:** From the aspect of legal substance, the use of DKPTKA has a clear and tiered legal basis, including Law Number 6 of 2023, Government Regulation Number 34 of 2021, and Regulation of the Minister of Manpower Number 8 of 2021. The three regulations consistently direct the use of compensation funds to programs to improve the quality of employment human resources. The consistency of these norms provides legal certainty (*rechtssicherheit*) for the Lampung Provincial Manpower Office in preparing program planning. However, the author notes that existing regulations do not regulate in detail the indicators of measurable program success, so effectiveness evaluations tend to be qualitative and subjective.
- b. **Legal Structure:** The role of the Lampung Provincial Manpower Office as the implementing apparatus is quite significant in planning, coaching, implementing, and supervising programs financed by DKPTKA.¹⁶ The institutional capacity of the Manpower Office is reflected in its ability to develop competency-based training programs that are tailored to regional needs. However, the limited number of apparatus resources compared to the wide scope of the supervision area is one of the structural constraints that affect the intensity of program supervision on a regular basis.

¹⁵Soerjono Soekanto, *Factors Affecting Law Enforcement*, Op.Cit., p. 8.

¹⁶Satjipto Rahardjo, *Legal Science*, Citra Aditya Bakti, Bandung, 2012, p. 53.

c. Facilities and Facilities Factors: Facilities and facilities are one of the most significant weak points in the use of DKPTKA in Lampung Province. Limited operational budgets, lack of practical equipment at job training centers, and uneven distribution of training facilities throughout districts/cities also limit the reach of the program. This condition is in line with the findings of Ivan R. Kasenda, Wilson Bogar, and Jetty E.H. Mokat who show that the effectiveness of the management of levies and compensation funds related to foreign workers in various regions is often constrained by the aspects of financing and technical support facilities.¹⁷

d. Community Factors

The level of community participation, especially local workers and job seekers, in participating in training programs financed by DKPTKA is an important indicator of the successful use of funds. Based on the results of the study, community participation tends to be positive, but the level of awareness about the existence and benefits of the program is not even among all levels of the job seeker community, especially in districts that are far from training centers.

b. Cultural Factors: Cultural factors are reflected in the culture of legal compliance of the TKA user company in fulfilling the DKPTKA payment obligations. Based on the results of interviews with the company's HRD, there is a fairly good understanding of these legal obligations, which shows that there is a relatively strong culture of administrative compliance among business actors in Lampung Province.¹⁸ However, the internal bureaucratic culture of local governments in terms of transparency and accountability in reporting the use of funds still needs to be strengthened, especially through the publication of regular program achievement reports to the public.

Based on the synthesis of primary and secondary data, a number of factors supporting the effectiveness of the use of DKPTKA in Lampung Province were found, namely:

¹⁷Ivan R. Kasenda, Wilson Bogar, and Jetty E.H. Mokat, "The Effectiveness of the Determination of the Levy for the Use of Foreign Workers Plan (RPTKA) in North Sulawesi Province," *J-CEKI: Journal of Scientific Scholars*, 2025, p. 1145.

¹⁸Karvin Fadila and Abdullah Sulaiman, "The Mechanism for the Use of Foreign Workers in Indonesia Based on Presidential Regulation Number 20 of 2018 concerning the Use of Foreign Workers," *Journal of Legal Research*, 2019, p. 178.

- a. The availability of a clear and tiered legal basis in the regulation of the use of foreign workers and compensation funds.
- b. Support from local governments in the implementation of local needs-based employment programs.
- c. The real need to improve the competence of local workers in the midst of job market competition.
- d. There is coordination between the Manpower Office and companies that use TKA in the implementation of administrative obligations.

In contrast, the identified inhibitory factors include:

- a. The limited budget available is compared to the needs for workforce training in the regions.
- b. Limited job training facilities and infrastructure, including inadequate practical equipment.
- c. Periodic supervision and evaluation of the implementation of programs financed by DKPTKA has not been optimal.
- d. There has not been maximum synchronization between the needs of the industrial world and the training materials provided.
- e. Administrative obstacles in reporting and accountability for the use of funds.

Judging from Mochtar Kusumaatmadja's Development Law Theory, the DKPTKA policy reflects the legal function as a means of renewal that directs the community towards more advanced conditions through knowledge transfer and competency improvement.¹⁹ However, as Mochtar emphasized, law as a means of renewal can only function optimally if it is balanced with the structural and cultural ability of society to absorb these changes. In the context of Lampung Province, the structural capacity of the Manpower Office, which is still limited in terms of budget and facilities, is the main limiting factor that causes the function of the law reform to not run optimally, so that the achievements of the DKPTKA program have only reached the level of 'quite effective' and have not reached the level of 'very effective' as ideally required by the regulations.

Comparison with practices in other regions, for example in Subang Regency as researched by Khansa Salsabila, shows that the implementation of DKPTKA payments in various regions in general faces similar problems, namely limited supervision facilities and the

¹⁹Ridwan HR, Op.Cit., p. 38.

lack of optimal use of funds for local workers.²⁰ The similarity of these patterns indicates that the problem of the effectiveness of the use of DKPTKA is systemic and not solely caused by local factors in Lampung Province, but also influenced by national policy designs that have not fully regulated a standardized performance-based supervision mechanism for all areas benefiting from compensation funds.

Based on the overall analysis above, the author argues that strengthening periodic supervision and evaluation is an urgent need in the use of DKPTKA. Risky Vista Puspitasari, Aries Harianto, and Ida Bagus Oka Ana emphasized that legal certainty in regulating the use of foreign workers must be followed by a clear accountability mechanism so that the purpose of forming regulations is not just a normative provision.²¹ In line with that, strengthening periodic evaluations based on quantitative performance indicators such as the number of trainees absorbed in work, certification graduation rates, and the level of satisfaction of program users—needs to be integrated into the reporting system of the Lampung Provincial Manpower Office so that the effectiveness of the use of compensation funds can be measured objectively and sustainably.

Based on the findings and analysis above, the author formulates several relevant optimization steps to be applied to the Lampung Provincial Manpower Office, namely:

- a. Strengthening an integrated information system for data collection and updating of migrant workers data in real time to support more responsive supervision.
- b. The preparation of key performance indicators as the basis for evaluating the effectiveness of programs financed by DKPTKA.
- c. Increasing budget allocation and strengthening job training center facilities proportionally and evenly throughout all districts/cities.
- d. Strengthening cross-agency coordination, both with the central government, business associations, and vocational education institutions, to align training materials with industry needs.

²⁰Khansa Salsabila, "Implementation of Payment of Compensation Funds for the Use of Foreign Workers in Subang Regency Based on Government Regulation Number 34 of 2021 concerning the Use of Foreign Workers," 2023, p. 65.

²¹Risky Vista Puspitasari, Aries Harianto, and Ida Bagus Oka Ana, "Legal Certainty of the Regulation of the Use of Foreign Workers in Indonesia," *Lentera Hukum*, 2018, p. 147.

- e. Increasing transparency through the publication of periodic reports on the use of compensation funds to the public as a form of accountability.

D. CONCLUSION

Based on the results of the research and discussion that has been described, two main things can be concluded. First, the process of placing Foreign Workers at the Lampung Provincial Manpower Office has generally been carried out in accordance with the provisions of applicable laws and regulations, starting from the submission of the Foreign Worker Use Plan (RPTKA), document verification, approval of the use of foreign workers, payment of the Compensation Fund for the Use of Foreign Workers, to the implementation of periodic supervision. However, there are still obstacles in the aspect of data synchronization and the limitations of information systems that need to be strengthened so that supervision can be carried out in a more responsive and real-time manner.

Second, the use of the Foreign Worker Compensation Fund at the Lampung Provincial Manpower Office in general has been quite effective, with compensation funds being used to support competency-based workforce training, local workforce skill improvement, competency certification, job training center development, and employment development. Based on the analysis of Soerjono Soekanto's Legal Effectiveness Theory, legal factors and law enforcement factors have been adequately met, while facilities and facilities factors, community factors, and cultural factors still need strengthening. Therefore, the effectiveness of the use of DKPTKA in Lampung Province is not fully optimal and requires strengthening supervision, periodic performance-based evaluations, additional training facilities, and increasing coordination between agencies so that the use of compensation funds can provide greater benefits for improving the quality of local workers in Lampung Province.

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