

Logic Model-Based Evaluation of Desa Migran Produktif Empowerment Program in Pati Regency

Ni Made Ray Rika Azzhara¹, Nunung Nurwati², Nurliana Cipta Apsari³

^{1,2,3}Universitas Padjadjaran, Bandung, Indonesia

Email: made22009@mail.unpad.ac.id

Abstract

Desa Migran Produktif (Desmigratif) program aims to empower Indonesian Migrant Workers (IMW) and their families in managing remittances productively to improve welfare and reduce circular migration. However, the implementation in Pati Regency still faces various obstacles. This study evaluates the effectiveness of the Desmigratif Program using a Logic Model approach that includes inputs, activities, outputs, outcomes, and impacts, and analyzes empowerment using Perkins' theory. The method used is qualitative with an evaluative approach through interviews, observations, and documentation studies. The results show that the program has provided assistants, migration services, and productive business training, but is still constrained by limited resources and funding. Migration services and training have been running, but the application of business skills is still limited. Awareness of safe migration has increased, but utilization of remittances for productive businesses is still low. The long-term impact of reducing circular migration has not been significant. Supporting factors include government support and community participation, while the main constraints are the lack of local regulations, limited capital, and suboptimal coordination. Recommendations include strengthening the capacity of officers, mentoring PMI, optimizing program implementation, and improving regulations and funding support for program sustainability.

Keywords: *Program Evaluation, Desmigratif, Logic Model, Empowerment, Migrant Workers, Pati.*



A. INTRODUCTION

Poverty in Indonesia is a multidimensional problem that is not only related to economic aspects, but also access to social, cultural, and political resources (Nurwati, 2008). One factor that exacerbates this condition is limited employment opportunities, which encourages many individuals to work as Indonesian Migrant Workers (IMW) (Ellis, 2012).

Based on data from the Indonesian Migrant Workers Protection Agency (BP2MI), in 2023 there were 274,965 migrant workers spread across various destination countries. Remittances sent by migrant workers have a significant contribution to the family and country's economy, totalling USD 14.22 billion or around Rp 230.81 trillion. However, despite the economic benefits, the return of PMI to their areas of origin often presents new challenges in economic reintegration, especially in the optimal utilization of remittances (Fitriani et al., 2020).

One of the main problems faced by former migrant workers is the lack of utilization of remittances for productive businesses. Previous studies have shown

that remittances are often used for household consumption, debt repayment, and home renovation, rather than for long-term businesses (Noveria, 2017; Dewi, 2018). In addition, high social pressures in the community, such as expectations to demonstrate economic success through the ownership of luxury goods, exacerbate unproductive consumption patterns (SMERU, 2017). As a result, the hard work of migrant workers often does not result in sustainable welfare.

The lack of skills in managing remittances for productive activities and lack of access to entrepreneurship training are the main obstacles (Saleh et al., 2023; Firlana & Mastur, 2023). Government programs related to remittance management are also not optimal (Migrant CARE, 2021). This has led to low economic independence of IMW, triggering circular migration (Bachtiar, 2017). Therefore, a more effective empowerment strategy is needed so that remittances can be utilized to build the economic independence of former IMW and reduce dependence on circular migration.

According to the International Labor Organization (ILO), economic reintegration is an adaptation process that aims to build the economic independence and stability of former migrant workers after they return to their areas of origin. This process can be achieved through various empowerment strategies, including the enhancement of entrepreneurial skills and support in remittance management. Empowerment, not only means providing access to economic resources but also building individual capacity (Mardikanto, 2019). In this context, empowerment helps migrant workers utilize remittances not only for consumption, but also for productive business investment, thus achieving long-term economic stability, reducing the risk of poverty, and preventing circular migration by creating a sustainable source of income.

Empowerment of migrant workers is the responsibility of the state as stipulated in the Indonesian Migrant Workers Protection Act (PPMI Act) No. 18/2017, which emphasizes that the rights of migrant workers must be fulfilled not only before and during working abroad, but also after they return. The Indonesian government has initiated various IMW empowerment programs, one of which is through the *Desa Migran Produktif* (Desmigratif) Program launched by the Ministry of Manpower in 2016. This program aims to improve services, provide protection and empower migrant workers in villages that are pockets of migrant workers (Nuraeni, 2021).

The Desmigratif Program is regulated in the Regulation of the Minister of Manpower of the Republic of Indonesia Number 2 of 2019 concerning Community Empowerment of Indonesian Migrant Workers in Productive Migrant Villages. This program has four main pillars: 1) building a Migration Service Center; 2) developing productive businesses; 3) establishing community parenting; and 4) developing cooperatives (Khasanah et al., 2023). In terms of empowerment, the program focuses on community-based economic empowerment, with the main target being former migrant workers who have returned to their areas of origin, as well as their families.

By 2023, 503 villages in Indonesia have been designated as *Desa Migran Produktif*. Pati Regency, as one of the migrant enclaves in Central Java, has implemented the program in seven villages, although not all of its pillars can be implemented in each village. Sustainability of the program is also a major challenge. After the program ends in 2022, many villages have stagnated in the implementation of activities, indicating that its effectiveness and long-term impact still need to be thoroughly evaluated.

A number of studies have examined the Desmigratif Program and migrant worker empowerment, but most still focus on one aspect only, such as program implementation or outcomes. For example, Setiawan (2019) only evaluated the implementation of financial training and counseling without discussing the long-term impact of the program. Lestari (2020) conducted a formative evaluation that focused on the implementation process, but did not measure the extent to which the program achieved the expected outcomes. Meanwhile, research by Fitriani et al. (2020) and Muhammad (2022) highlighted the challenges of economic reintegration and IMW consumption patterns, but did not link them to a comprehensive program evaluation.

In Pati Regency, research on the Desmigratif Program is still limited. One of the existing studies, by Hamida (2021), examined the implementation of the program in Pasuruhan Village and found that the program was quite effective in developing sharia-based MSMEs. However, this study does not reflect a comprehensive picture as it was only conducted in one village and focused more on the sharia economic aspect rather than IMW empowerment in general.

Various previous studies have examined certain aspects of the Desmigratif Program, but no study has comprehensively evaluated its effectiveness using the Logic Model in the context of IMW empowerment. Therefore, this research aims to fill the study gap by evaluating the Desmigratif Program more thoroughly using the Logic Model approach. A Logic Model is a program evaluation framework that describes the systematic relationship between elements in a program (Grinnell, Gabor, & Unrau, 2016).

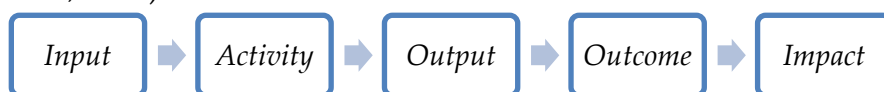


Figure 1. Elements of Logic Model

According to the W.K. Kellogg Foundation (2004), the Logic Model consists of five main elements: (1) inputs, which are resources such as labor, funds, and infrastructure; (2) activities, which are interventions such as training and mentoring; (3) outputs, which are immediate results such as the number of participants trained; (4) outcomes, which are short- and medium-term changes such as improved skills; and (5) impacts, which are long-term effects such as improved economic welfare of PMI families.

The logic model approach allows researchers to analyze how programs are designed, implemented, and produce the desired impact, by understanding how

resources (inputs) are converted into activities, produce outputs, influence outcomes, and achieve long-term impact. In the context of this research, the Logic Model is used to evaluate the effectiveness of the Desmigratif Program by identifying the interrelationships between program elements as well as the factors that influence the success or failure of the program.

The Logic Model has been used in various empowerment program evaluation studies in various countries, but it is still rarely applied in the context of migrant workers in Indonesia. For example, Santos et al. (2018) used the Logic Model to evaluate migrant empowerment programs in the Philippines, linking entrepreneurship training and capital support with improved financial management skills. The results of this study show that the Logic Model approach is effective in mapping program elements and providing a thorough understanding of the effectiveness of interventions in economic reintegration.

In addition, this study integrates the empowerment theory developed by Perkins & Zimmerman (1995), which emphasizes that empowerment is a process and result (outcome) that enables individuals and communities to gain control over their lives. This theory is used to assess the extent to which the Desmigratif Program supports empowerment at three levels: individual, community, and structural. This approach is relevant to the Logic Model as both emphasize the importance of understanding how program inputs and activities can produce sustainable change for migrant workers and their families. By combining the Logic Model and Perkins' empowerment theory, this research not only evaluates program outcomes, but also analyzes how the empowerment process can create impact for migrant workers and their families. By comprehensively evaluating the program, this research is expected to provide evidence-based recommendations for more sustainable IMW empowerment policies.

B. METHOD

This study uses a qualitative approach with an evaluative research type, aiming to assess the effectiveness of *Desa Migran Produktif* (Desmigratif) Program in Pati Regency. This approach allows for an in-depth exploration of the program's implementation, its effectiveness in empowering migrant workers, and the supporting and inhibiting factors that influence its sustainability. Evaluative research is oriented towards a systematic assessment of the program's success based on predetermined indicators (Kantun, 2017).

Evaluations are conducted using the Logic Model, which includes five main components: input, activity, output, outcome, and impact. This model is used to measure the extent to which the program is working as intended, as well as identify gaps between expectations and reality on the ground (Grinnell, Gabor, & Unrau, 2016). Evaluation indicators include aspects of program resources (inputs), services and training provided (activities), immediate results of the program (outputs), changes experienced by participants (outcomes), and long-term impacts on the welfare of migrant workers and their families (impacts). The Logic Model was

chosen because it can systematically map the causal relationships between inputs, activities, outputs, outcomes, and impacts, enabling a more comprehensive evaluation of the implementation of the Desmigratif Program.

This research focuses on the Desmigratif Program in Pati Regency, with the main unit of analysis being former IMW participants in the program. The sampling technique used purposive sampling, with three main groups of informants: (1) program participants (former IMWs and their families), (2) program managers (village facilitators), and (3) program administrators (officials from the Pati District Manpower Office). The selection of informants was based on their direct experience in the program as well as their role in policy implementation.

Data collection techniques in this study include (1) document study, which includes policy analysis, program reports, and administrative data from BP2MI and District Manpower Office; (2) observation, to see first-hand the activities in Desmigratif villages and how the program is implemented; and (3) in-depth interviews, which are conducted in a semi-structured manner with open-ended questions to program participants, managers, and policy makers. The interviews were aimed at exploring participants' experiences, the effectiveness of program interventions, and challenges in implementation at the local level.

Data analysis was conducted interactively using the Miles and Huberman (1994) model, which includes three main stages: data reduction, data presentation, and (3) conclusion drawing and verification. To increase the validity and credibility of the research, source and technique triangulation methods were used. Data from interviews were verified with observation data and program documents. In addition, validation was conducted by seeking confirmation from key stakeholders, such as program managers and local government.

C. RESULTS AND DISCUSSION

1. Implementation of the Desmigratif Program in Pati Regency

The Desmigratif program is implemented through four main pillars: (1) migration services, (2) productive business training, (3) community parenting, and (4) strengthening *koperasi*/BUMDes. Pati Regency is one of the regions implementing the Desmigratif program. The program has been implemented in seven villages since 2017.

Table 1. List of Desmigratif Implementing Villages in Pati Regency

No.	Village Name	Year of Implementation
1.	Desa Pasuruhan	2017-2019
2.	Desa Sugihrejo	2017-2019
3.	Desa Tawangrejo	2018-2020
4.	Desa Jimbaran	2018-2020
5.	Desa Bodeh	2019-2021
6.	Desa Sitiluhur	2019-2021
7.	Desa Tajungsari	2021-2023

Although the Desmigratif Program has been implemented in several villages in Pati, not all villages have been able to run and develop the program optimally. Based on interviews with officials from the Pati District Manpower Office responsible for the program, it was revealed that most villages were only able to implement one to three main activities from the four pillars designed in the program.

Research findings show that migration services are relatively well run, with service rooms available at village offices that provide information related to safe migration. However, this service still faces limitations in the number of assistants and has not optimally reached all IMW.



Figure 2. Implementation of Migration Services at Sitiluhur Village Office

Productive business training has been conducted with various schemes, such as sewing and cooking training, but the impact is still limited due to the lack of post-training assistance and the lack of access to capital for participants.



Figure 3. Implementation of Business Training (Cooking)

Meanwhile, community parenting experienced implementation constraints due to a lack of technical understanding and limited facilitators. These activities often merge with *posyandu* or other village activities without a systematic model. *Koperasi* and BUMDes, which were expected to be a forum for strengthening the community economy, did not run effectively due to low managerial capacity and lack of community participation.

Overall, the effectiveness of the program is strongly influenced by limited human resources, differences in the commitment of village heads, and the lack of post-assistance funding support from the central government.

2. Program Evaluation Based on Logic Model

The Logic Model was used to evaluate the effectiveness of the Desmigratif Program by analyzing inputs, activities, outputs, outcomes, and impacts. The results showed that the program faced various obstacles in its implementation.

a. Input

Limited human resources and budget are the main constraints. The limited number of officers and the variation in their skills mean that the effectiveness of the program varies from village to village. The program is fully funded by central governments through APBN, with no support from APBD or village funds, which hampers program sustainability.

b. Activity

Program activities such as migration services and entrepreneurship training have been implemented, but their implementation has not been optimal. Entrepreneurship training has not been followed by widespread adoption of business practices, and *koperasi* formation has been unsuccessful in most villages.

c. Output

Program outputs include the provision of migration services and entrepreneurship training, but no significant *koperasi* or BUMDes were established. Community parenting also did not run optimally.

d. Outcome

The program outcomes show increased awareness about safe migration and some migrant workers have started to utilize remittances for productive businesses. However, the number is still limited, and many migrant workers return to migrate due to low business income.

e. Impact

The long-term impact of the program is yet to be seen in a significant way. While there is increased awareness about safe migration, there is no strong evidence that the program reduces circular migration or improves the welfare of migrant workers at large.

This program evaluation shows that the program has made a positive contribution to IMW empowerment, although it still faces various obstacles in its implementation and sustainability.

3. Analysis of Program Success in Empowering IMW

The Desmigratif program is designed to improve the welfare of migrant workers and their families through economic and social empowerment. Perkins' (1995) empowerment theory identifies empowerment as a multilevel process that includes individual, community, and structural aspects. Evaluation of the Desmigratif Program based on this theory considers success indicators that reflect each level of empowerment.

a. Individual Empowerment

The Desmigratif program has provided skills training for migrant workers and their families with the aim of increasing their capacity to run independent businesses. Entrepreneurship training, such as catering and fashion, has improved participants' technical skills. However, the reality on the ground shows that only a few participants actually run businesses after the training. This is due to the lack of access to capital as well as the lack of post-training mentoring that plays a role in encouraging the adoption of skills.

b. Community Empowerment

The ideal standard of the program is the establishment of cooperatives or collective businesses in each village as a platform for IMW to participate in community-based economic activities. However, in the field, no active *koperasi* were found, and only a few collective business initiatives by former IMWs. The main factors causing this obstacle are the community's low understanding of the cooperative concept and the lack of technical support from related parties. In Sitiluhur Village, for example, the cooperative established experienced bad credit because the community was reluctant to repay the loan, considering the funds as government assistance. Nonetheless,

there are some emerging collective business initiatives, such as chicken farming in Pati, that show the potential for community empowerment. However, these initiatives are uneven and still need further support to flourish.

c. Structural Empowerment

To support program sustainability, ideally there should be regional regulations that accommodate IMW empowerment, such as the allocation of village funds for the Desmigratif program. However, there is no regulation that specifically supports this, making it difficult for villages to allocate budget to maintain and develop the program. Without clear regulations, the program is at risk of being unsustainable in the long run.

The logic model approach allows for a structured analysis of program effectiveness in empowering IMW. The model divides the evaluation into inputs, activities, outputs, outcomes, and impacts, which aligns with Perkins' concept of empowerment.

a. Empowerment as a Process

In the context of empowerment as a process, the Logic Model highlights how programs are designed and implemented to build the capacity of individuals and communities of migrant workers. Program inputs include resources, policies, and support personnel used to implement activities such as skills training, business mentoring, and migration service provision. Through these activities, migrant workers are given the opportunity to acquire new skills, understand financial management, and access wider economic opportunities. However, the effectiveness of empowerment as a process depends on consistency of implementation as well as continued support after training. In the case of the Desmigratif Program, limited human resources and budget mean that activities such as entrepreneurship training and cooperative formation do not run optimally.

b. Empowerment as a Result

The Logic Model also helps in identifying program outcomes and impacts that reflect the results of empowerment. In the short term, the expected outcome is an increase in migrant workers' skills in managing independent businesses and their ability to manage remittances more productively. In the medium and long term, the expected impact is the improvement of economic welfare of migrant workers and their families, economic independence through productive businesses, and active participation in economic decision-making in their communities.

However, gaps in program implementation, such as the lack of access to business capital and the lack of post-training mentoring, have led to suboptimal outcomes. As a result, the long-term impact in the form of economic independence of IMW still faces various challenges. In line with Perkins' empowerment theory, the effectiveness of the Desmigratif Program in creating economic and social

empowerment for IMW depends on the continuity of support at every stage of the program.

4. Supporting and Hindering Factors of the Desmigratif Program Implementation

The successes and challenges in implementing the Desmigratif Program are also influenced by external factors that affect the effectiveness of its implementation. These factors can be grouped into supporting factors that strengthen program implementation and hindering factors that pose challenges in achieving program goals.

a. Supporting Factors

Supporting factors are elements that contribute to the successful implementation of the Desmigratif Program. Some of the main factors that have strengthened the implementation of the program include:

1). Government Support in Initial Funding

The support of the central government through the provision of budget and infrastructure is a key factor in the implementation of the program. The Ministry of Manpower provides training equipment such as sewing machines, cooking utensils, and migration service rooms at village offices. In addition, the government also provides technical guidance (Bimtek) to village officials to ensure the implementation of the program runs according to guidelines.

2). Community Participation in Migration Services

The active participation of the community, especially migrant workers and their families, has been a significant supporting factor. The migration service room at the village office has been utilized by migrant workers as an information center on safe migration procedures. The increase in the number of migrant workers who consult before leaving for overseas indicates a change in awareness about the importance of procedural migration.

3). Collective Business Initiatives by Former IMWs

Some former IMWs have formed collective businesses as a form of program success in community empowerment. For example, in Pati Regency, a group of former IMW formed a chicken farming business with collective capital. This initiative shows that with the right support, the Desmigratif program can create a sustainable economic empowerment model. From the perspective of Perkins' empowerment theory, this success reflects an increase in the community's capacity to organize resources and build a more independent economic system.

b. Hindering Factors

Although the Desmigratif Program has shown positive impacts in several aspects, there are various inhibiting factors that are still an obstacle in its

implementation. These factors need to be addressed to improve the effectiveness and sustainability of the program.

1). Absence of Regional Regulations Governing Program Sustainability

The absence of regional regulations is a major obstacle in ensuring that the program can continue to run after the central government assistance period ends. Without clear regulations, villages have difficulty in allocating funds for program sustainability. These regulations could include village fund allocation policies for the Desmigratif program or regional regulations that require protection and empowerment for migrant workers at the local level.

2). Dependence on Central Budget

The Desmigratif program relies heavily on the budget from the central government during the mentoring period. However, after the initial intervention was completed, most villages did not have a self-financing mechanism to sustain the training and productive business mentoring activities. Without sustainable financial support, many empowerment activities cease once funding from the center stops.

3). Inequality in Skills and Capacity of Village Officers

The limited capacity of village officials is an obstacle to program effectiveness. Some officers only understand the main tasks of migration services and entrepreneurship training, but lack the capacity to manage community parenting and *koperasi* activities. If officers do not have sufficient skills, program implementation will experience imbalances between villages.

4). Low Adoption of Productive Business Skills by Participants

Although participants have received training and business tools, many still choose to return to work abroad because the income from local businesses is considered insufficient. In Perkins' empowerment theory, competency building must be balanced with a supportive ecosystem that enables participants to apply their skills. Without easy access to capital, ongoing business mentoring, and market support, the skills acquired in training will have little impact on business sustainability.

5). Lack of Coordination Between Stakeholders

The lack of coordination means that program implementation does not run uniformly in all villages. The central government, local governments, and village governments often have different priorities in program implementation, resulting in gaps in the support provided.

D. CONCLUSION

This study evaluates the Desa Migran Produktif (Desmigratif) Program in Pati Regency using the Logic Model and Perkins' empowerment theory. The results show that the program has provided interventions in PMI empowerment, but still faces challenges in effectiveness and sustainability. Migration services have been running

quite well, but business training, community parenting, and *koperasi*/BUMDes are still not optimal due to limited resources and policy support. Outcomes in the form of increased awareness of safe migration have been achieved, but utilization of remittances for productive businesses and reduction of circular migration is still not optimal. From the perspective of empowerment theory, this program has not fully supported the empowerment of IMW at the individual, community, and structural levels due to the lack of access to capital, weak cooperative participation, and the absence of local regulations that support program sustainability.

The implication of this research is that capacity building of officers, sustainable business assistance, and allocation of village funds or APBD are needed to strengthen the program. Coordination between stakeholders should also be improved to ensure more equitable implementation. Academically, further research can examine the effectiveness of the program in other regions, develop empowerment-based evaluation models, and explore regional policies that support program sustainability.

REFERENCES

1. Bachtiar, P. & Prasetyo, D. (2017). *Return Migration and Various Reintegration Programs for Low-Skilled Migrant Workers in Indonesia*. Jakarta: The SMERU Research Institute.
2. Badan Pelindungan Pekerja Migran Indonesia. (2023, Juli 5). *Data Penempatan dan Pelindungan Pekerja Migran Indonesia Periode Juni 2023*. Retrieved from: https://bp2mi.go.id/uploads/statistik/images/data_12-07-2023_Laporan_Publikasi_Bulan_Juni_2023_merged.pdf
3. Badan Pusat Statistik. (2024). *Persentase Penduduk Miskin Maret 2024*. Retrieved from: <https://www.bps.go.id/id/pressrelease/2024/07/01/2370/persentase-penduduk-miskin-maret-2024-turun-menjadi-9-03-persen-.html>
4. Bank Indonesia. (2024). *Remitansi Tenaga Kerja Indonesia (TKI) Tahun 2023*. Retrieved from: https://www.bi.go.id/seki/tabel/TABEL5_31.pdf
5. Budijanto. (2015). Migrasi Internasional Tenaga Kerja Indonesia dan Pemanfaatan Remitansi di Daerah Asal. *International Journal of Social and Local Economic Governance (IJLEG)*, 1-11.
6. Creswell, J. W. (2017). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches (Fifth Edition)*. California: Sage publications.
7. Dewi, E. A. S., & Yazid, S. (2018). Tata Kelola Remitansi Buruh Migran Indonesia oleh Pemangku Kepentingan di Tingkat Nasional dan Akar Rumput: Praktik Baik, Peluang dan Tantangan. *Jurnal Hubungan Internasional*, 6(2), 177-187.
8. Ellis, F. (2012). *Rural Livelihoods and Diversity in Developing Countries*. Oxford: Oxford University Press.
9. Firlana, H., & Mastur, A. S. R. (2023). Survival Strategies, Remittance Management Models, and Micro Businesses of Migrant Worker Families: a Literature Review. *Journal of Administration and International Development*, 3(1), 77-91.

10. Fitriani, Y., Suroso, B. U., & Puspawati, A. A. (2020). Analisis Implementasi Pilar Penumbuhkembangan Usaha Produktif Di Desa Migran Produktif (Desmigratif) Jepara Kabupaten Lampung Timur. *Seminar Nasional Penelitian Dan Pengabdian Kepada Masyarakat*.
11. Garini, N. A., Ramadhan, S. H., Aliyyah, I. N., Ramadhan, S., Rafinda, I., & Sukmawati, E. (2023). Evaluasi Program Keluarga Harapan Dengan Logic Model Di Desa Kadudampit, Kabupaten Sukabumi, Jawa Barat. *Responsive*, 6(1), 43-63.
12. Grinnell, R. M., Gabor, P., & Unrau, Y. A. (2016). *Program evaluation for social workers: Foundations of evidence-based programs*. USA: Oxford University Press.
13. Hamida, A. A. (2021). *Efektivitas Program Desa Migran Produktif dalam Pengembangan UMKM Keluarga TKI di Desa Pasuruhan Kecamatan Kayen Kabupaten Pati Menurut Prespektif Ekonomi Syariah*. Kudus: IAIN Kudus.
14. Kementerian Ketenagakerjaan. (2017). *Pedoman Program Desmigratif (Desa Migran Produktif)*. Jakarta: Kementerian Ketenagakerjaan.
15. Khasanah, D. R. A. U., Khanifa, N. K., & Rizkiana, R. E. (2023). Analisis Yuridis Undang-Undang Nomor 18 Tahun 2017 terhadap Pelaksanaan Desmigratif. *Integralistik*, 34(1), 20-32.
16. Knowlton, L. &. (2012). *The Logic Model Guidebook: Better Strategies for Great Results, Second Edition*. California: SAGE Publishing.
17. Mardikanto, T., & Soebianto, P. (2019). *Pemberdayaan Masyarakat dalam Perspektif Kebijakan Publik*. Bandung: Alfabeta.
18. Midgley, J. (2020). *Pembangunan Sosial : Teori & Praktik (Ed. Suzanna Eddyono, dkk)*. Yogyakarta: UGM Press.
19. Muharika, D. (2019). *Metodologi penelitian evaluasi program*. Bandung: Alfabeta.
20. Noveria, M. (2017). Migrasi berulang tenaga kerja migran internasional: Kasus pekerja migran asal Desa Sukorejo Wetan, Kabupaten Tulungagung. *Jurnal Kependudukan Indonesia* 12.1, 25-38.
21. Nuraeni, Y. (2021). Pembangunan Desa Migran Produktif (Desmigratif) dengan Pendekatan Perencanaan secara Holistik, Temanik, Integratif dan Spasial. *Jurnal Ketenagakerjaan*, 15(1).
22. Nurdin, M. F., Maksum, A., Indarwati, I., Dorodjatoen, A. M. H., Lestari, F., Wibowo, H., Zen, L. J., Sekarningrum, B., Lino, M., & Azman, A. (2015). *Sociology and Welfare Development*. Bandung: Samudra Biru.
23. Nurwati, N. (2008). Kemiskinan: Model pengukuran, permasalahan dan alternatif kebijakan. *Jurnal Kependudukan Padjadjaran*, 10(1), 1-11.
24. Perkins, D. D. (1995). Speaking truth to power: Empowerment ideology as social intervention and policy. *American journal of community psychology*, 23(5), 765-794.
25. Pujileksono, S. (2022). *Metode Penelitian Pekerjaan Sosial*. Malang: Intrans Publishing.
26. Rahayu, D. P. (2021). *Analisis Pengaruh Pelatihan Usaha, Pendampingan Dan Bantuan Modal Terhadap Kesejahteraan Keluarga Tki Purna (Studi Pada Kelompok Usaha Tenaga Kerja Mandiri Desa Paringan Kec. Jenangan Kab. Ponorogo)* . (Undergraduate Thesis, Universitas Muhammadiyah Ponorogo).

27. Rossi, P. H., Lipsey, M. W., & Henry, G. T. (2018). *Evaluation: A systematic approach*. California: Sage publications.
28. Sardjo, S., Darmajanti, L., & Boediono, K. C. (2017). *Implementasi model evaluasi formatif program pembangunan sosial (EFPPS): Partisipasi multipihak dalam evaluasi program*. Jakarta: Yayasan Pustaka Obor Indonesia.
29. SMERU. (2020). *Akses Perempuan Miskin terhadap Layanan Umum: Studi Endline*. Jakarta: SMERU Research Institute.
30. Suaib. (2023). *Pembangunan dan Pemberdayaan Masyarakat*. Indramayu: Penerbit Adab.
31. Suastrini, F., Rabbani, N. H., & Kurniawan, R. A. (2022). Analisis Faktor-Faktor Yang Menyebabkan Penduduk Memutuskan Menjadi Pekerja Migran Indonesia (Pmi) Di Dusun Bantir Desa Banyu Urip Kecamatan Gerung Kabupaten Lombok Barat. *Society*, 13(2).
32. Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.