

THE MIGRATION BEHAVIOR MODEL OF INDONESIAN FEMALE MIGRANT DOMESTIC WORKERS IN EGYPT

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Abstract

This paper examines the migration behavior model of Indonesian female migrant domestic workers in Egypt. I develop a model based on the Theory of Planned Behavior (TPB) combined with the Theory of Migration. Samples of 209 respondents are collected using convenience sampling technique. Structural Equation Modeling (SEM) is employed to analyze the empirical model. The findings indicate that respondents who do not have a previous employment status tend to have a better perception or attitude towards the profession of migrant domestic worker. Encouragement from the surrounding environment, including family and friends, who agree, hope, recommend, or persuade them to work as a migrant worker is a significant factor in improving the intention to become a migrant worker, especially in Egypt.

Keywords: Female Migrant Domestic Workers, Egypt, Theory of Planned Behavior, Theory of Migration

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1. Introduction

The decision to migrate is a common phenomenon that we can see anywhere, both globally and in Indonesia. At the beginning of the widespread phenomenon of migration out of country, men dominated the number of migrants. However, in recent years, this phenomenon begins to shift. Men do not longer dominate the number of migrants a broad, but women do (Suryaningih, 2011). According to the

data gathered from BNP2TKI (National Board for the Placement and Protection of Indonesian Migrant Workers), the number of workers who work in various foreign countries from 2006 to 2012 are 3,995,592. 3,048,267 of them are women and the remaining 947,325 are men. This means that the large number of migrant workers is dominated by women. Table 1 demonstrates the number of migrant workers in various foreing countries for the period of 2006-2012:

Table 1. The number of migrant workers in various countries from 2006-2012 based on gender

Year	Men	Women
2006	138,000	541,900
2007	152,030	544,716
2008	143,545	496,185
2009	103,126	529,046
2010	124,001	451,202
2011	205,054	376,027
2012	78,929	109,130
Total	947,325	3,048,267

Source: BNP2TKI, 2014

The arrival of female migrant workers abroad in the 20th century is mostly dominated by human trafficking victims, meaning that they are imported illegally. There are a lot of problems faced by migrant workers, in particular informal domestic workers in the Middle East, including unpaid salary, violence, sexual abuse, human rights and law violations, even threat of death as experienced by migrant Wiwin

Widaningsih (20) who died in Saudi Arabia in 1999 (Daulay, 2001). However, this fact does not discourage Indonesian female workers to seek employment abroad.

Some interesting phenomena occur in Egypt as one of migrant destination countries. In Egypt, there are no rules of the foreign domestic worker sector and the Indonesian government does not list Egypt as a

placement country for informal migrant workers, but it turns out there are still many Indonesian domestic workers there. The Indonesian Embassy in Cairo, as of April of 2013, records that 1,298 women are working as undocumented/illegal informal migrant workers. These informal migrant workers leave for Egypt without any legal protection at all such as no employment contract, work permit, insurance, employment documents with salary of only about 1 million - 1.5 million Rupiahs per month, and even in some cases they do not get paid (The Indonesian Embassy in Cairo Egypt, 2013). Therefore, it becomes interesting to determine factors that affect a person's intention to become a migrant worker in Egypt. Intention to behave is important to study due to intention is a major determinant for someone to perform a behavior (Ajzen, 1991).

Previous studies on female labor migration abroad have examined it, however, most of them are in the context of formal migrant workers (Cole and McNulty (2011); Fischlmayra and Kollinger (2010); Harrisona and Michailova (2012); Hutchings *et al.*, (2008); Kittler *et al.*, (2011); Linehan and Scullion. 2001; Linehan and Scullion (2002); Selmer and Leung (2007); Tzeng (2006); Volkmar and Westbrook (2005), Walsh (2008)). Meanwhile, studies on migration in the context of female informal workers are still limited. This present paper, therefore, study such a phenomenon in the context of informal migrant workers, more specifically Indonesian domestic workers in Egypt.

The decision to migrate in foreign country is affected by some factors. These factors could be identified by using a theory of behavior which is commonly used to predict an individual's intention to behave i.e the Theory of Planned Behavior (TPB). This theory explains that attitude toward behavior, subjective norm, as well as perceived behavioral controls are the antecedents of intention to behave. The TPB has been applied in various fields⁹. The results of these studies indicate that attitude, subjective norm, and perceived behavioral control have effect on behavioral intention. This suggests that the TPB is much more flexible to apply in various areas and is assumed to be able to predict the intention to become a domestic worker. Therefore, this present paper combines the TPB (Ajzen, 1991) with the push-pull theory of migration (Lee, 1966) to obtain a comprehensive view of the model of migratory behavior of Indonesian female domestic workers in Egypt.

The present paper combines the TPB with the theory of migration for several reasons. First, the model developed in this study provides a larger

portion of individuals who significantly influence the internal dynamic processes in migration decision making and determination of intention to become a migrant domestic worker. Second, factors affecting an individual's intention to become migrant domestic worker in Egypt, in the theory of planned behavior, is considered less complete, therefore the push-pull theory of migration is then added as supplement this shortfall due to the correlation between subjective norms (as part of the TPB) and push-pull factor in the theory of migration. Subjective norms can be defined as the support from people around, including social networking. Social networks play an important role, especially due to the tendency of humans being to migrate to the area where their networks are interconnected to one another (Jones, 2009). Third, there is a correlation of demographic characteristics (as individual factor in the theory of migration) with the formation of attitudes (as part of the TPB).

2. Theoretical Background and Hypotheses The Theory of Planned Behavior (TPB)

The Theory of Planned Behavior (TPB) is a theory designed to predict and explain human behavior in special cases (Ajzen, 1991). According to Ajzen (1991), the TPB is an extension of the Theory of Reasoned Action (TRA) by adding perceived behavioral control in predicting intention, in addition to two factors that have been used to predict intention in the TRA, i.e. attitudes toward behavior and subjective norms. Ajzen (1991) then explains that in the TPB, the main factor determining behavior was the intention to behave. Intention to behave is the likelihood for someone to perform a behavior. Ajzen (2005) find that a formed intention would remain a behavioral tendency until the right time and opportunity where an effort was made to realize the specific intention into certain behaviors. In the TPB, intention is a function of three basic determinants which are personal, social, and control. The personal one means attitudes, social means subjective norms, and control means perceived behavior control (PBC). The TPB basic assumption is that human beings are rational creatures and systematically use information that is possible for them. Individuals think about the implications of their actions before doing or not doing a particular behavior (Ajzen, 1991).

The Theory of Migration

The theory of migration is introduced by Lee (1966) in a seminal paper entitled "A Theory of Migration". He argue that the volume of migration within a given territory varied with the degree of diversity of areas included in that territory, in which the concept of territory used referred to the area of origin and destination of immigrants.

Lee (1966) summarizes four factors which enter

⁹Kolvereid (1996) apply the TPB to predict the intention to choose employment status, while Chiou (1998); Alam and Suyuti, 2011; Kim and Chung, 2011; Albayrak *et al.*, 2013 use the TPB to predict the intention to buy. More recently, Do Paco *et al.*, (2011); Solvesik (2013) implement the TPB to predict the entrepreneurship intention.

into the decision to migrate. First, factors associated with the area of origin including the limited land ownership, lower wages, lag between planting and harvest for farmers, job scarcity, and limited types of job in rural areas. The second factor is those associated with the area of destination. These include high level of wage and diverse jobs. The third factor is intervening obstacles. These are obstacles faced in both area of origin and destination of migration. Obstacles are considerable influence on the volume of population mobility. The obstacles include: the cost of displacement and the topography of the area of origin with the destination that affects transportation mode. The fourth is personal factors. These also serve as a significant factor affecting the population mobility (Lee, 1966). It is caused by personal factors which are able to assess whether an area of destination is positive or negative and decide to move from or stay in the place of origin.

Hypothesis Development

The influence of demographic characteristics on attitudes towards the profession of migrant domestic worker

a. Age

Cieri *et al.*, (2009) note that the identification of generation had an impact on the attitude toward behavior that determined the presence of desire to return to the country of origin of the expatriates (formal sector workers). Difference in generation gives rise to the difference in their attitudes towards the formation of behavior in working, such as between generation X and generation Y (Arsenault, 2003).

Generation X began to enter the world of work in the 1980s until the early 1990s, in the transition era from the economy restructuring after the financial crisis that creates challenges in the world of work and social life (Bogdanowicz and Bailey, 2002). This generation, according to Cieri *et al.*, (2009), has a tendency to be flexible and ready to accept changes that occur constantly, being triggered by the need for survival. Generation Y are subsequently present, working in an era which is a more “comfortable” compared to Generation X, thus leading the trigger for working to turn from the need to survive into the need for sense of comfort. Generation in this era have higher optimism and confidence than in generation in the previous era, supported by a wider range of career development opportunities (Salt in Cieri *et al.*, 2009). Differences in the characteristics between the two generations show a difference in perspective (in this case, it can be defined as attitude toward behavior) on a job of different age levels. Paas & Halapuu (2012) show negative effect of age on the attitudes towards migration. Thus, the formulated hypothesis is as follows:

H₁: Age has negative effect on attitudes towards

the profession of migrant domestic worker

b. Marital Status and Number of Dependents

Study by Leonard and Cronan (2005) in the context of ethical behavior in the use of information system showed that personal environment (influenced by family, friends, or colleagues) and personal values (including individual experience and achievement in the past) were factors affecting the formation of attitudes that led to certain behaviors. Experience of working abroad, according to Cieri *et al.*, (2009), often attracts those who do not have a personal attachment. This is due to the potential for more promising career development opportunities. Workers who are married (attached to marriage), on the other hand, often prefer stability in their work and community. The same logic also applies to those who have dependents to support (Pringle and Mallon, 2003). Someone who has been married and has children will tend to choose to keep working in a place that is close to his/her family. A review of several literatures underlies the effect measurement of the number of dependents and marital status on the formation of attitude in this study. This description generates hypotheses as follows:

H₂: Marital status has negative effect on attitudes towards the profession of migrant domestic worker.

H₃: Number of dependents has negative effect on attitudes towards the profession of migrant domestic worker.

c. Income and Employment Status

Lee (1966) explains that the main factor behind the migration of labor to a destination was a macro or contextual factor that was often seen as the attractiveness of the destination country and the thrust of the country of origin (push and pull factors). In general, the movement of people from one area to another is caused by several factors including employment scarcity and low income. Vadlun (2010) finds that factors encouraging women to migrate were (1) urgent needs, (2) desire to repair house or build a house, (3) educational needs of children, (4) desire help parents make a hajj (pilgrimage), (5) husband has no job, does not give a living, or marries again, and children cannot stand the stepmother. The findings of study by Wirawan (2006) indicate that income and employment status before becoming a migrant worker had negative effect on the decision to become a migrant worker. According to Azjen (2005), in general, background factors including demographic characteristics (age, gender, ethnicity, race, education, income, and religion) can affect the intention and behavior, but the effect is mediated by more specific perception and beliefs about the desired behavior. This description generates hypotheses as follows:

H₄: Income before becoming a migrant domestic worker has negative effect on attitudes towards the

profession of migrant domestic worker.

H₅: Employment status before becoming a migrant domestic worker has negative effect on attitudes towards the profession of migrant domestic worker.

The influence of attitudes towards the profession of migrant domestic worker, subjective norms and perceived behavior control on the intention to become a migrant domestic worker

Ajzen (1991) explains that intention is a function of three basic determinants, i.e. attitude, subjective norm, and perceived behavioral control (PBC). Attitude toward behavior reflects a person's positive or negative evaluation of a particular behavior (Ajzen, 1991). In this study, it relates to the level of a person's positive or negative evaluation about the idea to become a migrant worker. Subjective norm is defined as a person's perception of social pressure to show or not to perform a behavior due to certain consideration (Ajzen, 2005). In this study, it relates to a person's perception of the views of people around (e.g., family, friends) about migrant worker and can motivate the people to become a migrant worker. Perceived behavioral control is defined as a person's perception of the difficulty or ease to perform a behavior (Ajzen, 1991). In this study, it relates to the difficulty or ease to become a migrant worker.

The Theory of Planned Behavior (TPB) has been applied in various fields of study including to predict purchase intention (Alam & Suyuti, 2011; Kim & Chung, 2011; Albayrak *et al.*, 2013), behavior to play online games (Lee, 2009), employee involvement (Tang *et al.*, 2010), knowledge sharing behavior (Tohidinia & Mosakhoni, 2010), and entrepreneurial intention (Solesvik, 2013). The results of these studies indicated that attitudes, subjective norms, and perceived behavioral control had effect on behavioral intention. This suggests that the TPB is flexible to use in various areas. Phenomenon to be explained in this study is a person's intention to become a migrant domestic worker under the influence of attitudes towards profession of migrant domestic worker, subjective norms, and perceived behavioral control. Therefore, I develop some following hypotheses:

H₆: Attitudes towards profession of migrant domestic worker have positive effect on the intention to become a migrant domestic worker.

H₇: Subjective norms have positive effect on the intention to become a migrant domestic worker.

H₈: Perceived behavioral control has positive effect on the intention to become a migrant domestic worker.

Research Model

The model of this study combines the Theory of Planned Behavior (TPB) and the theory of migration for the context of informal workers which are female

migrant domestic workers in Egypt. This study explores the model of individual positions in the migration theory building. The TPB is established by using its basic assumption that humans behave in a conscious way, consider all available information and can/cannot perform a behavior under their owned personal intentions. While the classical theory of migration talks more about migration within a macro scope, the model developed in this study focuses on a micro scope which, in this case, is on individuals as actors who choose to carry out a migration.

This is in line with the argument that the dissatisfaction with individual position can encourage a revision to the theory of migration, especially with an emphasis on individuals (Farwick, 2009). Individuals are seen as the main actors, whose background influences perception, and then determine their chosen option or course of action. The approach used in this study can be considered as a critique of the classical theory in which, although placing individuals as rational ones and have economic calculations when migrating, individuals in this context are seen as a collection of individuals who are considered to have the same background and, therefore, tend to move in the same direction.

Cieri *et al.* (2009) show that demographic characteristics do not affect an intention. This study still uses demographic characteristics, but is not as a direct determinant of intention. It is rather the determinant of attitude. As proposed by Azjen (2005), in general, background factors (including demographic characteristics) could affect an intention, but the effect was mediated by more specific attitudes and beliefs about the desired behavior.

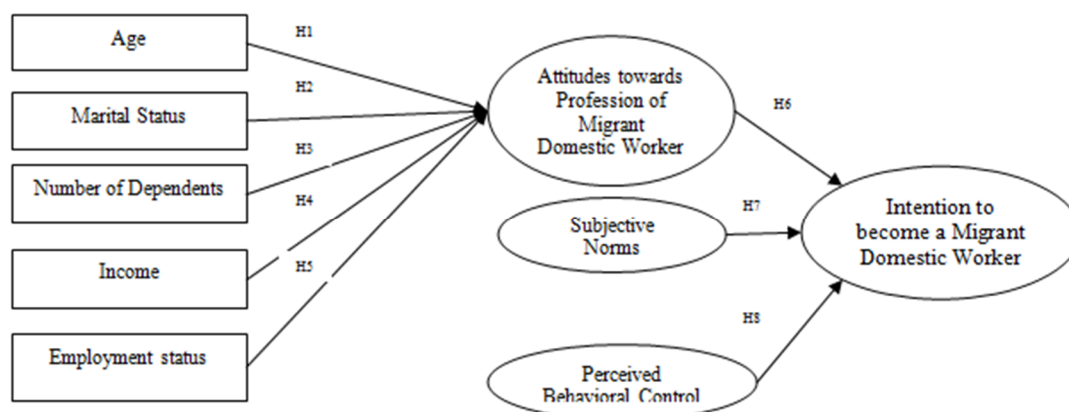
Based on the formulated hypotheses, the model of this study can be described as follows:

3. Methods

Research Design

This research is a hypothesis-testing. Survey method is employed for the collection of primary data by distributing questionnaires to respondents. In this study, the primary data are collected from respondents through distributed questionnaires, while the secondary data of female migrant domestic workers in Egypt is gathered from the Indonesian Embassy in Cairo Egypt. The population is all Indonesian illegal female migrant domestic workers in Egypt. To collect samples, I follow the non-probability sampling design. By looking at the characteristics of population, sampled respondents are determined using convenience sampling method. The process of questionnaire distribution was done in July-September 2014. Out of 250 questionnaires distributed, 209 ones were returned (response rate of 83.6%) and filled out completely so that data which could be analyzed were 209. To test the hypotheses, I employ Structural Equation Modeling (SEM).

Figure 1. Research Model



Operational Definition and Variable Measurement

Demographic characteristics

Demographic characteristics which are taken into account are age, number of dependents, marital status, income before becoming a migrant worker, and employment status before becoming a migrant worker. The age of respondents, number of dependents and income before becoming a migrant worker are measured using a ratio scale. Meanwhile, marital status is measured using dummy variables, 0 for unmarried respondents and 1 for married respondents. Employment status before becoming a migrant worker was also measured using dummy variables, 0 for unemployed respondents and 1 for employed respondents.

Attitudes towards the profession of female migrant worker

Attitude is defined as a disposition to respond favorably or unfavorably to an object, person, institution, or event (Ajzen, 2005). Attitude towards the profession of female migrant worker is an individual assessment to like or dislike the behavior to become a female migrant worker. The measurement of attitude towards the profession of female migrant worker in this study used three statement items adopted from Ajzen (2006).

Subjective norms

Subjective norm is defined as a person's perception of social pressure to perform or not to perform a behavior under certain consideration (Ajzen, 2005). In this study, it relates to an individual's belief or perception to comply with the direction or recommendation or solicitation from important people around her (e.g., family, friends) about working as female migrant worker and can motivate the person to

become a female migrant worker. The measurement of subjective norms in this study used 6 statement items adopted from Ajzen (2006).

Perceived Behavior Control

'Perceived behavioral control is defined as a person's perception of the difficulty or ease to perform a behavior (Ajzen, 1991). In this study, it relates to the difficulty or ease to become a female migrant worker. The measurement of perceived behavioral control in this study used five statement items adopted from Ajzen (2006).

Intention to become a female migrant worker

Intention to behave is the subjective probability of an individual engaged in a behavior (Ajzen, 1991). Intention to behave is someone's intention to perform or not to perform a behavior (being a migrant worker). The measurement of intention to behave in this study used three statement items adopted from Ajzen (2006).

Each question item to measure variables of attitudes towards the profession of migrant worker, subjective norms, perceived behavioral control, and intention to become a migrant worker was assessed using a Likert scale. The scale uses five (5) alternative options: strongly disagree, disagree, neutral, agree, and strongly agree.

4. Results

Description of the respondent characteristics

Based on the description of respondent characteristics in Table 2, this study covers 45 respondents aged 22-30, 86 respondents aged 31-39, and 64 respondents aged 40-48, and 14 respondents aged 49-57. Meanwhile, the number of married respondents is 107

and unmarried respondents is 102. The number of respondents who have dependent(s) is 205 and those who do not have dependent(s) is only 4. This means the majority of respondents have dependent(s), husband, or children. The number of dependents owned by respondents varies from 1 to 6. In term of income before becoming a migrant worker in Egypt,

the number of respondents with income of <900,000 is 145, while 48 respondents do not have income before being a migrant worker. In term of employment status before being a migrant worker, the number of employed respondents is 161, and the remaining 48 do not work.

Table 2. Description of the respondent characteristics

Characteristics	Frequency	Percentage (%)
Age		
22 - 30 yo	45	21.5
31 - 39 yo	86	41.2
40 - 48 yo	64	30.6
49 - 57 yo	14	6.7
Marital Status		
Married	107	51.2
Unmarried	102	48.8
Possession of dependents		
Have	205	98.1
Do not have	4	1.9
Number of dependents		
0 (Do not have)	4	1.9
1	15	7.2
2	49	23.4
3	58	27.8
4	52	24.9
5	20	9.6
6	11	5.3
Income before being a migrant worker		
0 (Do not have)	48	23
< 900.000	145	69.4
1.000.000 – 2.000.000	16	7.6
Employment status before becoming a migrant worker		
Employed	161	77
Unemployed	48	23

Source: processed data results, 2014

Goodness-of-fit Analysis

Table 3 describes the results of the goodness of fit of the model in this study. In this test, the χ^2 value produces a significance level of less than 0.05 with a χ^2 value of 651.133, indicating the poor fit of the model. Chi-Square is very sensitive to sample size, thus requiring other indicators to produce a definitive justification of the model fit (Ghozali and Fuad, 2005). The value of CMIN/DF, GFI, AGFI, TLI, CFI and RMSEA in this research model shows poor level of fit. This means that the proposed model is less appropriate to describe the migration behavior of female migrant domestic workers in Egypt. It is

because the surveyed respondents were illegal migrant workers who mostly did not think rationally, but tended to be emotional since they were more driven by external factors such as weak economic condition/underprivileged. They also did not have information about migrant workers in Egypt and did not plan to go to Egypt and even they did not know that they would be placed in Egypt. These conditions do not fit with the basic the TPB's assumption that explains that humans are rational creatures and use information systematically. Individuals think about the implications of their actions before doing or not doing certain behaviors (Ajzen, 1991).

Table 3. The Results of Goodness-of-Fit of the Model

<i>Goodness-of-fit Indices</i>	<i>Cut-off Value</i>	Results	Model Evaluation
<i>Chi-Square (χ^2)</i>	Expected to be Low	651.133	-
<i>Degrees of freedom</i>	Positive	185	Fit
<i>Probability level (p)</i>	≥ 0.05	0.000	Unfit
<i>CMIN/DF</i>	≤ 2.0	3.520	Unfit
<i>GFI</i>	≥ 0.90	0.781	Unfit
<i>AGFI</i>	≥ 0.90	0.700	Unfit
<i>TLI</i>	≥ 0.90	0.824	Unfit
<i>CFI</i>	≥ 0.90	0.859	Unfit
<i>RMSEA</i>	≤ 0.08	0.110	Unfit

Source: processed data results, 2014

Path coefficient Analysis

model regression weight which can be seen in Table 4:

This analysis is viewed from the significance of

Table 4. Hypothesis Testing Results

Hypotheses	Estimate	S.E.	C.R.	β	<i>p</i>	Hypothesis Test
H ₁ : Age \rightarrow S TKW	.003	.009	.364	.027	.716	Rejected
H ₂ : SP \rightarrow S TKW	-.015	.136	-.108	-.008	.914	Rejected
H ₃ : JT \rightarrow S TKW	-.055	.056	-.991	-.077	.322	Rejected
H ₄ : P TKW \rightarrow S TKW	.000	.000	1.288	.140	.198	Rejected
H ₅ : SP TKW \rightarrow S TKW	-.512	.258	-1.984	-.225	.047	Supported
H ₆ : S TKW \rightarrow N TKW	.088	.073	1.196	.087	.232	Rejected
H ₇ : NS \rightarrow N TKW	.166	.080	2.074	.162	.038	Supported
H ₈ : PPP \rightarrow N TKW	.022	.070	.318	.024	.750	Rejected

Source: processed data results, 2014

Note:

SP = Marital Status

JT = Number of Dependents

P TKW = Income Before Being a Migrant Worker

SP TKW = Employment Status Before Being a Migrant Worker

S TKW = Attitude toward profession of migrant worker

NS = Subjective Norms

PPP = Perceived Behavioral Control

N TKW = Intention to Be a Migrant Worker

These test results show that from the 8 paths analyzed, there are two paths that have a significant relationship as seen from the level of hypothesis test significance (*p*) that is less than 0.05 (5%).

The results presented in Table 4 show that the C.R. value of Age on attitudes towards profession of migrant worker is 0.364, the β value is 0.027 at a significance level of $p > 0.05$ and has a positive effect, so it can be concluded that hypothesis 1 is rejected. The C.R. value of marital status on attitudes towards profession of migrant worker is -0.108, the β value is -0.008 at the significance level of $p > 0.05$ and has a negative influence, so it can be concluded that hypothesis 2 is rejected. The C.R. value of the number of dependents on the attitude towards the profession of migrant worker is -0.991, the β value is -0.077 with a significance level of $p > 0.05$ and has a negative

influence, so it can be concluded that hypothesis 3 is rejected. The C.R. value of income before becoming a migrant worker on attitudes toward the profession of migrant worker is 1.288, the β value is 0.140 with a significance level of $p > 0.05$ and has a positive effect, so it can be concluded that hypothesis 4 is rejected. The C.R. value of employment status before being a migrant worker on the attitude towards the profession of migrant worker is -1.984, the β value is -0.225 with significance level of $p < 0.05$ and has a negative influence, so it can be concluded that hypothesis 5 is supported. The C.R. value of attitudes towards the profession of migrant worker on the intention to become a migrant worker is 1.196, the β value is 0.087 with a significance level of $p > 0.05$ and has a positive effect, so it can be concluded that hypothesis 6 is rejected. The CR value of subjective norms on the

intention to become a migrant worker is 2.074, the β value is 0.162 with a significance level of $p < 0.05$ and has a positive effect, so it can be concluded that hypothesis 7 is supported. The CR value of perceived behavioral control on the intention to become a migrant worker is 0.318, the β value is 0.024 with a significance level of $p > 0.05$ and has a positive effect, so it can be concluded that hypothesis 8 is rejected.

5. Discussion

The influence of age on attitudes towards the profession of migrant worker

The influence of age on attitudes towards the profession of migrant worker is found to be not significant. This gives information that age is not a significant variable to establish an attitude towards profession of migrant worker. This result indicates the inability of this study to support previous studies which suggest that age is the best predictor affecting the formation of attitudes that lead to individual behavior (Pol in Vilčeková and Sabo, 2013). In this study, the respondents' age ranged from 22 to 57 and most of them had a positive attitude towards the profession of migrant worker. This shows that age is not a factor forming attitudes towards the profession of migrant worker, meaning that respondents with young and old ages have a relatively similar attitude towards the profession of migrant worker.

The influence of marital status on attitudes towards the profession of migrant worker

The influence of marital status on attitudes towards the profession of migrant worker is found to be not significant. Therefore, it is clear that marital status is not a significant variable to establish an attitude towards the profession of migrant worker. This result then indicates the inability of this study to support previous studies which suggest that workers who are bound by marriage prefer stability in their work and community and experience to work abroad often attracts those who have had a personal attachment (Cieri *et al.*, 2009).

Married respondents are 107, while 102 respondents are not married, and most of them have a positive attitude towards the profession of migrant worker. This means that respondents who have married or not married have a relatively similar attitude towards the profession of migrant worker. This is probably caused by the fact that many female migrant domestic workers in Egypt were already married and then divorced by their husbands. As a result, many married migrant workers tended to have a positive attitude towards the profession of domestic migrant worker. They assumed that working as a migrant worker was a good choice to solve economic and social problems.

The influence of number of dependents on the attitude towards the profession of migrant worker

The influence of number of dependents on attitudes towards the profession of migrant worker was found to be not significant. This describes that number of dependents is not a significant variable to form an attitude towards the profession of migrant worker. This result then indicates the inability of this study to support the previous studies which explains that workers who are bound by marriage prefer stability in work and community. The same logic also applies to those who have dependents to support (Pringle and Mallon, 2003). On the one hand, number of family dependents limits the space for someone to not work away from home, but on the other hand, the number of family dependents causes a person to get a job with better salary despite having to work away from home. This phenomenon leads the number of dependents not to serve a major factor that affects the attitudes towards profession of migrant worker. This means that respondents who have either few or many dependents or have no dependents have a relatively similar attitude towards the profession of migrant worker.

The influence of income before being a migrant worker on the attitude towards the profession of migrant worker

The influence of income before being a migrant worker on attitudes towards profession of migrant worker is found to be not significant. This describes that income before being a migrant worker is not a significant variable to form an attitude towards the profession of migrant worker. This result then indicates the inability of this study to support previous studies which explain that demographic characteristics (including age, income, and profession) are significant factors that influence the formation of attitudes (Jusoh and Ling, 2012). A person's previous income is not a major factor affecting the formation of attitudes towards a profession or occupation. A person with a high income does not always have a bad perception of other professions, as well as someone who has a low income does not always have a good perception of other professions. This is possible because someone's attitude or perception of certain profession may be more influenced by their knowledge of the profession and its working conditions which are assessed not only in term of income but also in term of comfort. This phenomenon is likely to cause income before being a migrant worker not to be the main factor that affects the attitudes towards the profession of migrant worker. This means that respondents with a high income or low or even no income at all before becoming a migrant worker have a relatively similar attitude towards the profession of migrant worker.

The influence of employment status before being a migrant worker on attitudes towards the profession of migrant worker

The influence of job status before being a migrant worker on the attitude towards profession of migrant worker was found to have negative and significant effect. This finding supports the hypothesis proposed in this study. This then suggests that the effect of employment status before becoming a migrant worker on the attitude to become a migrant worker supports the results of previous studies. A study of Jusoh and Ling (2012) and Bellman *et al.*, (1999) show that demographic characteristics (including age, income, and profession) and personal characteristics (represented by experience in the past) are the factors influencing the formation of attitudes. Someone who does not have a previous employment status tends to have a better perception or attitude toward a particular profession, in this case, is that of migrant domestic worker. This is possible because they will see such a profession as an opportunity for them to get a job.

The influence of the attitude towards profession of migrant worker on the intention to be a migrant worker

The influence of the attitude towards profession of migrant worker on the intention to be a migrant worker was found to be significant. This describes that the attitude towards profession of migrant worker is not a significant variable to establish the intention to become a migrant worker. This result indicates the inability of this study to support previous studies which explains that intention is a function of three basic determinants, i.e. attitude, subjective norm, and perceived behavioral control (PBC) (Ajzen, 1991).

This insignificant relationship indicates that perceiving or thinking of becoming a migrant worker is a good, right and beneficial decision, but is not always followed by increased intention to become a migrant worker in Egypt. This phenomenon is likely to occur because they were illegal migrant workers, and in fact, not all respondents wanted to go to Egypt or intended to become a migrant worker in Egypt. Since they are illegal, they might not know they would be placed in Egypt. They assume that being a migrant worker was a good, true and beneficial choice but their main destination to work was possibly not in Egypt. The description of respondents indicated that most of respondents have a positive attitude towards the profession of migrant worker but from their respond regarding the intention to become a migrant worker, although most have the intention to become a migrant worker, there were also some respondents who did not intend to become a migrant worker. This phenomenon is likely to cause attitude towards the profession of migrant worker not to be the main factor affecting the intention to become a migrant worker.

The influence of subjective norms on the intention to become a migrant worker

In this study, subjective norms have positive and significant effect on the intention to become a migrant worker. This shows the higher the subjective norms, the higher the intention to become a migrant worker. This finding shows that this study supports the hypothesis that indicates a positive and significant influence of subjective norms on the intention to become a migrant worker. This then suggests that the effect of subjective norms on the intention to become a migrant worker found by the findings of previous studies is in accordance with the finding of this study (Ajzen, 1991).

The finding that reveals positive and significant effect shows that the higher the perceived support from important people around, the more increased the intention to become a migrant worker. Strong encouragement from the surrounding environment, both from family and friends, who agrees, expects, recommends, or persuades to become a migrant worker is a significant factor in improving a person's intention to become a migrant worker, especially in Egypt.

The most dominant factor of subjective norm is encouragement from sponsors or brokers. They promise prospective migrant workers very interesting future. The promise was mostly not consistent with the fact, for example: offering a high salary, but it turned out that the salary was not paid. The factor of encouragement from sponsor is what causes women are interested in working abroad, especially in Egypt, even within the volatility of Egyptian economy and the absence of an agreement between Indonesia and Egypt in terms of sending informal domestic workers. The results of this study can provide a recommendation to Indonesian government in term of the mode of sending illegal migrant domestic workers in Egypt. Socialization to people, especially prospective migrant workers, is important to do so that they are not easily influenced by sponsors or brokers who offer untrue promises.

The influence of the perceived behavioral control on the intention to become a migrant worker

The influence of the perceived behavioral control on the intention to become a migrant worker is found to be not significant. This gives information that perceived behavioral control is not a significant variable to establish the intention to become a migrant worker. This result then indicates the inability of this study to support previous studies which explain that intention is a function from three basic determinants including attitude, subjective norm, and perceived behavioral control (PBC) (Ajzen, 1991).

The description of the respondents' respond indicates that, on the one hand, the majority of

respondents did not know about the requirements and procedures to become a migrant worker and things to do during working as a migrant worker in Egypt, on the other hand, they stated that to become a migrant worker was dependent entirely on their own, and they also expressed that their readiness to become a migrant worker in Egypt once there was an opportunity. There was also quite a lot of respondents who were aware of the requirements, procedures, and things to do during working as a migrant worker in Egypt. They went to Egypt recklessly without thinking about the possible risks. This respondents' ignorance occurs because they were illegal migrant workers. Egypt was not their main destination country for working. Some of these factors are likely to lead to the relationship between perceived behavioral control and intention to become a migrant worker in Egypt becomes insignificant.

6. Conclusions

The study provides some interesting findings. First, demographic factors such as age, marital status, number of dependents, and income before becoming a migrant worker were not significant factors in establishing attitudes towards the profession of migrant worker, especially in Egypt. Meanwhile, employment status before working as a migrant worker was a demographic factor which was found to have significant effect on the intention to become a migrant worker, especially in Egypt. These findings indicate that respondents who do not have a previous employment status tend to have a better perception or attitude towards certain profession.

Second, attitude towards the profession of migrant worker and perceived control behavior in the context of this study are not a significant variable to form the intention to be a migrant worker, especially in Egypt. This phenomenon is likely to occur because they were illegal migrant workers so that they possibly did not know that they would be placed in Egypt. Moreover, they did not know the conditions required, including process and workflow procedures and what to do to become a migrant worker.

Third, subjective norm is found to have positive and significant effect on the intention to become a migrant worker. This finding indicates that the higher the perceived support from important people around, the more increased the intention to work as a migrant worker. Encouragement from the surrounding environment, both from family and friends, who agrees, expects, recommends, or persuades to become a migrant worker is a significant factor in improving a person's intention to become a migrant worker, especially in Egypt.

The results show that out of three determinant variables of intention to work as a migrant worker, only one of which affected the intention, i.e. subjective norm. This finding gives an implication for the Indonesian government to immediately arrest

those who become distributors of illegal migrant workers, especially in Egypt. The Indonesian government should conduct socialization to the community, especially those who want to be a migrant worker, about the risks of working as an illegal migrant worker. The government should also provide training to prospective migrant workers so that they can work in the formal sector, and for former migrant workers, they are recommended to open their own business in Indonesia.

7. Limitation and future research

However, I acknowledge some limitations of this study. First, the limited number of samples due to the difficulties in finding the respondents as they are illegal migrant workers. Future studies should more consider the characteristics of respondents to be studied so there is no difficulty in collecting data.

Second, this study employs a non-probability sampling by convenience sampling method which was an easy/simple sampling method, causing the generalization of the findings was limited. Future studies should use probability sampling technique so that research findings can be generalized.

Third, the model in this study is less appropriate to describe the behavior of female migrant domestic workers in Egypt. This happens due to the non-fulfillment of the TPB's basic assumption. Future studies can replicate the model to be applied in the same context in different countries so that it can be seen the effect of different countries.

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