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INDONESIA-JAPAN COOPERATION IN LABOUR MIGRATION TO IMPROVE THE COMPETITIVENESS OF INDONESIAN MIGRANT WORKERS

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ABSTRACT

Background: The 2018 Global Compact of Migration provides guidance for countries informulating policies and actions to improve the quality of International Migration governance so that they can realize migration that benefits Indonesian Migrant Workers, sending countries, and receiving countries.
Aim: This research aims to analyze the cooperation of Indonesia and Japan in labour migration to improve the competitiveness of indonesian migrant workers.
Method: This research uses qualitative research methods which are carried out based on the interpretation of research data into research results. The research is carried out based on a review of official documents from authorized and relevant government agencies, experiences of actors in Indonesia-Japan cooperation in labor migration in the global labor market and studies references.
Findings: Indonesia conducts bilateral relations with Japan under an economic cooperation agreement by sending Indonesian workers BNP2TKI as government representatives assigned to supervise the debriefing and protection of Indonesian workers. While on the Japanese side there is the Japan International Corporation of Welfare Services (JICWELS) which will be responsible for receiving the Indonesian Workforce.

KEYWORDS *international migration, ginojishusei, kaigo caregiver*

INTRODUCTION

The development of the world's population from year to year has increased quite rapidly due to the imbalance between the birth rate and mortality rate (Rahmawati, 2021). This is as a result of increasing health quality and increasing human life expectancy. The world population as of July 1, 2015 is estimated at 7,243,784,121. The Asian continent became the continent with the most population while the Continent of Australia and Oceania became a continent with a small population (Informasipedia, 2015; Tribunnews, 2020). Indonesia itself is estimated to have a population of 255,708,785 as of July 1, 2015. The distribution of the world's population by continent and region is as follows:

Table 1. Distribution of World Population by Continent and Region

No	Continents and Regions	Population	0%
1.	Asia	4.384.844.097	59,86%
2.	Africa	1.166.239.306	15,92%
3.	Europe	743.122.816	10,15%
4.	South America and the Caribbean	630.088.917	8,60%
5.	North America	361.127.819	4,93%

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6.	Australia dan Oceania	39.359.270	0,54%
	Total	7.324.782.225	100.00%

From the data above, it is clear that the number of Asians ranks at the top with a population of more than 4 billion people. An uneven increase in the number of people in various parts of the world will certainly have an impact in various sectors of human life, such as differences in human life levels such as differences in life levels in economic gaps, educational gaps, technology, and so on. One of the organizations related to this topic is the ILO.

The ILO has 183 member states and is unique among other UN agencies because its tripartite structure puts governments, employers' organizations, and trade unions or workers in an equal position in determining policy programs and processes (ILO, 1949). The ILO Convention on labor migration was adopted in Geneva by the Board of Trustees of the International Labour Office on 1 July 1949 which was ratified as follows (ILO, 1949):

1) Article 1: Any ILO Member State bound to fulfil this Convention shall, if requested, provide to the International Labour Office and to other member states:
   a) Information on national policies, laws and regulations relating to emigration and immigration;
   b) Information on specific provisions relating to labor migration (transfer to another country for the purpose of employment), terms of employment and the source of living of migrant labor;
   c) Information relating to treaties of a general or specific nature on such matters established by the Member State concerned.
2) Article 2: Any member state bound to comply with the Convention shall seek, or ensure, the provision of adequate and free services to assist the employment of migrants, in particular those relating to the provision of appropriate and correct information to them;
3) Article 3: Any member state concerned to comply with this Convention shall, to the extent permitted by its national laws and regulations, take measures deemed necessary to scrape misleading propaganda relating to emigration and immigration.

For this reason, the member state, if necessary, is willing to cooperate with other member states concerned with the issue.

METHOD

This article is the result of a descriptive study with qualitative analysis. This research uses qualitative research methods which are carried out based on the interpretation of research data into research results. The research is carried out based on a review of official documents from authorized and relevant government agencies, experiences of actors in Indonesia-Japan cooperation in labor migration in the global labor market and studies references.

RESULTS AND DISCUSSION

The results of the study are emphasized on providing an objective picture of the actual state of the desired object. Japan is a recipient country for Indonesian Migrant Workers from Indonesia in the formal sector. The workers who have Japanese language training with very strict competencies to make Indonesian residents both men and women interested in participating in various trainings organized by the official sending body through the

Association of Overseas Apprentices (AP2LN) from various distributors of Apprentice Training Institutions (LPK) who have been registered with the Ministry of Foreign Affairs of the Republic of Indonesia. Placement of training according to the talents and interests of prospective Indonesian Migrant Workers, these formal sectors include manufacturing, agriculture, nursing, livestock, and so on. For this reason, from the formal worker sector, the migrant workers sent to Japan are prospective skilled workers who are experts in speaking Japanese through the JLPT test at least passing Level 4 Japanese which is recommended by The Japan Foundation, Indonesian migrant workers can work in Japan.

Indonesia-Japan Bilateral Cooperation Overview

The official IJEPA negotiations were approved by the Governments of Indonesia and Japan when President Susilo Bambang Yudhoyono visited Japan with the inauguration in June 2005. Then on August 20, 2007 Prime Minister Shinzo Abe met SBY and signed the agreement.

IJEPA itself began to be actively implemented on July 1, 2008. Economic partnership Agreements (EPA) are usually signed by two or more countries (Berends, 2016). The treaty proved quite popular throughout the 21st century with countries in Europe, Asia, Africa, and the Pacific region. All of them combine to survive and compete in an increasingly dynamic and turbulent international economic environment. From the presentation, the Economic Partnership Agreement (EPA) is a form of international agreement in which it contains an agreement in the form of deregulation of regulations for investment and immigration control in addition to the content of the agreement (Yüksel & Baran, 2018).

Within the EPA, the regulated field is much more complex as well as facilitating the movement of human resources, goods and capital, Intellectual Property Rights (IPR) and competition policy rules. One of the countries in the Asia that is recorded to do EPA and initiate EPA with other countries is Japan. There are eight countries that cooperate under the framework of the Economic Partneship Agreement (EPA), including ASEAN member states which are Singapore which officially signed the EPA in 2002, Malaysia 2005, the Philippines 2006, and followed by three other countries which are Thailand, Brunei Darussalam, and Indonesia in the same year, 2007. Together with Indonesia, the EPA concept cooperation known as IJEPA and officially implemented on July 1, 2008, after previously going through the negotiation stage.

EPA Regulated Tariff Policy

The Economic Partnership Agreement (EPA) contains three main pillars on which the EPA is based and made, including (Keijzer & Bartels, 2017):

1) Liberalization, removal of trade and investment barriers in the form of tariffs and providing legal capacity;
2) Facilities, in order to increase theinterestfor investors;
3) The cooperation contains an agreement to increase capacity building through capacity building for priority industrial sectors.

In addition, the three basic pillars carried by IJEPA through the EPA's grand concept are liberalization, facilitation, and cooperation. IJEPA also specifically has a goal, since the

negotiations were carried out in the formation of IJEPA, Japan together with Indonesia agreed to formulate IJEPA objectives including (Aprillia & Setyari, 2021):

1) Increase trade between the two countries;
2) Encourage increased Japanese investment in Indonesia;
3) It is expected to be able to develop industry and technology;
4) DeepenIng Indonesia's involvement in regional and international production networks;
5) Increase employment.

Thestate EPA's approval couldraise lower rates than other states. However, by implementing EPA, the countries will benefit less than other countries. In this situation the existence of EPA called Stumbling Block. EPA tariff determination is classified into three levels, including:

1) When EPA tariffs are implemented the tariff becomes 0%;
2) There has been a gradual elimination of tariffs since the EPA was implemented through a specific period agreement;
3) No elimination of tariffs or reductions (MFN rates) apply what if there is no agreed reduction the EPA can choose which tariff reduction policy is more favorable.

Migration of Indonesian Migrant Workers to Japan

Indonesia exports many non-skilled or semi-skilled workers, skilled laborers, and professionals (Wardhani & Agustina, 2015). In this regard, most migrant workers work in the service sector, in foreign companies, and as independent workers (Astina & Abubakar Hamzah, 2013). The government regulates skilled labor in Indonesia, as well as seeks access for Indonesian skilled workers to work abroad, through trade negotiations, to maintain the flow of Indonesian workers abroad in order to acquire skills, and transf ormasijob market at home (Setiawan, 2015).

Recognizing the growing importance of ASEAN intra-regional migration and the increasing likelihood of an increasingly free movement of professional workers and skilled workers in the region, ASEAN Member States at the 8th meeting of the ASEAN Committee discussed the implementation of the ASEAN declaration on the protection and promotion of migrant workers' rights (ACMW) on 29-30 October 2015 in Kuala Lumpur. In addition, compendiums in ASEAN member states on pre-departure and safe migration for migrant workers were also held. The organizing committee of the Philippines together with the ASEAN secretaries organized a technical working group for the Compendium held on September 9, 2016 in Manila, Philippines. As a result, the participants agreed on the proposal and struktur Kompendium. Funding was obtained from the Regional EU-ASEAN Dialogue Instrument Human Rights (READI-HRFI) to recruit a Compendium project team consisting of senior regional consultants, and ten researchers from those countries and agreed to limit case studies related to migrant worker education and safe migration programs and accredited programs. and sanctions from the government.

History of the Establishment of IJEPA Cooperation in Labor Migration

TITP (Technical Intern Traning Program) was established in 1993 with the aim of cooperation through advanced skill transfer from Japan to Japan. According to Nobuki Fujimoto of the Asia-Pacific Human Rights Information Center (OSAKA), in fact, small and

medium-sized enterprises are experiencing labor shortages so use this program as a means to secure labor.

Meanwhile, the EPA (Economic Partnership Agreement) between Indonesia and Japan was signed in 2007, and the migration of Indonesian labor was shown to improve Indonesia's human resources in Japan and Indonesia's commitment to economic partnership (Ogawa, 2012). According to information from the Ministry of Health, Labor and Welfare released on January 21, 2020, there were 51,337 Indonesian citizens working in Japan and 32,480 of them worked under TITP in October 2019. In total there were 383,978 migrant workers under titp out of all 1,658,804 foreign workers in Japan as of October 2017. The fact is that many foreign workers in Japan are students, interns, or spouses and their spouses and family members are not "foreign workers" from China, Korea, Vietnam, Nepal, Indonesia and Brazil, but of course many other citizens.

Table 2. Number of Foreigners in Japan by Country of Origin 1980-2009

Country	**Year**						
	1980	**1985**	**1990**	**1995**	**2000**	**2005**	**2007**
China	52.896	74.924	150.339	222.991	335.575	519.561	606.889
Korea	664.536	683.313	687.940	666.375	635.269	598.687	593.489
Brazil	1.492	1.955	56.429	176.440	254.394	302.080	316.967
Fhilipina	5.547	12.261	49.092	74.297	144.871	187.261	202.592
Peru	345	480	10.279	36.269	46.171	57.728	59.696
USA	22.401	29.044	38.364	43.198	44.856	49.390	51.851
Thailand	1.276	2.642	6.724	16.035	29.289	37.703	41.384
Vietnam	2.742	4.126	6.233	9.099	16.908	28.932	36.860
Indonesian	1.448	1.704	3.623	6.956	19.346	25.097	25.620
Others	30.224	40.163	66.294	110.710	159.765	205.116	217.625
Total	782.910	850.612	1.075.317	1.362.371	1.086.444	2.011.555	2.152.973

Source: Ministry of Justice of Japan, 2008

The first order of the number of foreigners from China is the largest group at about 28.2%, replacing the position of the number of Koreans. Followed by Brazil 14.7%, the Philippines 9.4% and other countries. The number of foreigners registered from Southeast Asia from Thailand, Vietnam, and Indonesia. In resident status, the dominant visa status for Indonesian citizens in Japan is trainees, which amounts to 11,459 people. This number is the third highest number among the total foreign worker trainees in Japan (10.8%) in 2007.

Table 3. General Outline of Industrial Training Program and Field Work Practices: Indonesia

Pre-Departure Training (4 Months)	**Entry into Japan Trainees Undergo 1 Year (4 Weeks) Training**		**2-Year Technical Internship**
Learn Japanese, customs, and practice at vocational training	Intensive Japanese language training (4 weeks)	Trainees mostly followed the plate at small and	Trainees take technician internships in small and medium-

centers in Indonesia before coming to Japan	medium-sized business workplaces (11 months)	sized businesses as employees and return to Indonesia after 2 years

Source: International Labor Association for Medium and Small Business Development, 2008

The study has interviewed several Indonesian work practice trainees working in four different factories. These factories are metal factories (ironworking and metal pressing), plastic production manufacturing plants (floor plastic pressing), seafood processing product factories (packaging and sealing of cans for canned food), and machine factories (electronic equipment assembly). The following sections describe the main situation of workplace conditions based on selected factories in Mieken Prefecture, where many Indonesian work practice trainees have worked under training programs in Japan.

The strategic partnership between Indonesia and Japan was announced at the APEC meeting in November 2004. President Susilo Bambang Yudhoyono and his counterpart Prime Minister Shinzo Abe agreed to discuss the establishment of the Economic Partnership Agreement (EPA), held by join study, through the Joint Study Group Meeting (JGS). In the JGS in 2005, the Government of Indonesia has expressed a request for cooperation in sending Indonesian nurses to Japan. After the IJEPA agreement by Indonesia and Japan was implemented in 2008, Indonesia's request regarding the delivery of nurses to Japan was implemented with the Japanese G to G program with Indonesia.

G to G program to Japan which is accessed by Indonesian nurse workers to work in Japan as skilled workers through the implementation of IJEPA (Efendi, Mackey, Huang, & Chen, 2017). In the G to G program there is training and debriefing before and during work in Japan. The results of the Indonesian Government's decision to carry out a Foreign Policy related to sending Indonesian nurses to Japan in 2008-2013 and increasing competitiveness in the field of nursing for Indonesia. The implementation of IJEPA began to be implemented in Indonesia after the signing of a Memorandum of Understanding (MoU) between the Government of Indonesia (National Agency for Placement and Protection of Indonesian Workers or BNP2TKI) and the Government of Japan (The Japan International Cooperation of Welfare Service or JICWELS) on May 19, 2008 concerning the placement of prospective nurses and careworkers from Indonesia in the form of Japanese G to G programs for Indonesian nurses who graduated from D3 and S1 nursing major throughout Indonesia.

Decline in Birth Rate in Japan Due to Lack of Adequate Labor

The rapid decline in birth rates in Japan led to fewer children and an aging population, and in 2005, the country entered a phase where its population declined (Feyrer, Sacerdote, & Stern, 2008). According to population projections for Japan, a projection released in December 2006 by the national institute of population and social security research, the decline in birth rates and aging of the population is expected to increase further from this point, and is likely to increase progress into full depopulation of society. Projections by Japan's labor policy and training institute provide a prediction that, if the worker participation ratio continues at the same rate as in 2006, the 66.57 million different people in the labor force at that time will shrink to 55.84 million by 2030, an estimated decline of 10.7 million people. However, if the implementation

of various policy measures will lead to groups such as young people, women, and the elderly participating in the labor market, the labor force by 2030 will be about 61.8 million people or a decrease of 4.8 million compared to 2006 and the magnitude of the decline will remain under control.

Of the two arrangements, either before the existence of Law No. 18 of 2017 concerning PMI protection or the existence of the Law has differences, including mentioned the phrase work agreement through PMI placement procedures in regulations before the law. Meanwhile, in Law No. 18 of 2017 concerning PMI protection, the phrase accepts wages outside Indonesia.

The Migrant Labor Resource Center defines migrant workers very broadly although more commonly referred to as PMI working abroad. The general meaning is that people who migrate or work for work purposes, migrant workers will settle in the workplace for a certain period of time. Interstate relations are relationships as assumed by the realism approach, when the assumption of realism that states the state as a single actor increases economic linkage between countries makes events in a country felt more sensitive and influential to other countries.

Neorealism focuses on two main things, namely first the efforts to correct, fix the inability of realism to handle economic issues and secondly the comprehensive and careful development of structural problems in international relations (James, 2002). Neorealism considers that the state conducts international economic transactions by reinforcing the explanation of realism assumptions relating to the role of the state in maximizing its power (Brooks, 1997).

Constructivism sees the state as a social actor who behaves and whose actions follow domestic and international rules (Busse, 1999). Supervenience is an irreducible dependency relationship such as between mind and brain (Morgan, 2004). The properties of state agents can be distinguished from materials such as military and economic whose idensional distribution of material capabilities that transcend state boundaries is considered structural as the distribution of power.

In the implementation of foreign policy, multi-track diplomacy results in the emergence of fundamentals to thin the thick barriers that separate international actors and domestic actors in managing diplomacy (Clark, 2018). This means that diplomacy is not only understood within the framework of the central role of projecting Indonesia's national interests abroad. Diplomacy also demands the ability and foresight of diplomats and officials of relevant agencies to communicate developments at home abroad (Cooper, Heine, & Thakur, 2013). This is also known as the pattern of intermestic diplomacy, thus the benefits of foreign international relations and is really directed to protect Indonesia's national interests.

CONCLUSION

In international cooperation will certainly bemet with various kinds of national interests from various countries that can be fulfilled in their own countries. Indonesia Japan's cooperation within the framework of IJEPA is an international cooperation that considers bilateral relations between the two countries to be mutually beneficial. In this case, Indonesia sends its counterparts to Japan within the country to help reduce unemployment or those experiencing economic difficulties. While on the other hand, Japan also needs foreign workers to meet the needs of its health workers and strive to continue to develop its economy. Indonesia conducts bilateral relations with Japan under an economic cooperation agreement by sending Indonesian workers BNP2TKI as government representatives assigned to supervise the

debriefing and protection of Indonesian workers. While on the Japanese side there is the Japan International Corporation of Welfare Services (JICWELS) which will be responsible for receiving the Indonesian Workforce. Interest is a driving actor in international relations to interact, national interest in the practice of international relations is one of the drivers of international relations, with the state as the actor. The concept of national interest refers to the goal of a country in achieving prosperity, both in the economy, and in the security of the country.

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