

Make Japan Cool For Everybody?

An Analysis of Indonesian Trainee (Gaikokujin Kenshusei Seido) in Japan (Between Hope and Reality)



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いわゆる「外国人研修生制度」を利用して日本で働くインドネシアの若者たち。彼らが夢に描いた「クール・ジャパン」と、日々の暮らしで感じる現実の間にはどんなギャップがあるのか。聞き取り調査とSNSの投稿分析を通じて検証する。

Abstract

In the last 50 years, economic transformation in Indonesia has brought rapid development of international migration of Indonesians to its neighboring developed Asian countries. Japan has been, and remains as, one of the most popular destination countries for ASEAN society especially Indonesians in search of employment and a better life. The first wave of migration of Indonesian workers to Japan began when the Japanese government started to accept foreigners as trainees (kenshusei) in 1982. Following the official launch of the Japan's Industrial Training and Technical Internship Program in 1993, the number of Indonesian migrant workers in Japan further increased. As of 2016, Japanese government statistics state that there are just under 40,000 Indonesians in Japan. This research will examine Indonesian migrant workers (kenshusei) in Japan especially in private sector companies through ethnographic fieldwork and netnographic fieldwork to elaborate and clarify about the reality of life of Indonesian migrant workers (kenshusei) in Japan through deep interviews and by their postings on social media such as Face Book.

Keywords Gaikokujin Kenshusei Seido, cheap labor, Indonesia, Japan, Japanese Dreams

Introduction

Indonesia and Japan have cooperative relations in the economic field for approximately 60 years since 1958. The good relations are contained in various forms of economic cooperation, such as ODA (Official Development Assistance), FDI (Foreign Direct Investment) and bilateral trade. In 1958 Japan and Indonesia embarked on official bilateral diplomatic relations with the signing of a peace spoil agreement between Indonesia and Japan accompanied by a war reparation agreement whereby Japan paid for losses resulting from the Japanese occupation of the World War II era. The agreement began with a Japanese visit in Indonesia since 1955.¹

The economic cooperation agreement between Indonesia

and Japan is in line with the national interests of both countries. At that time Japan was trying to restore the post-World War II economy, as a “survival strategy” to improve its economy after atomic bombs in Hiroshima and Nagasaki, while Indonesia just managed to escape from colonialism and achieved independence in 1945. Thus the national interest of both countries is manifested in an effort to strengthen cooperation in various fields. It is certainly also inseparable from the position of Japan which is one of the hegemon countries as a result of economic progress in Asia.

In 1953 to 1973, Japan's economic growth was at an annual economic growth rate of 9.7 percent, which is often referred to as the economic miracle of Japan.² In this period also Japanese

electronic products successfully replace the position of German and American products. Japan's three-fold high growth rate compared to Western countries made Japan the world's second-largest GDP in 1986.³ At the same time, Japan is actively continuing to establish various economic cooperation with other countries especially with ASEAN countries which are considered as a region which is capable of supporting the pace of Japanese industries.

On the other hand, the cooperation between Indonesia and Japan is not only established in the form of economic agreements in trade or industry, as a growing and developing country that succeeds in placing its country on a par with developed countries like America, at the same time the need for Japanese human resources is increasing. This is because although Japan enjoyed a period of rapid growth in the late 1980s, Japan's economic situation changed drastically in the 1990s. The "Economic Buble" event that emerged in 1990 has resulted in average growth rates in Japan declining. Then came the so-called "new comer migrants" that have changed the demographic character in Japan. The new comers mostly come from the Philippines, China, Brazil, Thailand, and other developing countries. The arrival of 'new comers' has resulted in a diversity in the composition of foreign residents in Japan, where in earlier times, foreign workers in Japan were more dominantly in content by the 'old comers' of Koreans, Chinese and Nikkeijin Latin America of Japanese origin and their descendants who have existed since the Japanese colonial period.⁴

The foreign workers who come to Japan to fill the labor shortage are likely to find themselves in the so-called "3k (*kitsui, kiken, kitanai*, or difficult, dangerous, dirty) jobs. To fill the labor shortage, the Japanese government then cooperates with various countries by forming a program called 'trainee' or known as an internship program. Countries that collaborate on this trainee program such as China, Vietnam, Philippines, Thailand, Peru, Laos, Sri Lanka, India, Myanmar, Mongolia, Uzbekistan, Cambodia, Nepal, Bangladesh and Indonesia.⁵ Although the Japanese government prohibits the entry of foreign workers with no special expertise, there are loopholes in the policy so that Japan can still meet the needs of workers with no special expertise, that is through the way the worker enters by student visa, entertainer visa and includes a trainee (*kenshusei*) visa.

Under the Japanese immigration policy on the Immigration Control and Refugee Recognition Act, there are several classifications for foreigners to enter and work in Japan. The foreigner must have a resident status in Japan such as permanent resident status, spouses and children of Japanese nationals, and permanent residents living in the long term.⁶ The kind of work that can be run by foreigners is also regulated in Japanese immigration policies that are limited to those with special expertise such as diplomats, engineers, or those working for humanitarian organizations or other international organizations. This is in line with the change in Japanese immigration and labor policies in 1990 which refused to accept unskilled workers while opening the door wide for acceptance of foreign workers with special expertise.⁷

The emergence of the different types of workers under Japanese trainee visa that differ from the system of workers has existed since the change of Japanese immigration policy in 1990. In that year a trainee dispatch program was established under the cooperation of Japanese government and business sector in Japan. This was initiated by establishing JITCO (Japan International Training Cooperation Organization) in 1991. Founded in 1991, JITCO is under the joint jurisdiction of Department of Justice, Ministry of Foreign Affairs, Ministry of Health, Labor and Welfare, Ministry of Economy, Trade and Industry, and the Ministry of Land, Infrastructure and Transport. JITCO now has a basic public interest endorsed by the Japanese cabinet office.⁸

JITCO (which is currently added one organization in 2017 called OTIT Organization for Technical Intern Training as part of JITCO as well) was established as an organization that aims to set up the international trainee dispatch program system to Japan. Under the program the trainees will stay for four years in Japan, the first year will start with learning the new sciences using the visa trainee, then the visa is extended for three years under the technical intern's status where they will begin to engage directly in the activities practice his apprenticeship to a company while receiving wages.⁹ JITCO has a fundamental role and objective to contribute to maintaining the internship training program by providing assistance to the trainees:¹⁰

Indonesia itself has sent trainees to Japan under a cooperation agreement between the Indonesian Ministry of Manpower and Transmigration with the Association of Small and Medium

Enterprises Japan (IMM Japan) in 1993.¹¹

The sending of trainees to Japan was originally an ODA (Official Development Assistance)-assisted program that began in 1954 when Japan joined the “Colombo Plan” with a mission to promote social and economic development in the Asian region¹², where the Japanese government opens the entry of Indonesian workers to work in Japan for training in industry, communications, agriculture and health.¹³ Japan’s ODA assistance not only contributes to providing assistance in the field of social and economic infrastructure development but also in the field of human resources development including through cooperation through trainees of the program.¹⁴ Furthermore, the demand for Indonesian labor by the Japanese government is also one of the points that are then stated in the EPA (Economic Partnership Agreement), which in the agreement listed pillars of investment interests for Indonesia, but also an interest to reduce the number of unemployed.

In addition to the cooperation undertaken between the governments of Indonesia and Japan, the sending of trainees is also conducted at the institutional and corporate levels albeit at a smaller amount. Following the signing of an agreement between the Ministry of Manpower and the Japanese government, where the accepting agency in Japan is IMM Japan since 1993, the Indonesian government has sent many selected personnel through the Technical Intern Training Program (TITP) initiated by the Japanese government. The number of Indonesian entrants sent to Japan continues to grow from year to year (Table 1).

NO.	Year	Number of Workers TKI
1	2011	1.929
2	2012	2.652
3	2013	2.577
4	2014	3.741
5	2015	5.452
6	2016	6.498
7	2017	5.162
8	2018	2.380
	Total	30.393

Table 1. Indonesian Trainee Delivery Data Table to Japan Year 2011-2016

Sources: Pusat Data dan Informasi Ketenagakerjaan RI¹⁵

For Indonesia itself as one of the nation’s suppliers of workers, many younger generations are keen to work in Japan due to

better job opportunities and higher wages compared to Indonesia, along with the skills gained to support their careers in the future. When compared to the Indonesian minimum wage in Indonesia ranging from 7,000 to 14,000 yen (US \$ 70-140) per month, in the apprenticeship program, trainees in their first year are promised to receive much higher wages from their home countries, ranging from 50,000 to 80,000 yen (US \$ 500-800) per month, and in the second and third year trainees will be promised to get 60,000 to 100,000 yen (US \$ 600-1000).¹⁶

Basically, the basic law or foundation for the implementation of PTKLN (foreign work placement) program in Indonesia is in order to fulfill the right of every citizen to get a job and livelihood that is suitable for humanity, as mandated by the 1945 Constitution. Due to the domestic labor market can not afford absorbing the entire workforce, the foreign work market becomes an option for a number of workers to find work.¹⁷ According to the Law of the Republic of Indonesia number 13 of 2003 on Manpower, apprenticeship is defined as a system of work training organized in an integrated manner between training in training institutions by working directly under the guidance and supervision of instructors or workers who are more experienced, in the process of producing goods and/or services in a company, in order to master certain skills or expertise.¹⁸

Sending Indonesian Workers is one of the government’s policies in dealing with the unequal problem between the number of manpower and available employment. Which is where the amount of labor is more than the existing jobs. This problem is a problem that occurs in many developing countries, especially in Indonesia. while in the developed countries the problem is the lack of manpower. This of course encourages the cooperation of sending workers abroad.

In general, the sending of Indonesian labor abroad is also able to provide an economic multiplier effect both in the national scale and the region of origin of the workforce. Like growing foreign exchange, fostering family economy, driving people’s economy, raising savings, reducing unemployment, improving community knowledge and education, acquiring new skills and so on.¹⁹

Based on this matter, when viewed, the relations between Indonesia and Japan can indeed be said to be in an asymmetrical position, where Japanese manufacturing industry technology is

more advanced and mature, while Indonesia is still far below Japan, eventually in the program of trainee cooperation between Indonesia and Japan a pillar of cooperation that focuses on the transfer of knowledge and technology transfer for Indonesian workers who are doing internships in Japan, whose ultimate goal of course is to enhance the global competitiveness of Indonesian products themselves.

This transfer of knowledge has an important meaning for Indonesia, because it is expected that with the transfer of knowledge to the Indonesian workforce, the quality of Indonesian workforce becomes better by certainly able to independently apply the knowledge gained by creating Indonesia's own quality products and able to penetrate the international market following Japan's success.

Frame Work

In order to analyze the implementation of the cooperation program by looking through hope and reality, the authors will use the theory of Issue Linkage to see the cooperation character between Japan and Indonesia in a macro level and Social Media as a part of globalization to see their hope and the real life of Indonesian trainee itself in reaction or as a feedback to this trainee program in a micro level.

Issue Linkage

To understand how international cooperation can take place, it can use several ways, one of which is the analysis through the concept of Issue Linkage. Here the concept of Issue Linkage used is the concept of Issue Linkage according to E.B. Haas as a conceptual foundation that can explain the dynamics of the implementation of the Technical Internship Program (TIP) between Indonesia and Japan.²⁰

Issue linkage is a pattern of cooperation by way of 'barter' issues. A partnership between parties with a conflict of interest (not necessarily in a conflictual context) can be achieved by linking a sphere of issues with other issues so that each party will get what it wants. To analyze the issue of linkage, it is necessary to map out who is the linker, ie the party who offers an aspect of issues to be 'switch' with the realm of issues that are in the interest of the linkee party. Party linkee is the party offered a form of compensation by the linker who generally interests linkee will be

reduced and replaced with the compensation. In addition, a clear mapping of the interests of both parties is required.²¹

Japan within the framework of TIP (technical Internship Program) program is a linker that has interests both economic interests and political interests to Indonesia.²²

While Indonesia is a linkee party of the trainee / TIP program, here Indonesia realizes that this trainee program is an opportunity for Indonesia to get knowledge or technology transfer from Japan which is one of the developed countries in Asia also in the World. Through this partnership Indonesia also expects in addition to the fulfillment of employment opportunities for Indonesia's population of surplus demography, but also the establishment of trained and educated Indonesian workers with new skills and knowledge that can be brought and applied later in Indonesia so that the expectation is that there will be a change that can build nation and state for the better.

Social Media

Social Media is one of the buzzwords that came along the web 2.0 rhetoric, along with some other terms, somewhere around 2005. As such, the concept does not have a strictly defined meaning, but people using the concept want to stress that is a new era.²³

In social media people voluntarily share content, for example videos, texts, images, music, through online platforms and with the help of applications that are based on social software. The content in social media has its own audience as the traditional media, like TV, radio, magazines and newspapers have, but the biggest difference is that people enjoy sharing the content they have made themselves or maybe copied from others.²⁴

In this context to see the image from the trainee program in Japan, I use the netnography methodology to see and gauge what their daily activities which are displayed through their social media such as Facebook, Instagram etc., and how the real conditions of their life as a trainee itself.

History of Relations between Indonesia and Japan Cooperation in Employment

The assistance program of ODA is a technical assistance program between Japan and developing countries. As a developed country, Japan is conditioned to have responsibility in

‘human development efforts’ that is through the way of providing knowledge and developing the capabilities and quality of human resources of the people of the developing countries. Thus it can be said that the history of Indonesia and Japan cooperation in this trainee program started with the assistance of Japanese ODA in Indonesia which started from 1954, in the form of acceptance of trainees to get training in industry, transportation, agriculture and health communication. This Japanese ODA assistance was created with the aim of contributing through the areas of human resource development, infrastructure and socio-economic development.²⁵

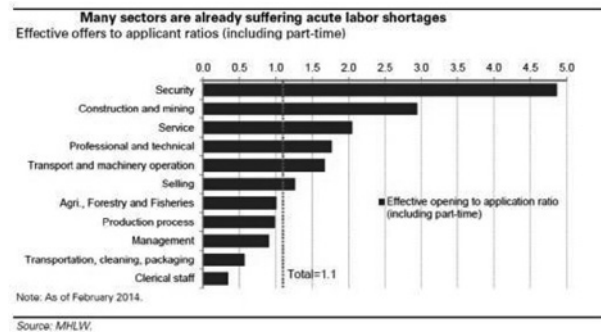
Furthermore, Indonesia and Japan have increased their relationship momentum in 2007. On August 20, Indonesia and Japan signed an economic cooperation agreement (IJEPA). The establishment of the EPA itself began when the proposal for the formation of FTA offered by Japanese Prime Minister Junichiro Koizumi to President Megawati who was visiting Tokyo on 22-25 June 2003.²⁶ Then in a joint announcement made between the Prime Minister of Japan and the President of Indonesia, announced on 8 September 2003 Megawati and Junichiro Koizumi agreed to assign both officials in the two governments to a preliminary meeting to discuss the possibility of establishing an EPA between Indonesia and Japan.²⁷ The cooperation sectors under the IJEPA agreement between Indonesia and Japan under the White Paper on International Trade in 2001, are described as trade agreements that go beyond the tariff limits in the FTA by reaching areas such as investment, competition, digitizing trade procedures, and harmonizing the system and facilitating the movement of people per person.²⁸ In the point of people movement per person it can be said that both parties will provide a framework to facilitate human movement in various categories including short-term corporate visitors, intra-business, investors and professional services. In the same context both parties will also provide acceptance for nurses and caregivers. And both sides will also collaborate on an ongoing basis to expand the reach of apprenticeship and engineering programs.

Based on the above explanation, so far, there are two cooperation related to employment that is still on going that is placement of nurse and caregiver of parents from Indonesia in Japan and apprenticeship program or trainee. The placement of nurses and caregivers of parents is in line with the economic

cooperation between Japan and Indonesia (The Indonesia-Japan Economic Partnership Agreement / IJEPA) run in 2008. Under the agreement Indonesia promised to send 600 nurses and 400 nannies parents from Indonesia to Japan which will be facilitated by the Japan International Corporation of Welfare Service (JICWELS).²⁹ The shipment is based on a lack of manpower in the sector despite increasing demand due to the growing number of aging population in Japan.

With regard to the aging population in Japan, 2005 was a turning point for Japan’s demographic conditions. According to official Tokyo statistics, the number of deaths in the year is very little compared with the number of births.³⁰ With the decline in the average number of births, there is a decrease in the number of children’s populations and this has resulted in a decrease in the number of productive age populations that will impact on the lack of human resources in Japan. With the condition of the elderly population is more than the young population and productive, this will actually make the level of dependence in Japan to be higher. This problem of population decline is certainly a potential threat to the existence of Japan as a country, because the problem either directly or indirectly will have an impact on other aspects. One of them is the employment aspect that the decrease of the youth population will also decrease the number of productive age population or the worker population, which means the number of human resources in Japan will decrease.

In line with the problem, the population crisis is exacerbating the current condition of Japan, where the rate of productive labor occupation is decreasing. Currently many companies and work sectors in Japan suffer from a severe labor shortage.³¹ This can be seen through the following graph 1:



Graph 1. Sectors Experiencing the Disadvantages of Acute Labor Shortages

Sources: Ministry of Health, Labour and Welfare

Through the graph above can be seen that the needs of Japanese productive workforce is very high. And the ongoing demographic crisis condition in Japan has finally caused Japan to open up wide opportunities for foreign workers, especially for nursing staff and industrial sector, which emphasizes on 3K type of work (kitsui, kiken, kitanai).

For nursing workers, although Indonesia has a large supply of nurses and parenting caregivers, in reality the Indonesian government has difficulty recruiting highly qualified and qualified nurses with adequate experience, as well as fluent in Japanese. Furthermore, difficulties with nursing accreditation exams held in Japanese are exactly the same as the tests taken by nurses from Japan themselves who want to obtain accreditation, although nurses from Indonesia are competent and have extensive knowledge in terms of the theory and practice of care but will be difficult to pass the exam when not mastering the Japanese language. It is also seen as an act of the Japanese government that seems to deliberately hinder the entry of Indonesian labor into the Japanese labor market.³²

Furthermore, to meet the workforce in the field of industry, Indonesia and Japan build cooperation in the field of apprenticeship programs or trainees. As previously mentioned, the trainee program established by the Japanese government since 1954 initially aims to encourage international cooperation and provide assistance to developing countries. This program is formed by the cooperation of Japanese government and business sector in Japan, which is a response from the expansion of post-World War II Japanese economy and post-employment shortage. This led to the influx of newcomers or foreign workers from Korea, Taiwan, Thailand, Malaysia and Indonesia in the 1960s until increasing in the 1980s.³³

In the new trainee program, the Japanese government also established cooperation with developing countries on the employment sector one of them with Indonesia. As mentioned earlier, Indonesia itself has sent trainees to Japan under a cooperation agreement between the Indonesian Ministry of Manpower and Transmigration with the Association of the Small and Medium Enterprises Japan (IMM Japan) in the year 1993.³⁴

Kenshusei acceptance in Japan was started around the end of the 1960s, when many Japanese companies are expanding abroad.

However, in the late 1980s, the acceptance of foreign workers who entered work in Japan with the *kenshusei* system became a major debate in the political, economic, social, and so forth. As a result, the Japanese government in 1990 revised the existing training system by allowing it to receive *kenshusei* in the broader fields of work, aiming to shift Japan's technology as a contribution to develop human resources in developing countries.³⁵

Because the trainee program is established as a program that aims to transfer skills, knowledge and technology to developing countries so that it is expected to improve the quality of its human resources and its opportunities in achieving better job opportunities. So a plan came up to direct the trainees after they had finished their apprenticeship to become entrepreneurs. This is the background of the establishment of the Tokyo Commitment agreement between various government institutions both from Japan and Indonesia in 2007. With the Tokyo Commitment is expected to encourage the development of entrepreneurial spirit through trainee program in Japan, this is done by running training, counseling, and briefing.³⁶

The history of the movement of workers in Asia can be traced back to the colonial period in the early nineteenth century, when workers moved from one place to another for construction, agriculture and mining projects. It was not until the 1980s that the Indonesian government decided to start developing programs related to overseas workers by regulating through government regulations and involving the industrial sector. Since then Indonesia has established and submitted the sending of workers abroad as part of the development and development plan.³⁷

Currently, of course, as a sovereign country Indonesia must have its own regulation governing Indonesian workers who will be placed abroad, both in terms of rights and obligations, placement, and also of course the protection of labor migrants. The regulation is contained in Law No.39 of 2004 on the placement and protection of Indonesian workers abroad. Within the law there are several articles that are important to be understood contained in chapters 8 and 27. In the law are affirmed the rights and obligations of TKI (Indonesia migrant workers) listed in one of the points in article 8 namely:

“Every prospective migrant worker has the same rights and obligations to obtain the same rights, opportunities,

and treatment obtained by foreign workers.”³⁸

Under the Indonesian Law, the placement of overseas migrant workers may only be made to a destination country whose government has entered into a written agreement with the Indonesian government or to a destination country that has laws and regulations protecting other foreign workers in accordance with the laws and regulations in country of destination.³⁹

There is a special chapter in the Indonesian law covering various articles on the protection of Indonesian workers, namely chapter VI. As Article 77 states that every prospective migrant worker has the right to obtain protection in accordance with legislation starting from pre-placement, placement period, to post-placement. Such protection shall be undertaken by the designated labor attaché the Indonesian government in accordance with the laws and regulations as well as the laws and customs of international supervision, this is as set out in Article 78. Article 79 also said that the representatives of the Republic of Indonesia are required to conduct guidance and supervision over the representatives of private migrant workers and migrant workers placed abroad.⁴⁰ Therefore, in relation to the issue of trainees, the Ministry of Manpower and Transmigration as the representative of the Indonesian government should supervise the sending organizations of trainees to Japan from both private and IMM.

Furthermore, in article 80, it is explained that the protection during the period of overseas migrant placement is carried out in accordance with the provisions of laws and regulations in the country of destination and international law and custom, in this case referring to the labor legislation of Japan and the ILO. Where in the regulation the TKI is entitled to obtain defense of the fulfillment of rights in accordance with the work agreement and the laws and regulations in the destination country.⁴¹

In the rule of labor law of the Republic of Indonesia is also explained about the definition of apprentices. According to the Law of the Republic of Indonesia number 13 of 2003 on Employment, apprenticeship is defined as a system of work training that is organized in an integrated manner between training in training institutions by working directly under the guidance and supervision of instructors or workers who are more experienced, in the process of producing goods and / or services in the company, in order to master certain skills or expertise.⁴²

ILO also launched a “discriminatory resistance against migrant workers and minorities in the workplace” project in 1991 as a form of concern for such discrimination cases⁴³ Japan’s labor law rules also have non-discriminatory rules, although they are not described in as much detail as the rules of the ILO, Japanese law also classifies trainees as prohibited from discrimination. However, in reality there is discrimination against trainees in terms of work sector restrictions. The work sector accessible to trainees is limited to sectors such as metal industry, building construction, food, fisheries, and agriculture. And within the already limited work sector, the work to be handled is also limited without the opportunity to move parts during the program.

These jobs can be referred to as manual labor or belonging to 3K jobs. The work undertaken by this factory worker among others includes machine operators, electronic equipment assemblers, packers, food processors from fish, drilling and so on. This, of course, raises the question if the above Japanese employment law prohibits discrimination against trainees, then why only 3K jobs are the type of work performed by the trainees, which is a kind of work that has a history long as a kind of work that is highly avoided by Japanese society.

In JITCO’s policy as an organization that oversees the running of trainee programs in Japan itself has actually issued rules that refer to the Japanese Labor Standards Act in various respects, for example in terms of wages. There are, of course, some deductions from the monthly wage to meet operational costs, such as income taxes, housing taxes, social security, employment insurance, and daily and living expenses.⁴⁴ In addition to the wages of Japan’s labor regulations also regulates the number of working hours referring to ILO regulations.

In the article it appears that in the rules of working hours and public holidays, ILO and Japan labor laws are equally enacting the same rules. Workers will work for approximately 40 minutes to a maximum of 48 working hours in a period of one week, then workers are also entitled to get time off for one day every week. In accordance with the regulations in the JITCO manual, the company where the trainee is employed has an obligation to pay the trainee overtime fee in accordance with the number of hours a trainee is working. To work more than 8 hours a day trainees are entitled to not less than 25 per cent extra wages, as well as overtime work done at night, 22:00 and 05:00 local time, while

for overtime work on a trainee's day off entitled to no less 35% extra paid.⁴⁵

Article 69: *"An employer shall not exploit an apprentice, student, trainee, or other worker, by whatever name such person may be called, by reason of the fact that such person is seeking to acquire a skill"*

Article 69-2: *"An employer shall not employ a worker who is seeking to acquire a skill in domestic work or other work having no relation to acquisition of a skill"*⁴⁶

Yet even so there are still a few companies that employ trainees with unnecessary working hours, this is in line with a quotation from one of the owners of a clothing industry company who says that there are still many factories demanding workers to work from 8 am to 6 pm morning the next morning.⁴⁷

Make Japan Cool For Everybody? An Analysis of Indonesian Trainee In Japan

Japan has been, and remains as one of the most popular destination countries for ASEAN society especially Indonesians in search of employment and a better life. as we know that since the 1990s Japan has been known for its power of soft power through popular culture or "cool Japan" and so on. Of course the success of Japan to be a hegemon country has led to Japanese dream among developing countries. And Indonesia is one of them.

Japan's popularity for the people of Indonesia has started since the era of 1970s, and continues to increase from year to year. Japanese dream emerged after the previous American dreams succeeded successfully spread to various countries including Indonesia. Therefore trainee program cooperation between Japan and Indonesia become easy thing accepted and very much in demand by Indonesian society. It is of course, because being able to work in a country like Japan will give more value.

The positive impression of this trainee program can also be seen clearly from the picture or appearance shown by the trainee participants in Japan through their social media. From the 10 trainees interviewed, 9 of them displayed a very positive impression of the program through their social media. Japan succeeded

in giving a wonderfully cool of positive image, and it is seen through anyone who has visited Japan both being studying, tourists and of course for the kenshusei itself.

After doing field observation by following and looking deeper into the activities of these kenshusei, it turns out there are some things that are found contrary to what they display through social media. The photos of happiness taken in every corner of the beauty and sparkling city of Japan is not worth and not as "Cool" as the daily sacrifice of the kenshusei's life. Such is still found a lot of exploitation of working hours, and inadequate facilities from the residence of the kenshusei etc. but the constraints and problems are often reluctant to be expressed by the kenshusei. Besides the reason for language skills, there is also a lack of understanding of the kenshusei regarding the flow of mechanisms related to the rules which applicable in their employment agreement.⁴⁸

However, the difficulties faced by these kenshusei did not stop their hopes. They still hope after returning from Japan they can develop a career and work in a better place in Indonesia and they promise will no longer work on the 3 K type of job (Kitsui, Kiken, Kitanai).⁴⁹

In the scheme of cooperation through the 'Issues Linkage / barter issue' between Japan and Indonesia in the field of employment it can be said that through the Japanese government's immigration policy in this case just looking for a gap to find solutions Japan needs for the entry of non-skill personnel, the Japanese government plays a role in capturing the issues or problems faced by Indonesia as a developing country that is still in need of assistance related to the transfer of knowledge and technology through the development of its human resources, plus the Indonesian government yet to be able to provide employment to meet the number of Indonesians experiencing such demographic bonus . For that cooperation of Indonesia and Japan is a 'barter issue' where in Japanese perspective, Japan has an interest in Indonesia both in terms of politics and also economy. For Japan, it is important that the cooperation of this trainee program is important to position Japan as a developed country in order to be able to say that Japan is taking responsibility and play a role in making progress and progress toward developing countries according to what is stated in Colombo Plan. economic cooperation can certainly fill the shortage or

vacancy of the number of productive workers in Japan, especially for the types of jobs that are 3K (kitsui, kiken, kitanai) that is difficult, dangerous and dirty. The vacuum of this productive workforce is important for Japan to cope with, given Japan's economic driving force exists on industrial exports. Furthermore, in terms of its relationship with Indonesia, the cooperation would further legitimize the importance of Japan's position for Indonesia both politically and economically, which, as mentioned earlier, about the features of international cooperation by Robert and Nye, which under international cooperation conditions the pattern of each country that will be mutually dependent on each other.

The dependence then shows that colonialism for developing countries in this case Indonesia to hegemon countries like Japan has not been completed. The form of international cooperation between developed countries and developing countries is a consequence of globalization flow, which between countries will indeed form an unbalanced pattern or a global imbalance. In a report of the world commission on the Social Dimension of Globalization, established in 2001 by the International Labor Organization or ILO (founded in Geneva in 1919 to bring together government, employers and workers). The Commission led by Tanzania Benjamin W.Mkapa and the President of Finland Tarja Kaarina Halonen issued a report containing the issues of skepticism (about globalization) in 2004.

Conclusion

It can be said that Japanese dreams are the result of the success of Japan which established their country as a developed country, the beauty and "cool Japan" is also able to dominate the imagination from the appearance of social media owned by the Indonesian Kenshusei in Japan, although in their daily lives some people (kenshusei) are experiencing contradictory conditions, but for some people (kenshusei), they have to expend their lives for wellbeing.

Acknowledgement

The writer of this study acknowledges and is grateful that this work was supported by The Sumitomo Foundations for "Japan Related Research" for period of 2017 – 2018 and still on-going research.

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