

Indonesian Migrant Workers in Japan:
A Study on Working and Living Condition of Indonesian
Trainees and Technical Interns

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日本におけるインドネシア人の移住労働者：

インドネシア人研修生・実習生の労働条件と生活状態の現状の調査

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概要

本論は、日本におけるインドネシア人の移住労働者、特にインドネシア人研修生および技能実習生の労働条件と生活状態の現状・課題について明らかにすることが目的である。調査あたっては、聞き取り調査、アンケート調査、文献調査の三つの調査方法を取った。

聞き取り調査の対象は、日本に滞在するインドネシア人研修生・技能実習生、日本のインドネシア人コミュニティーグループ、インドネシア大使館のスタッフ、「中小企業国際人材育成事業団」(Association for International Manpower Development of Medium and Small Enterprises: IMM Japan)のスタッフ、関西インドネシア友好協会 NPO のスタッフである。アンケート調査については、三重県に在住するインドネシア人研修生・技能実習生 120 人に実施したものである。文献調査は、参考資料、雑誌、研究論文、時事文献を参考とし、先行研究の検討を行った。

1992 年 12 月、インドネシア労働移住省 (Ministry of Manpower and Transmigration: MOM&T) 生産性開発総局の定期協議 (Directorate General of Training and Productivity Development Department)、送り出し機関視察が実施された後、日本の IMM Japan との間で協定が結ばれた。その後、「財団法人国際研修協力機構」(Japan International Training Cooperation Organization: JITCO) の外国人研修生・技能実習制度を通し、インドネシアは積極的に若者世代を研修生として日本へ送り始めることとなる。

研修生は一年から三年の間、日本の中小企業等に受け入れられ、業務を通して産業上の技能・技術・知識の修得を行うことを目的としている。更に、三年間の研修が終った後は日本で修得した技能を活かし、インドネシアの経済発展と産業振興の担い手となることも期待されている。研修生は、中小企業国際人材育成事業団の研修・技能実習生としてインドネシア政府によって厳正に選抜され、更に来日前の4ヵ月にわたる訓練を受けた、規律正しく意欲的で、かつ有能なインドネシアの若者世代である。

本論では、インドネシア政府が上記の移住労働者の取り組みを、インドネシアが現在も抱える人口の多さ、高い失業率、不完全雇用の多さ、及び貧困問題を解決するための重要な政策であると断定し、同様にインドネシア政府が不熟練労働者ではなく、半熟練の労働者を選抜し送ることも重要であると結論づけた。

また、研修生が日本で働くことは、彼らの生活水準を上昇させる大きな要因となり、彼らが20代という若者世代であるということも、広い知識と経験を修得するためのアドバンテージとなる。一方で、インドネシアが抱える高い失業率の中から職を獲得するための方法としても、一つの戦略的な選択肢であると結論づけた。

研修生の収入については、日本の労働基準法と最低賃金法と我々が得た調査結果を比較すると、非常に低く設定されていることが明らかとなった。しかしながら、回答者の多くは、その収入を貯金しおり、または母国の家族に送金することができている。我々の調査結果によると、インドネシア人研修生と技能実習生の月当たりの平均貯金は6.6万円であり、4ヵ月ごとの母国への平均送金額は8万円、すなわち年間24万円であった。

しかしながら、この外国人研修生・技能実習生制度の実施、とりわけ労働条

件に関しては問題も抱えている。事実、多くのインドネシア人研修生・技能実習生は、技能と熟練を収得という点では不毛の仕事及び単純労働に従事している場合が多く、調査結果でも、アンケート回答者 120 人の内、72%が技能・技術を十分に修得できていないと回答していることが明らかとなった。彼らのほとんどが無給で時間外の業務に就かされており、安い労働力として企業側に雇用されているのである。

就労条件についても、いわゆる「きつい、汚い、危険」(3K) と呼ばれる業務に従事させられる場合が多く、機械・金属・プラスチック成形・缶詰巻締製造などに関連した工場勤務が多い。受け入れ企業においても、下請け工場、小規模工場が多く、新しい技能・技術を有していない場合が多い。こうした結果、現在約 100~200 人の日本在留インドネシア人研修生・技能実習生が失踪するという事実を招き、彼らの多くは在留期限が経過した後も、母国に帰らずに不法滞在者として、そのまま日本に留まっているのである。

以上のことから、現在の日本の外国人研修・技能実習制度というものが、研修生、企業、行政の各方面に十分理解されず、適正に実施されていないことは明らかである。そのため、まず、研修生・技能実習生への技術・技能移転という制度本来の目的を十分に達成させるために、同制度の再検討及び再編を行うことは極めて重要な課題であると言える。とりわけ、失踪問題を解決するために、受け入れ企業が研修生・技能実習生の労働条件と待遇を改善し、更により高度な技能と熟練を収得できる職種の拡大を計ることが必要である。

一方、インドネシア側は、研修生・技能実習生の日本の滞在中のモニタリングの徹底、及び帰国後のフォローアップを一貫して行っていくことが肝要となる。また、研修生・技能実習生たちに対しても、日本の文化・習慣、及び法令の遵守を十分に理解させることが、問題解決への重要な要素となる。

ABSTRACT

Attracted by Japan's prosperity and motivated by desire for gaining higher income, many Indonesian workers have been migrating to Japan in increasing numbers since the mid-1990s. Different from other destination countries, most of Indonesian workers who came to Japan is under the program called "Industrial Training and Technical Internship Program" with the main objective to get the use of actual work to obtain new technical skills. In fact, many of young Indonesian trainees and technical interns questioned in this study found that in reality just treated to fulfill Japan's labor shortage and as a source to hire cheap labor in small and medium companies. Further, many of them found also have to take unproductive jobs under condition where no new skills or technology techniques transfer really takes place. Most of them were engaged in marginal works or assigned to a small part of the operation, such as cutting, packaging, lifting, sorting, painting and etc. The condition continues the same event after they become technical interns from their second to third year. However, it is considered that, in spite of many problems in the implementation of the current training program, as long as the significant difference remains in employment opportunity and earning between Japan and Indonesia, the effort to dispatching more Indonesians to Japan is still an important policy for both countries. At individual level, working in Japan is also a strategy for improve quality of life and broader knowledge and experiences, especially as most of the Indonesian trainees are young talented person age around 20s.

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Chapter I

Introduction

1.1. Background

International migration is a significant socio-cultural change in Indonesia. The success story of Indonesian who had worked in abroad by gaining higher income and the benefits that have accrued to his or her family have influenced many Indonesians to migrate to other countries. International migration has also given many positive contributions to social and economic development in Indonesia. Apart from become a problem solving on high unemployment, underemployment, and low wages problem, it is also contribute to economic development by gaining foreign exchange earning and in many cases reduce the number of the poor as well as improving the standard of living of the community and nation.

From the historical point of view, international migration is not a new phenomenon for Indonesian society. It has been doing since hundreds years ago and still continues until now which is the number tends to be increase year by year. The destination country for Indonesian in search of job opportunity in abroad is also increased and spread all over the world. According to Hugo (2000), until the 1990s, labor migration out of Indonesia was predominantly to the Middle East Countries, but increasingly significant numbers have moved to other Asian nations such as Singapore, Taiwan, South Korea and Japan. Most of these workers are sent by Indonesian government as professional, trainee and technical workers. They were sent to abroad in order to learn technologies as “brain circulation” that were exported by advanced Asian countries, especially to Japan and South Korea (Department of Manpower and Transmigration, 2004).

Among many countries, Japan is one of destination countries for Indonesian in search of employment. Although the number is quite small compare to other destination countries, it can be predicted that the number of Indonesians migrating to Japan will continue to grow in the future. At any events, because of the significant different from earning and employment opportunity between Japan and Indonesia will remain for foreseeable future for Indonesia as a sending country. Moreover, increasingly internationalized of Japanese companies also raises new opportunities and inflow of

workers from Indonesia to work in Japan. In term of bilateral agreement, both two countries have been developing important role, particularly with the scheme of Japan Indonesian Economic Partnership Agreement (JI-EPA). In more recent decades, it is clearly understood that the contour of Indonesia-Japan economic relations has been increasingly influenced by the flows of people between the two countries.

Since 1993, Indonesia, together with other Asian developing countries, has been sending thousands of young people mainly male age around 20s to Japan under a training program scheme called “Industrial Training and Technical Internship Program (IT-TIP)”. They came to Japan through this program with a mission to acquire advanced skills, techniques and knowledge in specifics fields of industry, which will be enable them to be of use to home country when they completed the programs for 3 years. During their stay in Japan, they also have many chances to earn some amount of money, experiences Japan’s society, culture, custom, language and so on.

Considering the demographic changes, Japan was the first non-western country to experience fast aging population and decline in fertility. That decline was more rapid than it had been in any of the other industrialized country of the time. According to a report released from the United Nations in 2000, it was predicted that the population of Japan would reach a maximum level of 127.5 million in 2005. If Japan wish to maintain its population at the level attained in 2005, it would need 17 million foreigners by the year 2050, or average of 381,000 foreigners per year between 2005 and 2050. By 2050, foreigners and their descendent predicted would be total 22.5 million and comprise 17.7 percent of the total population of Japan (UN Population Division, 2000; Nawawi, 2008). This condition indirectly explained what will happen in the future if Japan cannot maintain their labor market without accepting more foreign workers.

Despite being long thought of as immune to the globalization effect of migrant workers, Japan has now begun to experience major increase in the numbers of foreign workers. These migrants do not just come to work and return home, but bring families and form households with Japanese nationals. They are spread throughout the country. With the country’s impending population decline, a rapidly aging society, a low-wage service sector and income disparities, it seem that the global age of migration is to become a permanent, if uncomfortable, feature of Japanese life (Douglass, 2000). On the

other hand, despite great demand for unskilled labor created by the reluctance of high-qualified young workers to take blue-collar job, Japanese immigration law generally permits only the entry of highly skilled labor. Nevertheless, over the past decade a growing number of low-skilled and unskilled foreign workers have been entering Japan and worked both legally and illegally (Romdiati, 2005).

In a more competitive global environment, understanding issues of foreign migrant workers is very important to reaping optimal benefits. Indonesia, as the country that has sent large number of international migrant workers must dedicate substantial attention to this issue. Therefore, study on Indonesian migrant workers in Japan is great interesting and important. This is especially true considering lack of dedicated study. This study is also hopefully can be useful input to enrich knowledge and lessons learned for both government, Indonesia and Japan as well.

1.2. Purpose of the study

The study aims to understand the reality and issues faced by Indonesian Migrant Workers in Japan, particularly those who come to Japan under Japan's Industrial Training and Technical Internship Program. To achieve the general objectives, this study divided into several specific objectives:

1. To review the current condition of Indonesian migrant workers in Japan
2. To analyze working condition of Indonesian trainees and technical interns in Japan
3. To understand living strategy and social relations among Indonesian who currently living and working in Japan.

1.3. Method, operational definition and limitation

1.3.1. Method of study

This study reviewed from social aspects and analyzed descriptively through qualitative approach. Method of data collection is a combination between in-depth interview, group discussion, survey and literature study. In-depth interviews and group discussion conducted by interviewing some important keys information, such as Indonesian trainees and technical interns, senior member of Indonesian workers in Japan, , staff of non-government organization in Japan, Indonesian community group in Japan,

and others. Survey was conducted by distributing 120 questionnaires to Indonesian trainees and technical Interns who currently working in Japan. Literature study was conducted by studying desk review on research publications such as books, journals and publication of labor statistic. Field research was conducted in some cities in Mie Prefecture, such as in Matsusaka, Tsu, Hisai, Isei Nakagawa, Yokkaichi, Iga and Kuwana city. To enrich the data, observation and meeting with some Indonesian workers also conducted in some cities like in Osaka, Kobe, Nagoya, and Tokyo where many Indonesians used to lived and worked in Japan. The detail information related to number of respondents based on city and type of industries are shown in the following Table 1.1.

Table. 1.1. Number of respondent based on city and type of industry

No	City	Number of Respondent			Type of Industry
		Trainees	Technical Interns	Total	
1	Tsu-Takacaya	10	15	25	Food products
2	Tsu-Kawage	-	8	8	Automotive-Metal
3	Tsu-Tsushinmachi	4	11	15	Machinery-electricity
4	Isei Nakagawa	6	6	12	Electric-painting
5	Matsusaka-Kushida	5	10	15	Electronics
6	Matsusaka-Taki	8	7	15	Electronics
7	Yokkaichi	-	5	5	Metal-machine
8	Kuwana	2	4	6	Machinery -electronics
9	Iga-Hida	7	12	19	Metal and plastic
	Total	42	78	120	-

Source: Survey on Indonesian trainees and technical interns, 2009

1.3.2. Operational definition on trainees and technical interns

In this study Indonesian migrant workers are refers to Indonesian trainees and technical Interns who currently in Japan sent by Association for International Manpower Development of Medium and Small Enterprises Japan (IMM Japan). They came to Japan through the scheme of training program called Industrial Training Program and Technical Internship Program” organized by Japan International Training Cooperation Organization (JITCO). Trainees are those who are in 1st year of training program, while technical

interns are those who are in 2nd and 3rd year of training program in Japan. The different between trainees and technical interns are explained more detail in chapter 3.

1.3.3. Limitation of the study

This study was conducted from 2008 to 2009, when at the same time; the global financial crisis hit most of developed countries, including Japan. As the influence, Japan economic suffered from the impact of the crises and made many Japan's industries fallen into bankruptcy, especially in industry related to automotive and electronics sectors where large numbers of foreign workers were engaged, including Indonesian trainee and technical Interns. As a result, many of Indonesian trainees and technical interns forced to be sent back to Indonesian before finishing the 3 years training program. Those who still remain in Japan faced by decreasing number of working time and overtime job, especially for technical interns, and later influenced number of salaries or income they usually receive in every month.

Chapter II

Indonesian International Labor Migration: An Overview

Migration of people to other countries in search of employment has occurred all through history and nowadays it is by means not a new phenomenon. But the phenomenon of international labor migration, which invites relation between countries, is indeed a very important issue in nearly every country in the world, including in Indonesia. This is because migration people to other countries not only bring economic advantages but also caused problems, which can be social, cultural and political aspects (Wickramaekera, 2000).

According to Ananta (2004) there has been a rapid development of international migration across Indonesia in the half of centuries. This rapidly rising population mobility is one of a prove of economic transformation and it has been a cause and a consequences of extraordinary changes in social, cultural and political life in Indonesia. Hugo (2000) also stated that the revolution of global transportation and development of communication in mess media are also some of the factors that contributes to the rising international migration in recent decade, not only in Indonesia, but also many countries all over the world. International migration, in general, have shortened the social distance between sending and receiving countries and in many cases then also raised family connection and increased people knowledge, motivation and opportunities to migrate to other countries.

Moreover, the unbalance development of demographic condition across countries in the world then resulted in differences in the number and growth of the population and workforce of the countries. This phenomenon further creates an unavoidable condition between labor surplus (developing countries) and labor deficit countries (developed countries) and make international migration as one of solution option. Further, labor-surplus countries are likely to have limited economic opportunities but endowed with large number of working-age population. Meanwhile, labor-deficit countries tend to have rapid growing economies and which enhances the demand for labor (Hugo, 2002).

On Indonesian case, recent movement of international labor migration from temporary basis, first to the Middle East and later within Asia, made the study of

Indonesian international migration has certain distinctive features. The changes in the direction of migration from the Middle East region to Southeast Asia such as to Malaysia and Singapore and the Far East Asia such as Japan, Korea, Hong Kong and Taiwan is an interesting phenomenon which is itself a consequence of the rapid economic development and improvement in information and technology in the above countries. Just as significant is the influence of these developments in the creation of relationships that link countries at the wider international level (Sukamdi, 2000:5).

2.1 Pattern and scale of Indonesian labor Migration

From historical point of view, international labor migration in Indonesia has been on going process since very long time ago. According to Bandiono (2000), it began with the period when there was a wave of migrants from mainland Asia, was followed by the coming of the Europeans, and then by the wave of Indonesia to Madagascar. In early 1800, it is noted that many Indonesians found were working at plantation and construction area in Singapore and Malaysia (Aswatini, 2001). This migration practiced either spontaneous or ruled by Dutch or Japanese government during colonial period. After independent period in 1945, international migration of Indonesian continued spontaneously and in 1970 the government of Indonesia put sending its labor as a strategic national development policy. Nowadays, approximately 5 million Indonesian working all over the world and the trend predicted will be increased in the future as international migration already become a common practice for many Indonesians.

2.1.1. Indonesia's colonial period

As mention previously, international migration process has been practicing very long time ago in Indonesia, even before the creation of distinct territorial boarder of Indonesia as in the case today. Tirtosudarmo (2000) notes that before the advent of colonialism, the geographical stretch of the migration of people leaving the place, which is today known as Indonesia, was very extensive, stretching as far as the island of Madagascar in the Indian Ocean to the South Pacific Islands. This was concretized by the process of the Dutch colonization of archipelago which attained its shape in 1910, and which signified the creation of distinct territorial border of Indonesia. At that time, the Dutch recruited

people from the island of Java in order to work at plantation, tin mines, and construction area in the coastal areas of East Sumatra, Suriname in Central America, in New Caledonia in the South Pacific and also in Vietnam (Hugo, 1980; Warman, 1994; Bandiyono, 2000).

In early 1900s, many Indonesians such as from people of Java from East Java, people of Bugis from Sulawesi, people of Bali and Madura and also people of Minangkabau had worked in Malaysia (Mantra, 1986; Aswatini, 2000). At that time, the British colonial government were establishing plantation, road and harbor in Malaysia, which faced problem of labor shortage. To solve that problem, the British recruited many workers from South China, the Philippines, India and Indonesia and they were brought into Malaysia as temporary workers (Mantra, 1986). Further, after many years working and living in Malaysia, they could uproot themselves from their original culture and started living and building family in Malaysia. Until then, Malaysia is known as a multi racial country.

Migration of Indonesian workers to abroad also had continued during Japanese colonial period (1942-1945). At that period, many Indonesians reported had sent by Japanese military under the project known as "*romusha*" to some countries such as Thailand and Burma. Not only from Java, had many of them also came from South Sulawesi and East Timor (Florest Island) and were deployed by force to support Japanese military project on plantation, construction, and railways. Unfortunately, data related to number of Indonesian sent by Japanese military at that period were still not clear, but those who could return to Indonesia after World Word II reported only few (Hugo, 2000; Aswatini 2001). It is also belief that the existence of people from East Timor who came to Malaysia-Sabah under *romusha* project was the origin period of migration of people from Florest to Malaysia and it is widely believed the history still has been continuing until now (Aswatini, 2002:7).

2.1.2. After independence period

After Indonesian gained independence in 1945 from Japan-Dutch, it is noted that the number of Indonesian migrated to abroad have continued as a spontaneous movement (Aswatini, 2007). Malaysia was still the largest destination of Indonesian, especially after

Malaysian got independence from British in 1947. At the time the number of Indonesian working in service area (household maid) and construction had increased as Malaysia started getting the problem of lack of low skill workers to support their economic development.

From historical point of view, it is noted that the flow of workers from Indonesia to Malaysia experienced a sharp increase in 1950s, as it shown in the results of the 1950 Malaysian population census. At that time, there were 189,450 residents of Malay were noted as having been born in Java- a 111 percent increase over the 1930 census figure. A further, 62,200 people were originated from Banjar-Kalimantan, while 26,300 people originated from Minangkabau-Sumatra, and around 7000 people originated from Sulawesi (Hugo, 2000). This figure only represents the population situation in the Malayan Peninsular, and the number of workers entering Sarawak and Sabah was estimated to be more or less the same number (Mantra, 1986).

Although many Indonesian migrated to other countries for work during the colonial period and after independent, it is only since the early 1970 that the government of Indonesia officially announced and facilitated of sending its labor for working in abroad. Further, it was not until 1977 that Indonesian government announced detailed regulations pertaining to sent its labor to abroad and in after 1979 actively encourage the sending of Indonesian labor to abroad as strategic development policy. After that, the number of Indonesians working in abroad experienced another sharp increase, as a part of a wider explosion in international labor migration, in which it was noted that the official number of Indonesians working abroad increased 38 times higher between 1974-79 and 1989-94 (Department of Manpower and Transmigration RI, statistics quoted in Krisnawaty, 1997:292).

Nowadays, Saudi Arabia and Malaysia are the two dominant destination countries for Indonesian to find job in abroad, followed by Taiwan, Hong Kong, Singapore and Brunei. Most of them were sent to these countries by the Indonesian government as semi-skilled and unskilled workers. They were sent to that country to meet the demand for many types of job. For example in Malaysia, most of Indonesian workers were engaged in plantation and household maid areas, while the rest engaged in construction, manufacturing and certain service sector. In Taiwan, Hong Kong and Singapore most of

the Indonesian workers engaged in the type of jobs such as domestic maids, construction workers, manufacturing, marine and service industries. Similarly, in the Middle East countries, such as in Saudi Arabia, UEA, Qatar and Kuwait, most of the Indonesian workers there work as the domestic helpers.

Table.2.1. Distribution of Indonesian migrant workers approved by Indonesian Government in 2001, 2002 and 2003 by destination countries

Destination Countries	2001	2002	2003
<i>ASIA PACIFIC</i>			
Malaysia	110,555	152,680	48,298
Singapore	34,295	16,071	2,094
Taiwan	38,119	35,922	1,626
Rep.of Korea	3,391	4,273	6,119
Hong Kong	23,929	20,431	2,743
Brunei	5,773	8,502	1,084
Japan	1,543	444	61
Other Asian countries	15	1	0
<i>Sub Total</i>	217,555	238,324	62,655
<i>MIDDLE EAST</i>			
Saudi Arabia	103,235	213,603	104,698
United of Arab Emirate	11,027	7,779	1,508
Other ME Countries	6,918	20,579	9,812
<i>Sub Total</i>	121,180	241,961	116,018
AMERICA	228	40	168
EUROPA	-	68	31
Total	338,963	480,393	178,872

Source: Department of Manpower and Transmigration, Republic Indonesia, 2004

2.2. Issues related to overseas Indonesian workers

It has been well known that Indonesia is one of the developing countries in Asia which has long experienced on international migration. The Indonesian government has been involved in sending workers overseas and plans to enlarge the number and improve the quality of the workers in order to solve unemployment problems within the country and obtain foreign exchange to enhance economic growth. Nowadays, Indonesia has become a major source of overseas migrant workers who secure jobs in another country

for a limited period, usually around three years. According to a report published by Indonesia Ministry of Manpower and Transmigration, in mid-2006, reported that there were 2.7 million Indonesia working overseas with official permission. This represents 2.8 percent of the total national workforce. This number is greater than the actual if the total number of Indonesian workers departs from Indonesia to overseas without going through any official process were also counted.

As mention before, international migration in Indonesia has been playing important role to Indonesia economic development. At micro level, overseas Indonesian workers have benefit for the migrant and his/her family. At the macro level, remittances that they sent and experience (skills) that they obtained while working in abroad are the two potential sources of benefit for improving standard of living the community and nation as well. Their role on national development has also been admitted, as they well know as “foreign exchange heroes”. In 2008, approximately Rp 100 billion sent into the country by Indonesian who works in abroad. This amount is equal to 10 percent of national budget in 2008. However, as the number of Indonesians working abroad increased significantly, many problems occurred and in many cases often related to lack effort to protect their rights and welfare (Nawawi, 2008).

The issue at the beginning of 2005 on deportation of around 400.000 of Indonesian migrant workers from Malaysia (especially the irregular workers) was one of the evidence that the Indonesian government is seem not having clear policy to manage Indonesian migrant workers in abroad. The case of mistreatment, being alleged abuse, violence, even murdered are often occurred among Indonesian who work in abroad. These problems not only can be seen in abroad, even the worse, it also often happened in Indonesia before their departing and after their arriving from abroad.

According to Institute for Ecosoc Rights (2008), from 1999 to 2007, 147 Indonesian workers in Singapore were reported dead. While in Malaysia, from January to November 2008, reported that 513 Indonesian were dead and most of them were Indonesians who came to Malaysia for working. Moreover, because most of Indonesian migrant workers in abroad are female, the problems they have often gender related and always weak position in protection. Some are sexually abused, some have to work very hard for a small amount of money, and some complained that their money was being withheld by their sending

company. These issues then had made the Indonesian government should rethinking the policy on sending its labor to abroad. Moreover, the facts that international labor migration has involved various aspect of the relationship between countries, such as political, cultural, legal, and economic, have made the debate on weather to support or abolish sending Indonesian workers abroad ever become very complicated until now.

2.3. Studies of international migration in Indonesia

International migration in Indonesia and its related issues has been attracting many scholar and institutions and it can be predicted that it will become even more increasing in the future. This is because the issue of international migration has been known and felt over the last fourth decades and the flow of the Indonesian working in abroad has also been increasing and has created many problems. Event recently, the issue of Indonesian migrant workers such as in Malaysia and Saudi Arabia has been attracting public attention and in certain case became controversy in Indonesia. Relation between two countries –Malaysia and Indonesia- has become public consciousness as mass media have reported it almost daily. The issues of mistreatment, sexual harassment and physical attack to Indonesian migrant workers in those two countries (particularly female migrant workers) have given rise to public angry and in many cases increase political sentiment on bilateral relationship.

In general, studies on International migration in Indonesia have mostly addressed particular cases and have not discussed the issue comprehensively enough. Most of study has mainly focused on Indonesian side and carried out by conducting surveys, interviewing returnee migrant or by analyzing secondary data. This is because most of researchers have been paying more attention to internal migration as one of the consequences of Indonesia development. Also, due to the limited research funds available and government regulation which limits research within the country if one is conducting government sponsored research (Bandiyono, 2000: 135). Yet the decline in the role of international funding agencies, such as UNFPA, following the collapsed of the Suharto's New Order government, also drastically reduced the number of research on population issues, particularly issue related to migration (Tirtosudarmo, 2007).

As the globalization and internationalization have resulted increasing on economic integration between countries, inter-connection and inter-dependence among countries in the same region are predicted will be one of important aspect on international migration study in the future. Indonesia as one of Asian countries, which have cross-border area with some countries, is also including on this subject. In an integrated world economy like today, trade, flow of capital, flow of resources, flow of labor, and flow or technology are inter-connected. Therefore, studies on international migration will be seen also in the context of integrated world economy. As a result, it can be said that policy in one country, particularly on its labor market, may be of concern to other country. As a result, border between countries can be said will be borderless.

Chapter III

Indonesian Migrant Workers in Japan

Despite the bursting of the “bubble economy” in 1991, the rapid economic development from the 1970’s to the 1980’s then made Japan an economic superpower. Japan has become one of industrialized nations with a high level of national income and play important role in word economic development. However, out being success of industrialized country, Japan is gradually facing serious problem on its labor market that will influence the future of this nation to a greater extant than people generally realize (Nawawi, 2008).

Since, the end of 1990s, Japan is facing an aging population, long term decline in fertility and in its workforces. Although there is plenty of effort of adapting to that changes in the structure of the workforces by developing labor-saving technology and moving toward a more efficient employment structure, it is still inevitable that the influx of foreign workers will continue over the long term, owing to the strong demand arising from labor shortage in some sectors, and also to the continuing desire of foreign workers to come to Japan in search of higher earnings (Shimada, 1994). These conditions created the idea among young people, especially from so-called “third world” countries, that Japan is a rich land of opportunity. Moreover, many foreigners have been coming to Japan since then. Most of them came to Japan to find job opportunities, earn more money or gain experience. As most Japanese moved into white color jobs, this condition then created a new demand for laborers in blue-collar industries. The construction, manufacture and service industries have been employing foreign workers in great number ever since.

Although Japan currently has a policy of not accepting foreign non-skilled workers and of limiting the number of skilled technical expert from abroad, the reality shows that there is increasing need for foreign skilled and non-skilled workers, which is not being filled by Japan’s domestic labor. There are shortages in specific sectors requiring both skilled and non-skilled workers. Nevertheless, over the past decade, a growing number of low-skilled and unskilled foreign workers have entered Japan and worked both legally and illegally (Romdiati, 2005).

3.1. History, size and nature of Indonesian workers in Japan

Attracted by Japan's prosperity and motivated by desire for gaining higher income, many Indonesian have been migrating in increasing number since the mid-1990s. For many Indonesians, Japan is one of the most attractive destinations because it offers a relatively high salary. To be able to work in Japan is also can be a personal pride as it is often associated with higher social status and good reputation in the current Indonesian society (Pudjiastuti, 2005). Therefore, it can be said that working in Japan is clearly has a different image for Indonesians than those in Saudi Arabia, Malaysia, Singapore, Hong Kong and Taiwan, where most Indonesians are employed in domestic work, logging factory and plantations. Therefore, it is understandable that many experts have predicted that the number of Indonesian workers in Japan will remain increasing in the future.

3.1.1. Migration of Indonesian workers to Japan

Historically, the first stage of migration of Indonesian workers to Japan came about when the Japanese government started to accept foreigner as trainees (*kenshusei*) in 1982, in proportion to promote international cooperation and extend assistance to developing countries and in response to the rapid postwar expansion of the Japanese economy and accompanying labor shortages (Romdiati, 2005, Okushima, 2005). Tirtosudarmo (2005) and Pudjiastuti (2005) in their separated research report stated that since 1980s, many Indonesian who are mostly irregular workers from Minahasa - North Sulawesi reported had already resided and worked in the local seafood processing companies in Japanese port town of Oarai in Ibarakai Prefecture. Later, those irregular Minahasan people with their highly dense and homogeneous community in a single location (Oarai town) become quiet a well known group as early Indonesian who began arriving in Japan in 1980s.

In 1990, after the revision of the so-called Maruship System (introduced foreign seafarers to be able to work in Japanese deep sea vassal), number of Indonesian seafarers had also reported begun to be hiring by some Japanese deep-sea vassals as fishery trainees (Okushima, 2005). Further, at the end of the 1990s, number of Indonesians who had Japanese descended relationship also reported begun to enter Japan in response to the 1990 new Immigration and Refugee Control Act. This act allowed foreigner who had

Japanese blood, so-called *nikkeijin* (up to third generation) and mostly from Brazil and Peru, to enter Japan under a special category (*teijusha*) and made them and their spouses the only group of foreigners who were permitted to reside and engage in work (including unskilled work) without any restriction.

In 1993, after Japanese government established new trainee system, the number of Indonesian entered Japan increased year by year. Before 1993, most of Indonesians who entered Japan were dominated by those who came for professional purpose such as officials, engineers, and college students. After 1993, when the training period was extended to a maximum of 3 years, the number of Indonesian with the visa status of trainees and designated activity (technical interns) rapidly increased and since then becoming the majority of Indonesian groups in Japan.

Indonesian migrant workers in Japan can be said to be the “new comers” of the “late comers” as they arrived relatively late in the new comer trends of immigration, and being still in small in number in comparison with the other dominant national groups. Nevertheless, the number of Indonesian workers in Japan is expected to rise in the future as Indonesian workers are in general preferred by Japanese employers because of their docility, eagerness, and patience in carrying out hard work. Additionally, it costs less to recruit Southeast Asian workers than to hire other nationals, and Indonesian workers are willing to accept jobs whose condition may be unacceptable to other foreign workers like the South American or *nikkeijin* (Okushima, 2005).

Furthermore, Japan and Indonesia, both countries have also established a close economic relationship in wide range of area. Japan is one of important trade partner in both export and import for Indonesia. Japan has always been one of the top investors for Indonesia. Nowadays, approximately 1,000 Japanese enterprises are operating in Indonesia and employed about 200,000 Indonesians. Japan is also the largest provider of Official Development Assistance (ODA) to Indonesia. In 2007, both countries were also signed Japan Indonesia Economic Partnership Agreement (JIEPA), which is one of the agreements is Japan expected to accept up to 400 nurses and up to 600 caregivers from Indonesia over two years starting from fiscal 2008. In addition, Health, Labor and Welfare Ministry of Japan has calculated that Japan will need an additional 400,000 to 600,000 caregivers and nurses in 2014, as this country had started experience on aging

population. Therefore, taking this circumstances into consideration, it is can be understood that bilateral relationship between Japan and Indonesia will be increased in the future, including movement of people (workers) between these two countries.

3.1.2. Comparison with other nationalities

Based on data from Japan's Ministry of Justice in 2007, the number of registered Indonesian in Japan was 25,620 people, placed at the rank 9th accounting for about 1.2 percent of the total number of foreigners in Japan. As shown in Table.3.2 below, at the end of 2007, the number registered foreigners in Japan was about 2.15 million people. This number of registered foreigners is about 50 percent higher than a decade ago and constitutes 1.99 percent of Japan's dwindling population today.

Looking first at the number foreigners by country of origin, Chinese composed the largest group, accounting for about 28.2 percent, replacing for the first time the number of Koreans. They were followed by Brazilians (14.7 percent), Filipinos (9.4percent), Peruvians (2.8 percent), American (2.4 percent) and others totaling 32,489 (14.9 percent). From Table 3.2, we can see that there was also a remarkable and significant increase in the number of registered foreigners from South East Asian Countries, such as from Thailand, Vietnam and Indonesia. In addition, well over 90 percent of resident foreigners in Japan came from either Asia (74 percent) or South America (18 percent) and in fact, the numbers are growing year by year.

Tabel.3.1. Number of foreigner in Japan by country of origin, 1985-2007

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	666,376	635,269	598,687	593,489
Brazil	1,492	1,955	56,429	176,440	254,394	302,080	316,967
Philippines	5,547	12,261	49,092	74,297	144,871	187,261	202,592
Peru	348	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
Indonesia	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	1,686,444	2,011,555	2,152,973

Source: Japan's Ministry of Justice, 2008

In term of resident status, the dominant visas statuses of Indonesian in Japan are 'trainee' and 'designated activities' (that is, 2nd and 3rd year of technical interns), which account for 11,459 individuals, the third highest number among the total foreign trainees in Japan (10.8%) in 2007. Moreover, Table.35 below shows that , since 2000 the number of Indonesians in Japan with status of resident as "Spouse or Child of Japanese National" has also been increasing significantly, from 1.877 individuals in 2000, increased became 3.129 individuals in 2007 (Table.3.2). The status of "spouse or child of Japanese national" is granted to foreigners who are married to Japanese or whose parents are Japanese.

Table.3.2. Number of Indonesian in Japan by status of resident, 2000-2007

Resident Status	2000	2002	2004	2006	2007
A. General Status					
Entertainer	953	1,148	1,740	787	430
Temporary visitor	1,385	1,806	1,943	1,281	963
College student	1,448	1,607	1,651	1,710	1,869
Trainee	4,506	3,813	4,189	4,407	5,099
Designated Activities	5,518	6,426	6,211	6,639	6,390
Dependent	1,039	1,384	1,337	1,509	1,590
Dependent of Permanent Resident	462	792	1,404	2,034	2,436
Japanese Spouse	1,877	2,335	2,592	3,009	3,129
Permanent Resident	973	1,183	1,310	1,588	1,691
Others	920	1,177	1,513	1,894	2,053
Sub Total	19,346	21,671	23,890	24,858	25,620
B. Seafarers					
Seamen	2,724	2,730	2,872	3,146	3,062
	317	347	473	547	661
C. Overstay					
	4,947	6,393	7,246	6,926	6,354
Total ABC	27,334	31,141	34,481	35,477	35,717

Source: Japan's Ministry of Justice, 2009

3.1.3. Irregular Indonesian migrant workers

Irregular or also known as undocumented or illegal foreign migrant workers have emerged as a major issue affecting the management of foreign workers in many received foreign migrant workers countries, including in Japan. Basically it is very difficult to estimate the exact number of irregular foreign migrant workers involved. However, normally researchers relay on press reports and data relating to the number of overstay

(Wickramaekera, 2002).

According to Ministry of Justice Japan, in 2008 it was estimated that the number of irregular foreign resident (entered Japan illegally) would be about 128,000 to 136,000 people. Among of these irregular foreign residents, those who committed to be over stay continued to occupy predominant percentage, followed by illegal entry and foreigners that had activities other than those permitted by the status of residence previously granted. Base on data from immigration office Japan, the number of overstay was 113,072 people as of January 1, 2009. This number has been steadily decreasing, down by 36,713 (24.5%) from 149,785 on January 1, 2008.

Looking at data published by Immigration Office Japan in 2009, Indonesians are also can be said as one of major irregular foreign residents in Japan. The numbers are not as many as from Thailand and the Philippines, but still rank within the ten highest numbers among over stay by nationalities in Japan. In January 1, 2008, the number of Indonesians classified as over stay estimated 5,096 people (rank sixth). If we look at previous data, since May 1, 1999, the number of Indonesians classified as over stay had steadily increased but has been on the decrease since 2005.

Table 3.3. Changes in the estimated number of overstayers in Japan by major nationality

Nationality	1998	2000	2002	2004	2006	2007	2008
R.O Korea	52,123	60,693	55,164	46,425	40,203	36,321	31,758
China	37,590	32,896	27,582	33,522	31,074	27,698	25,057
Philippines	42,608	36,379	29,649	31,428	30,777	28,491	24,741
Thailand	37,046	23,503	16,925	14,334	10,352	8,460	7,314
Taiwan	9,430	9,243	8,990	7,611	6,696	6,347	6,031
Peru	11,606	9,158	7,744	7,230	5,997	5,283	4,481
Indonesia	4,692	4,947	6,393	7,246	6,926	6,354	5,096
Malaysia	10,141	9,701	10,097	8,476	6,822	6,397	4,804
Sri Lanka	3,071	3,907	3,730	4,242	4,590	4,042	3,615
Vietnam	731	1,092	2,021	3,582	4,071	3,959	3,362
Others	67,772	60,178	55,772	55,322	46,237	37,487	33,526
Total	276,810	251,697	224,067	219,418	193,745	170,839	149,785

*China doesn't include Taiwan and Hong Kong

Source: Japan's Ministry of Justice, 2009

Furthermore, looking at the number of foreign nationals against whom deportation procedures were carried out for cases of violation of the Immigration Control Act in 2008, the largest number of such foreign nationals was from China (10,963), followed by the Philippines (7,847), Korea (4,993) and Indonesia (2,284). This top fourth country made up over 60 percent of the total. Among those number of Indonesians, 260 people was because of illegal entry, 11 people was because of illegal landing, 1,978 because of overstay, and 29 people because of violated activity status permitted by the status of resident previously granted.

Table 3.4. Number of Indonesians whom deportation procedures were carried out for cases of violation of the Immigration Control Act in 2008

Cases	2004	2005	2006	2007	2008
Illegal entry	148	172	232	281	260
Illegal Landing	7	4	12	7	11
Overstay	1,896	1,779	2,074	1,837	1,978
Activity other than those permitted	48	45	119	23	29
Others	4	-	6	5	6
Total	2,103	2,000	2,443	2,153	2,284

Source: Japan's Ministry of Justice, 2009

3.2. Coming to Japan as trainee: Indonesian case

As mention previously, Indonesia began to send their workers officially into Japan in early 1993 under the new program called "*The Industrial Training and Technical Internship Program*", after cooperation agreement was signed by Directorate General of Training and Productivity Development Department, Ministry of Manpower and Transmigration of Indonesia and Japan International Training Cooperation Organization (JITCO). Through this program, after finishing up to 3 years training program in small and middle size industries in Japan, the trainees are expected to be able to use their technology, skills and knowledge that they obtained in their host country. Moreover, most of Indonesian trainees who coming to Japan are sponsored through an organization called IMM Japan (the Association for International Manpower Development of Medium

and Small Enterprises, Japan). IMM Japan also sponsored trainees from Thailand (since 2000) and Vietnam (since 2006).

Table.3.5. General outline of Industrial Training and Technical Internship Program: Indonesian case

4 Months Pre Departure Training	Entering into Japan Trainees undergo 1 year's training program		Technical Internship 2 years
Learning Japanese language, customs and practices at vocational training centers in Indonesia prior to coming to Japan	Off-Job Training and intensive Japanese language Training (4 weeks)	Trainees take mainly part in on-the-job training at small and medium enterprises for 11 months	Trainees take part in technical internships at small and medium enterprises as employees and return to Indonesia after finishing 2 years

Source: IMM Japan, 2009. <http://www.imm.or.jp>

Most of the Indonesian trainees are male and ages between 23rd and 26th and have graduated from a high school or equivalent institution. To be able to joint training program in Japan they have to pass some screening test conducted in local region by government of Indonesia under coordination of Ministry of Employment and Transmigration. The tests are including an ability test (a paper exam which is tests candidate's basic intelligence, independence and attitude for training), physical test (candidates must complete a three-kilometer run within 15 minutes, do not less than 35 push-ups and 25 sit-ups), interview test, and medical test. After the applicants granted pass the screening test, they also have to attend 4 month pre-departure training program in Indonesia and 1 month off-the job training program in Japan.

Since the trainees program started in 1993, the number of Indonesians entered Japan through Japan's training program has been modest but increasing in some certain year. In the beginning, the number was relatively small, but later the figure gradually increased. In 1995, 1,438 Indonesian had entered Japan through the trainees program and in 1998 reached 5,972 people. By the beginning of 2000, the total number of Indonesian deployed to Japan had reached 12,396, including the 4,968 who have completed the program, the 6,163 who were currently enrolled, and the 1,265 who had returned to Indonesia without completing the program for various reasons (JANNI, 2001, Romdiati, 2005). Base on JITCO Report 2005, the figure in 2005 remained roughly steady at 5.502, comprising 9.8

percent of nationally. This was only one-fifty of the Chinese figure, but higher than those of Vietnamese (5.001), The Philippines (4.006) and Thailand (1.421).

In term of location, most of Indonesian trainees and technical interns are living in the two major regions which consist of Kanto and Tokai area (Table 3.5). These two regions are located in Honshu Island, the largest island and the most highly developed, urbanized, and industrialized part of Japan. In Kanto region, most of Indonesian trainees and technical interns are living in north area such as in Ibaraki, Tochigi, and Gunma Prefectures and in the south area such as in Saitama, Chiba, Tokyo and Kanagawa Prefectures. In Tokai area, most of Indonesian trainees and technical interns are living in sub region of Chubu area such as in Shizuoka and Aichi prefectures. Tokai area in Japan is famous with center of heavy manufacturing area and is one of the most industrial regions in Japan. Its coast is lined with densely populated cities with economies that thrive on many factories.

Table.3.6. Indonesian trainees and technical interns in 10 prefectures in Japan, supported by JITCO, 2007

No	Prefecture	Number	No	Prefecture	Number
1	Shizuoka	417	1	Shizuoka	494
2	Aichi	280	2	Gunma	239
3	Osaka	243	3	Saitama	233
4	Nagano	236	4	Nagano	227
5	Saitama	196	5	Aichi	232
6	Tokyo	165	6	Osaka	167
7	Gunma	153	7	Ibaraki	155
8	Hiroshima	134	8	Hiroshima	144
9	Ibaraki	132	9	Hyogo	134
10	Kanagawa	127	10	Okayama	127
	All Japan	3,397		All Japan	3,590

Source: JITCO white paper, 2008

In Mie prefecture, as the location of this study, the number of Indonesian trainees and technical interns are also quite high. The number is increasing year by year. Data from JITCO shown that in 2007, numbers of Indonesian trainees and technical interns were 189 people constituted of 73 trainees and 116 technical interns. This number was 20 percent of total number of registered Indonesian in Mie Prefecture at the same year (900

people). Furthermore, most of Indonesian trainees and technical interns in Mie prefecture are living in some cities, mostly in Tsu, Matsusaka, Suzuka, Iga, and Kamiyama cities.

3.3. Key words on Japan's Industrial Training and Technical Internship Program

The Japan's Industrial Training and Technical Internship program was launched in April 1993, after a government organization called Japan International Training Cooperation Organization (JITCO) was established in 1991 and later coordinate and conduct unified supervision of training program in Japan. At the same period in 1990, the 1982 revision of the Immigration Law was also taken place, introducing the new regulation of Japan training program that allows unskilled foreign workers to enter Japan as trainees and technical interns.

JITCO is a charitable organization with a shared jurisdiction among five Ministries: the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, Labor, and Welfare, the Ministry of Economy, Trade and Industry, and the Ministry of Land, Infrastructure and Transportation. Its duties include: (1) to work with public bodies in developing countries and introduce host companies to agencies who deal with corporate trainees seeking training; (2) to give advice concerning training plans, and conduct preliminary training screenings; (3) to introduce training personal and public facilities to firms that do not have their own capabilities; (4) to coordinate a unified insurance programs for trainees; and (5) to conduct technical skills examinations on trainees who have finished their programs.

Industrial Training and Technical Internship program basically is not the first time with the ideas of accepting unskilled foreign workers to Japan under the trainee status. In the period of labor shortage between the late 1960's and the early 1970 and also when economic boom in mid 1980's, there were also some similar training programs, as well as calls for using it to promote labor imports. The programs were lead by some organizations or agencies such as JICA, Asian Productivity Organization, Association for Overseas Technical Scholarship (AOTS), The ILO association of Japan, Japan Vocational Competency Ability Development Association (JAVADA), etc. At that time, the hiring of so-called unskilled foreign labor as 'trainees' was not only in small and

medium-sized firms, but also was conducted in major big companies in the shipbuilding, automotive, electrical appliance and food stuff industries (Komai, 1993).

According to JITCO (2007), “Industrial Training Program” is designed to secure the “transfer of technology, skills, and knowledge of Japan’s Industry as a mean of contributing to the development of the human and industrial resources of others countries, particularly developing countries. In order to ensure these objectives are fulfilled, corporate plans for the accepting trainees must meet the following conditions:

1. The technology, skills, and/or knowledge that the trainee is to obtain in Japan must not be of the type that could be obtained mostly through the repetition of simple work.
2. The trainee is expected to engage in a job requiring the technology, skills, and/or knowledge obtained in Japan after returning to his or her country of nationality or habitual residence.
3. The trainee must be at least 18 years of age.
4. It must be impossible or difficult for the trainee to obtain the desired technology, skills, and/or knowledge in the country where he or she resident.

Meanwhile, “Technical Internship Program” is designed as a training system of broader cooperation with transfer of more practical technology, skills and knowledge to developing countries and with the cultivation of human resource to lead their economic advancement. This program concerns practical of the same category of skills and at the same time as in the regular training. Through industrial training and technical internship program, Japan has accepted many foreign trainees, particularly from Asian countries and it is widely believed their presence has been playing important role in Japan’s economic. The trainees, who are highly selected in host country and sent to Japan, are characterized with well-disciplined, enthusiastic and energetic youths.

Table. 3. 7. Comparison of Industrial Training and Technical Intern Program

Subject	Industrial Training Program	Technical Intern Program
Eligible Person	<ol style="list-style-type: none"> 1. 18 years or older 2. A graduate of a high school desirable 3. Have employment experience in the same field of training 4. Guaranteed employment after return home 5. Other factors determined by a training contract etc 	<ol style="list-style-type: none"> 1. Person transferring from ITP to TIP (TIP participation conditional on participation in ITP) 2. A trainee passing the skill evaluation test 3. A trainee passing the evaluation of residence conditions 4. A trainee granted the change of status of residence after passing the evaluations noted above
Status of resident	Trainee	Designated activities
Technologies-Skills Covered	<ol style="list-style-type: none"> 1. Not simply repetitive work 2. Those not obtainable in the home country 	More practical mastery of the same class of technologies/skills etc
Contract Agreement	A training contract between the sending/accepting organizations	Technical Internship contract between the technical intern and the accepting company, protected by the Japanese Labor Standards Law etc.
Allowances	<ol style="list-style-type: none"> 1. To defray miscellaneous expenses incurred during the ITP (not wages in compensation for work) 2. To be decided on the agreement between the sending organization and the accepting organization 	<ol style="list-style-type: none"> 1. Wages described in each employment contract between the technical intern and the accepting company 2. The Minimum Wages Law applies as in the case of Japanese employees.
Overtime work	Not permitted	Permitted as required for more practical mastery in technology, skill, knowledge, etc
Insurance	Comprehensive insurance for foreign trainees	<ol style="list-style-type: none"> 1. The Workers' Accident Compensation Insurance Law applies during the TIP 2. Comprehensive Insurance for Foreign Technical Intern
Accommodation and return air fare	To be decided on the agreement between the sending organization and the accepting organization; in most cases borne by the accepting company	Usually borne by the technical intern out of his/her salary

Source: JITCO website, 2009, <http://www.jitco.or.jp>

3.4. General situation on trainees and technical interns in Japan

Since the Industrial Training and Technical Internship program was launched in 1993, the number of foreigners entered Japan under this program is increasing every year. According to a report published by JITCO, there were 102,108 foreigners reported have entered Japan under status of trainees in 2007 increased 9.9% compared to previous year 92,846 people in 2006. Most of the trainees (85.1%) were accepted primarily based on cooperation at the private sector level, of these JITCO was the highest accounted for 70.3 % (71,726 people), the remaining 14.9% were accepted by public or government organization such as JICA were 10,161 people (66.9%), AOTS were 4,894 people (32.2%) and ILO Association of Japan were 126 people (0.9%).

Table. 3.8. Trends in newly-entered trainees by nationality or origin

Country	Year						
	2003	2004	2005	2006	2007	Percentage distribution	Comparison with previous year
ASIA	59,501	69,762	77,775	87,822	96,807	94.9%	10.2%
China	38,319	48,729	55,156	61,963	68,188	66.8%	10.0%
Vietnam	4,028	3,835	4,371	5,744	6,605	6.5%	15.0%
Indonesia	5,597	5,204	4,788	5,695	5,924	5.8%	4.0%
The Philippines	3,618	3,635	4,311	4,941	5,843	5.7%	18.3%
Thailand	3,119	3,353	3,645	3,776	4,022	3.9%	6.5%
Malaysia	824	773	786	808	900	0.9%	11.4%
India	540	590	709	687	635	0.6%	-7.6%
Sri Lanka	466	413	374	495	343	0.3%	-30.7%
Mongolia	227	295	352	424	411	0.4%	-3.1%
Other Asia	2,763	2,935	3,283	3,289	3,936	3.9%	19.7%
Europe	1,236	1,364	1,335	1,148	1,273	1.2%	10.9%
Africa	1,621	1,684	1,705	1,555	1,724	1.7%	10.9%
North America	727	882	818	860	822	0.8%	-4.4%
South America	1,250	1,162	1,143	1,005	996	1.0%	-0.9%
Oceania	423	440	471	403	395	0.4%	-2.0%
Stateless	59	65	72	53	1	0.0%	-98.1%
Totals	64,817	75,359	83,319	92,846	102,018	100.0%	9.9%

Source: JITCO white paper, 2008

Looking at a breakdown of entered trainees by regions of origin, the majority came from Asia region accounted for 94.9% (96,807 people) and the remaining came from Africa 1,724 people (1.7%), Europe 1,273 people (1.2%), South America 996 people (1.0%) and North America 822 people (0.8%). In term of nationality, trainees from China were very dominant accounted for 66.8 % (66,188 people), followed by Vietnam 6.5% (6,605 people), Indonesia 5.8% (5,926 people), and the Philippines 5.7% (5,843 people). Moreover, compare to previous year, countries such as Vietnam and The Philippines shown increased significantly in number 15.0 % and 18.3%, even in 2007 the number of Vietnamese trainees were exceed the number of Indonesian trainees for the first time.

Table 3.9. JITCO-supported trainees by industry and industrial sector of accepting company, 2007

Industry	No. of trainees	%	No. of companies	%
Clothing and other textile- related product manufacturing	14,200	19.8	4,005	21.0
Food manufacturing	10,191	14.2	2,219	11.6
Manufacture of Transport machinery and equipment	6,527	9.1	1,109	5.8
Construction-related work	6,279	8.7	2,033	10.6
Agriculture	6,125	8.5	3,115	16.3
Manufacture of metal products	5,030	7.0	1,450	7.6
Manufacture of electrical machinery and equipment	4,758	6.6	596	3.1
Manufacture of plastic products	3,296	4.6	794	4.2
Manufacture of general machinery and equipment	2,130	3.0	541	2.8
Iron and steel	1,695	2.4	523	2.7
Textile industry (except garment and other fiber products)	1,251	1.7	311	1.6
Manufacture of precision machinery and equipment	1,170	1.6	154	0.8
Laundry, barber, bathhouse works	928	1.3	210	1.1
Other manufactures	839	1.2	191	1.0
Other	7,343	10.2	1,843	9.7
Total	71,726	100	19,04	100

Source: JITCO white paper, 2008

In term of field of industry, data from JITCO shown that most of foreign trainees entered Japan are engaging in high demand labor industries, such as in textile and food

industries. In addition, majority of trainees are working in small medium scale industry which the number of employees is not more than 20 workers. Looking at type of company, most of the small medium industries are sub contractor companies such as parts suppliers, piecework contractors and in-house contractors. From these facts, what needs to be emphasized is that whether these small medium companies offer transfer of technologies or skills to the trainees or only just to be labor supply to fulfill labor shortage to the company like many issues on this program so far.

Table.3.10. JITCO supported trainees by number of employees, 2007

Number of employees	No. of trainees	%	No. of companies	%
1 to 19 people	2,303	40.8	11,094	61.1
20 to 49 people	8,687	12.3	3,147	16.5
50 to 99 people	9,371	13.7	2,093	11.0
100 to 199 people	7,014	10.8	1,112	5.8
200 to 299 people	2,989	5.0	386	2.0
300 to 999 people	4,839	9.0	472	2.5
1,000 people	2,739	8.3	223	1.2
Total	71,762	100	19,094	100

Source: JITCO white paper, 2008

Manufacture industries such as textile and clothing, food product, and metals are the three main industries which is engage large number of foreign trainees and technical intern in Japan. It can be seen from data published by JITCO 2008 that almost 40 percent of trainees and technical interns are working in these areas. Specifically, this condition occupied by those trainees who coming to Japan under sponsor of Association-managed training, such as IMM Japan for Indonesian case. On the other hand, those who come under individual enterprise based training are usually engaging in machinery-related area such as manufacture of transport machinery and equipment and manufacture of electrical machinery and equipment. Most of them sent by their company in home country to learn more advanced technology or technique in Japan and will return to their original post after finishing their training program (usually for 1 year program). Here, a large different is apparent between the two types of acceptance.

Chapter IV

The Reality of Indonesian Trainees and Technical Interns

As mentioned at previous chapter, this study was conducted in 9 cities in Mie Prefecture Japan and distributes 120 questionnaires to Indonesians trainees and technical interns who currently in Japan coming under Japan Industrial Training and Technical Internship Programs. In order to understand issues related to the reality of working and living condition of the respondents, this study also conducted interviews to some selected informants and discussion group to some target groups as well as observation to some locations where many Indonesian workers are used to live in Japan, such as in Tokyo, Osaka, Nagoya and Kobe.

This chapter focused on discussion related to working and living condition of Indonesian trainees in Mie Prefecture Japan as a micro study. The discussion is divided into four parts. First is research area which is consist of two parts, that is general condition of research area (location and social, economic and cultural condition) and followed by description of population condition including data related to foreigners in Japan. Second part is discussing about social condition of respondents such as age distribution, education background and reason of migration. Third part is discussion related to findings from survey mainly discussed about working condition of Indonesian trainees and technical interns. In particular, analysis on working condition will mainly be based on working place condition, transfer of technology and technique, allowance and salaries, as well as saving ability and remittances. Last part is discussing the reality of living condition and social relation among Indonesian trainees and technical interns in Japan.

4.1. Research area: Mie prefecture

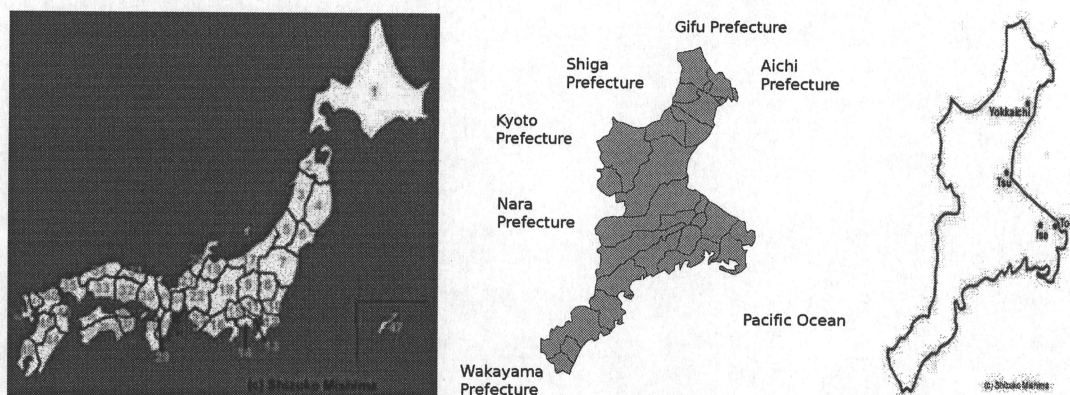
4.1.1 General condition

Mie Prefecture (Mie-Ken) is located at eastern part of Honshu Island facing the pacific ocean and is bordered by Aichi, Gifu, Shiga, Kyoto, Nara, and Wakayama Prefectures. Its economic and culture is considered to be a part of the Kansai and Tokai regions due to its geographical proximity to Aichi Prefecture and its cultural influence

from Kansai, such as the fact that Kansai dialect is spoken in Mie Prefecture. In addition, the Iga region of Mie is considered to have always been a part of Kansai. The capital city of Mie Prefecture is Tsu city, where Mie University campus is located and can be reached by train roughly 50 minutes from Nagoya, 1, 5 hours from Osaka or Nara, 2 hours from Kyoto and 3 hours from Tokyo. In addition, the Chubu International Airport in Nagoya and Kansai International Airport in Osaka are serving as the gateways to this area.

Mie Prefecture has total area of 5,776.56 H (as 1 January 2003) with varied landscape consists of mountains, plains and coastlines. There are fourteen cities located in Mie Prefecture. This prefecture has been boasting by numerous famous cultural sites such as Ise shrine in Ise city and the original birthplace of ninja in Iga city and large scale of modern amusement and theme park such as Nagashima Land in Kuwana city, Suzuka F1 Sircuit in Suzuka city, Spain Village and Mikimoto Pearl Island in Toba city and Gozaisho Dake in Yokkaichi city.

Figure: 1. Map of Mie Prefecture



Source: <http://gojapan.about.com/library/map/blmap-mie.htm>

Mie Prefecture has also traditionally been a link between east and west Japan, as its area also connected to the Tokaido and Ise Pilgrimage roads. With 65% of the prefecture consisting of forests and with over 1,000 km of coastline, Mie Prefecture has a long been associated with forestry and seafood industries. As well as this, Mie Prefecture produces tea, beef, cultured pearls and fruit, mainly mandarin oranges. Northern part of Mie

Prefecture is also home to a number of manufacturing industries; mainly transport machinery manufacturing (vehicles and ships) and heavy chemical industries such as oil refineries. Mie Prefecture is also expanding into more advanced industries area such as the manufacture of semiconductors and liquid crystal displays. There are some big factories of famous electronic company in Mie Prefecture such as Sharp, Panasonic and Sony, as well as, many small and middle industries as supporting industry within this area.

4.1.2. Population

There were 1,859,899 people registered in Mie Prefecture on December 2006 and 49,304 (2.7%) of them were foreign residents. This means one foreigner for every 50 prefectural citizens. Base on this fact, Mie prefecture was became the third largest prefecture in Japan, in term of ratio of foreigners to total population, after Tokyo and Aichi prefecture. Among registered foreigner living in Mie prefecture, Nikkei Brazilian (21,338), Chinese (9,019), Korean (6,205) and Filipinos (4,764) were very dominant. While, Indonesians were 905, rank 9th among around 57 foreigners registered in Mie Prefecture in 2006.

Table 4.1. Number of registered foreigners in Mie Prefecture, December 2006

No	Nationality	Number	Percentage of total foreigners
1	Brazil	21,338	43.27
2	China	9,019	18.29
3	Korean	6,205	12.58
4	The Philippines	4,764	9.66
5	Peru	3,787	7.68
6	Bolivia	1,265	2.56
7	Vietnam	978	1.98
8	Thailand	968	1.96
9	Indonesia	905	1.83
10	USA	350	0.07
11	Others	2,059	4.17
12	Total	49,304	100,0

Source: Mie International Exchange Foundation, 2007

Most of Indonesians in Mie prefecture are living in Suzuka, Tsu, Kameyama, Matsusaka and Iga city and scattered base on status of resident. For example, in Suzuka city mostly are Nikkei Indonesian, while in Tsu, Matsusaka and Iga city mostly are Indonesian trainees and technical interns. Furthermore, according to interviews from this study, recently there is also a growing trend number of Indonesians from Tokyo area, such as from Saitama, Gunma and Ibaraki Prefectures, moved and settled into some cities in Mie prefecture. Most of these Indonesians are Nikkei Indonesians whom looking for new place for settlement and job, as well as some irregular Indonesian workers which are looking for safety area because of their problem on status of residents. In addition, among fourteen cities in Mie Prefecture, there are six cities that many foreigners are used to live. These cities are Suzuka, Tsu, Matsusaka, Yokkaichi, Iga and Kameyama city.

4.2. Respondent's background

All respondents in this study are Indonesian trainees whom came from many cities in Indonesia, mostly from West and Central Java, with different social, culture and economic background. They dispatched to Japan under sponsorship of Directorate General of Training and Productivity Development Department, Ministry of Manpower and Transmigration Indonesia and Japan Association for International Manpower Development of Medium and Small Enterprises -IMM Japan.

In order to be able to come to Japan under training program, they should succeed very competitive selection process and have undergone 4 months preliminary education in Indonesia and one month preparation training at training center in Chiba. They studied Japanese language, in order to pass Level 4 Japanese language test and also learnt Japanese society such as working culture, customs, discipline, regulation and so on. In addition, a fourth-months preliminary training in Indonesia tested both their physical and mental strength. Many of the respondents stated that during training in Indonesia they felt that they were like attending semi-military training as it was very discipline, a lot of exercise, very hard and tired as physical punishments were common.

Base on status and occupation before migration, some of respondents were stated that they had working experiences, but most of the respondents were having no job or in unemployment status. In a small number, some respondents said that they don't have job

before coming to Japan but were helping their parents or relatives to develop their business. The remaining were in the process of trying to find appropriate job, attending occupational course and studying at university.

Table 4.2. Status before migration

Status before migrate	Number	Percentage
Working	16	13.3
Unemployment	56	46.6
Developing parents business	26	21.6
Managing own business	6	5.1
College student, skill course	10	8.3
others	6	5.1
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

4.2.1. Age distribution

Base on age distribution, this study found that most of the respondents (76 percent) are male varied from 23-26 years old. The remaining in the small percentage are those at 21-22 years old (16 percent) and at age 27-29 years old (8 percent). According to IMM Japan staff, since training program has been started in 1993, IMM Japan is only dispatched young Indonesian male to Japan. This is because type of job offered for training are considered only appropriate for male workers, as well as based on requests from mostly the IMM Japan companies' member. Those who finished study until high school level, the age limit are from 21 to 25 years old, while for those who has university degree, the age limit are until 28 years old at the time of application.

4.2.2. Education level

In term of level of education attained, most of respondents of this study had finished high school level, particularly from mechanical school (SMK). This condition in line with one of requirements regulated by Ministry of Manpower and Transmigration Indonesia and IMM Japan as sending organization. Further, 8.3 percent of respondents were having Diploma Program (DI-D3) and the remaining in small percentage (5.9

percent) graduated from undergraduate program (S1). Moreover, from discussion group, this study found that although some of respondents were having diploma or undergraduate certificates, their condition (working types and wages) were not different from others whom having finished study high school level only. The only different is limitation of age for applying the training program at the time of application process.

Table 4.3. Respondent's education level

Education level	Number	Percentage
High school (SMU)	16	13.3
Vocational school (SMK)	87	72.5
D1-D3 (diploma)	10	8.3
S1 (university degree)	7	5.9
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

This study also found that most of trainees who came to Japan under training program are also achieved good or excellent achievement during their study at high school. According to a trainee interviewed in this study, he stated that when he passed the first selection process at local region (provinces' level), he found that most of selected applicants were students having rank 1 to 10 in their school, including himself (rank 3rd). Its means, they were best students when they were studying at high school. He also stated that most of the selected applicants were coming from reputable mechanical school in their regions. Some of them were had experiences with special course or training. From these facts, we can say that most of Indonesian trainees whom came to Japan are very selected and talented person.

4.2.3. Reason of migration

In general, migrants have specific reasons for working overseas for specified destination and indefinite period of time. The reason are vary among migrants depend on their needs or backgrounds. In general, they look for higher income, job opportunities, and experiences or for self actualization. The pattern is usually migrants from developing

countries where job opportunities are limited, move to developed countries where many job opportunities and better economic condition are offered.

Table 4.4. Reason of migration

Reason	Number	Percentage
Looking for new skills and technique	16	13.3
Looking for high income	8	6.7
Looking for experiences	22	18.4
Collecting money for create own business	46	38.3
Difficult to find job in Indonesia	16	13.3
Others	12	10.0
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

Findings from this survey shows that economic reasons, that is to collect some amount of money for creating own business, are the most common reason for many of Indonesian trainees and technical interns in Japan. The remaining is to get new experiences, looking for skills, technique or knowledge, as well as looking for higher income respectively. Further, about 16 percent of respondents were also stated that it was because of the difficult condition to find better job in Indonesia that forced them to find job in abroad. Meanwhile, only about 16 percent of respondents were having reason for getting new skill, technology or knowledge. This fact is interesting as the main objective of the training program is actually for transfer of skill and technique, but the reality it can be assume that most of the Indonesian trainees are coming to Japan to earn money (economic reason) or for instant not to be trained. In others words, the reason can be said generally similar to other Indonesians whom working in other countries such as in Malaysia, Singapore, Hong Kong and Saudi Arabia.

Box I: Respondent : A-san (25) , from Bekasi city, West Java

He finished his study at SMK Ristek Bekasi West Java. He stated that he had training experience at Yamaha Company for about 6 months when he was at 3rd grade. Before coming to Japan he worked as mechanic operator at transportation company in Bekasi, West Java. However, as he said that there is no future working as operator then he decided to apply training program in Japan. He stated that although he has good achievement during his study at senior high school, he felt worry to fail on the screening test as the test was very competitive. At the time of this interviews, he was at the 3rd year of training program at food industry. After finishing training program next year, he has a plan to have his own business, such as having motor bike service shop (*bengkel*) or computer shop, and a dream to help his mother to go to Hajj. Further, he said that he always try to keep to save his money as much as possible. He stated that living in Japan is only temporary but the future is still in Indonesia.

Box II: Respondent: F-san (29), from Kebumen city, North Java

He is one of respondents in this study who has high education level as he finished his undergraduate program at engineering faculty at one of private universities in Solo city, North Java. Before coming to Japan, he worked at IT Company as marketing staff in Kebumen city. However, as the salary was very low and he felt no future with the job, then he decided to apply training program in Japan. He hopes that he can collect money as much as possible as he think that working in Japan is a chance to get great income. He felt a little bit disappointed as his educational background was not counted for training program as well as what he did in training program was far from what he expected before. But he stated that he was happy, as from thousands people apply for training program in Japan; he was one of the applicants who passed the selection. He hoped that after finishing training program, he could work at Japanese company in Indonesia or develops his own business. Before that, he plans to married as he felt confident that he already collected enough money to propose his betrothed in his hometown.

4.3. Issues related to working condition

Since has been launched in 1993, Japan's Industrial Training and Technical Internship Programs have been shaken by many critics, especially in mass media, which is mostly concerned about the real objective of the programs and the reality faced by the foreign trainees and technical interns. In general, the bulk of critics can be conclude that the programs are merely to justify small and medium company bringing cheap manual labor from developing country mainly from Asia to Japan, rather than to give a chance to them to learn Japanese technology and technique that they can later put to use back at home country.

There is also a growing concern related to working condition issues faced by foreign trainees and technical interns initiated from some labor migrant NGOs in Japan in recent years. However, like others NGOs in Japan generally, their movement are still limited and mostly focused exclusively on issue of campaign on human rights violation, raised public awareness and to advocacy as well as giving information to foreign trainees related to their rights under Japanese labor law. Network on Foreign Trainees Organization (*Gaikokujin Kenshusei Daintai Network*) and Japan NGO Network on Indonesia (JANNI), are two notable of NGOs in Japan, for example, which has been actively giving advocacy, campaign and research through trainees and technical interns related concern.

According to recent report published by Network on Foreign Trainees Organization (2009), it is stated that although the training program for foreigner has been instituted under the slogan of making international contributions and helping developing nations develop human resources, the reality, the so-called trainees and technical interns are being exploited to make up for labor shortage, paid with low wages, forced to take unproductive jobs which is unconnected to training and in some case are forced to receive "training" outside work hours and on holidays. A considerable number refused to tolerate such condition and have disappeared from workplaces.

On the other hand, JITCO, as the government organization which is responsible to manage the training program, also stated related to a serious condition in term of implementation of training programs. In JICTO White Report FY 2008, it stated that in reality many cases have occurred where some of accepting organizations and sending

organizations have committed illegal acts. The number of accepting organization found to have committed improper conduct and the number of violations related to labor standard are climbing. Furthermore, public attention also has been drawn to this issue in Japan and abroad through the mass media. As a result, due to these improper or illegal acts implementation of training program for foreigner in Japan, re-evaluation of the program then is becomes a must.

4.3.1. Working place condition

In general, it is difficult to make generalization of working place condition of foreign trainees in Japan as they spread in many type of industries. It should be looked at specified area such as based on the type or size industry. However, issues commonly raised in some reports related to foreign trainees and technical interns' working condition in Japan include dangerous, dirty and difficult (3D) type of jobs, inability to practice their religion, low wages for overtime works and lack of living facilities. In addition, many of foreign trainees are forced to stay in one room with 5 to 6 person together and in many cases they forced to stay in warehouse or garret inside the factory.

This study had interviewed some Indonesian trainees and technical interns in 4 areas of industry, consist of metal (iron working and metal pressing), manufacture of plastic product (floor plastic pressing), marine food product (packaging and can seaming for canned food), and machinery (electronic apparatus assembling). For instant, from interviews, the following part is describe major situation of working place condition base on selected industries where many Indonesian trainees and technical interns used to work under training program in Japan.

Case 1: Metal product industry (Iga and Kawage case)

Informants interviewed in this study stated that their working place is possibly the most miserable or very hard compare with others. They have to spend their time every day in the factory as the company only provided the house inside the factory. Its means, working and daily life are practiced together inside the factory. That is one of the reasons why in every week end or on vacation days, they often spend their activities outside the factory (city) for refreshment, or in order to make their life is not too bored.

As their jobs are often related to work such as cutting, splitting, shafting and lifting the steel, thus, handling very heavy steel and noisy environment are become a common condition for them. Therefore they have to wear ear protection to avoid ear damage. They also have to be get used and be careful with flying steel splinter. Because of that they also have to wear eye and head protector when doing their jobs. When summer comes, they have to get used with the hot temperature, and in contrary, on the winter they have to get used with the wind and cold weather as the factory is not all closed area. Another important requirement for this kind of job, trainees have to be strong and capable to work in hard condition. In addition, they stated that not many young Japanese are willing to work in this type of industry, as the working places hard enough. Therefore, small and medium of metal factory in Japan really depend on the existence of foreign trainees for their production operational.

Case II: Manufacture of plastic products (Iga case)

Those who work at plastic factory, it can be said that, the condition of working place is seem not too different from those who work at metal industry. Hot temperature is also a common condition as well as a condition that they should be aware from risk of getting burn from splinter. In order to avoid working accident, they also have to wear safety uniform which is somehow make them more suffer from hot temperature, as they have to deal with hot temperature both from outside (factory) and inside (body). According to trainees and technical interns interviewed in this study, there are some production divisions in the factory, but all trainees and technical interns, as well as most of *nikkeijin* workers (from Brazil and Peru), are engaging at raw material manufacture and production division. They stated that this division is the hardest among other divisions. In addition, they also have to be get used to work at night shift as the factory is operating for 24 hours. When they shifted to night job, falling asleep is another common challenge and most of working accidents is often occurred. Most informants working at plastic industry stated that the company really depends on foreign trainees and technical interns, as well as foreign workers, as only few young Japanese really get used working at this kind of hard working condition.

Case III: Manufacture of marine food products (Takachaya case)

Informants working at marine food products stated that working at this type industry means that they have to get used working at cold, smelly, and water-logged working place condition. The job task is not too difficult but the hard one is that they have to deal with many kinds of sea products, such fish, shrimp, octopus, jelly fish, algae, and so on, which is often too smelly. There is no risk of working accident except getting skin irritation, especially for those who engages in cold storage division. An informant interviewed on this study stated that he often feel pain at around his fingers as he is getting skin irritation since he has been transferred to cold storage division.

Another informant stated that when he was doing this job at the first time, he lost his appetite for about two week as he has to deal with job such as collecting jelly fish or cutting octopus every day which is very smelly and quite unpleasant for him. A trainee who just started training program for 4 months stated that his job is dealing with lifting and carrying material boxes from warehouse to a temporary place inside the factory. There is no Japanese worker in his division and most of them are trainees or *nikkeijin* workers. He felt that his two arms are becoming quite bigger than before as his daily job is lifting many heavy boxes everyday.

As many Indonesian trainees are working in this factory, as well as the company is really depends on trainees' existences, as a result, the company are really taking care of trainees basic needs. According to interviews, since 5 years ago the company had provided a prayer room, including a place for *wudhu* for Muslim workers. The company is also allow Muslim workers to take 10 minutes brake for doing their pray when the time for praying is coming for them. For those who at 2nd and 3rd year programs are also permitted to attend *Idul Fitri* and *Idul Adha* pray outside the factory, particularly when these two important days for Muslim where coming on weekdays. In the cafeteria, they also provided detail information related food ingredients to avoid Muslim workers eating non-halal food, as regulated based on their religion. The company is also provided vacation program by visiting tourism places every year during summer vacation, as well as, party, sport activities and so on. According to interviews, in 2009, there were about 40 Indonesian trainees and technical interns were working at marine food industries in Tsu

city, Mie prefecture. These numbers are not including those who hold status of *nikkei* Indonesians and former *kenshusei* who entered Japan as “engineer”. They lived scattered in some areas in Tsu, Hisai, Ise Nakagawa and Matsusaka city but working at the same factory located near to Tsu city seaport.

Case IV: Machinery and electronics (Taki and Kushida case)

Among many Indonesian trainees and technical interns interviewed on this study, only those who engaged in machinery factory (electronic and electric apparatus assembling) are stated that they don't have problem with working place condition. The company that they are working is a big company produced IT products such as mobile phone, wireless phone, screen monitor and so on. The company is really concern with working safety and working condition as it already hold international standard. Moreover, they also stated they were happy with their acceptances as in the factory they works with many workers, not only Japanese but also *nikkeijin* from Philippines and Brazilians and trainees and technical interns from Thailand. In some occasions, the leader of the training program at factory, often offered them to joint social activities such as sport and food festival, event the owner of the company ever eat and talk together with them. This kind of good working atmospheres then made them feel lucky when they compare with their friends who work at other kind of industries.

Base on interviews to respondent working at LCD factory at Taki, Matsusaka, he stated that his job dealing with product control on screen products. He felt that he learnt some new skills or techniques, that he quite sure will be very useful when he return to Indonesia. His working place located in a special room inside the factory and facilitated with air condition. The room really dark and the light only comes from the product that he has to check, as the product is a kind of LCD (lens). As a result, he got minus 0, 2 on his eyes.

4.3.2. Transfer of technology, skill and technique

As already explained previously, the main objectives of training program in Japan is to give a chance to young people from mainly Asian developing country to learned Japanese technology and technique that will be use and useful when they return to home

country. However, base on findings from this study it can be said that the objectives are far from the real condition. For instance, it is can be conclude that some trainees and technical interns interviewed on this study obtained useful techniques or skills, but most of them complained that they were not gaining any new technical skills. This fact found especially from those who currently engaged in metal, plastic, and food industries, which is the type of job mainly in menial labor, such as digging, filling, cutting, carrying, lifting, packaging and sorting raw material products. Only some of them who currently engaged in electrical machinery stated that their jobs were challenging and offered new skill and technique.

Table 4.5. Question related to type of working area and preference:

Do you think your assigned area is the same like your preferences?

Answer	Number	Percentage (%)
Yes	18	15.0
No	92	76.6
No answer	10	8.4
Total	120	100
Preferences area:		
Electronics	22	23.9
Electricity	17	18.4
Automotive-engineering	32	34.7
Information technology	2	2.1
Agriculture (house farm)	8	8.6
Agriculture (livestock)	5	5.4
Others	6	6.5
Total	92	100

Source: Survey on Indonesian trainees and technical Interns, 2009

Furthermore, data from survey's finding shows that 76 percent of those questioned stated that the training area, which is, they are assigning to be is not the same as their preference. Only 15 percent answered that they are acquiring in assigned area agreed in broad categories but not in the specific area. Another fact from this survey also found that the majority of Indonesian trainees and technical interns are preferred to receive training in the field of automotive engineering, electronics and electricity field.

Table 4.6. Question related to transfer of technology, technique and skills:

Do you think your current assigned area is giving you new technique or skills?

Answer	Number	Percentage (%)
Yes	22	18.3
No	95	79.2
No answer	3	2.5
Total	120	100.0
Reason:		
The job is too simple	65	68.4
Only need body strength	10	10.6
Everybody can do the job	5	5.2
No reason	5	5.2
Others	10	10.6
Total	95	100

Source: Survey on Indonesian trainees and technical Interns, 2009

This study also questioned Indonesian trainees and technical interns in Japan related to actual work duties, whether they were gaining new technique, knowledge and skills or not. The finding shows that only 18 percent of them feel that they had learned useful new techniques, knowledge and skills, while the remaining 79 percent do not feel gaining new technique and skills. Most of these later respondents stated that it was either because their work duties were too simple or doesn't need any learned skill. For example, most of the trainees and technical interns who engaged in food manufacturing felt no interest in finding such work when return to Indonesia. Moreover, most of them who had studied engineering in vocational school in Indonesia before coming to Japan, felt disappointed. To some extent, the trainees and technical interns' preference were in most cases ignored and their assignment area determined without concerning their previous background and solely based on Japan's industries demand, which is mostly for manual labor resources.

This study also questioned respondents related to their working condition after becoming technical interns (2nd and 3rd year). The results shows that majority of the technical interns stated that they still assigned in the same work duties as previous,

usually in marginal works or assigned to a small part of the operation. Only 16 percent stated that their work duties are better than in the 1st year of their training program. From the interview it is also found that the evaluation exam of training achievement, which is the trainee must pass in order to continue the program (technical intern), is in reality a mere formality. Some of the technical interns stated that the exam was rally different from their duty area and the questions were too easy to answer. Another opinion stated that the exam is actually to facilitate company to refused trainees who have problem with the company or did bad things during 1st year program.

Box III: Transfer of technology, technique or skills:

Script interviews with S-san (24), food industry

Q: What is your impression about training program?

S: Don't say training (*kenshu*) program..! Training is only a lip word, but in reality is only *Kenshusah* (Indonesian word to show different meaning of *kenshusei*).

Q: What do you mean with *kenshusah*?

S: That is..we come here only to be manual workers not for training. Everything is *susah* (word to express that the program is difficult).

Q: What did you do exactly in your factory?

S: I really shy to say that. My job is not special. Before coming to Japan I have a dream to work in automotive sector, but now I have to work with octopus!

Q: Is it you mean, you don't got any skills?

S: Yes I got a new skill that is cutting octopus. Is it you mean a new skill? an elementary school child also can do that job. Even no need to come to Japan as I think that kind of job can be easily be found in Indonesia

Apart from existing problems regarding reality of Indonesian trainees as mentioned above, this study also found that there is still another interesting fact related to Indonesian trainees and technical interns in Japan. For instant, although most of Indonesian trainees and technical interns in this study felt disappointed regarding no new skills or techniques acquired during training programs, however, they stated that working in Japan is a better

alternative than the condition in home country. In others words, training programs seem influenced to broader their knowledge, self confidence and way of thinking.

Most of respondents interviewed in this study stated that they learnt as well as practiced many good values related to Japanese society, work ethic, and way of life, as well as Japanese culture and custom during their stay in Japan. For example, since they arrived in Japan, it has been becoming customary for most of them to be punctual or discipline about the time, used to separate the garbage, keep every places clean, queue when buying ticket as well as entering the train, obey the traffic signal when crossing the road, help each others without looking to social status, respect each other, living independently and so on. Indeed this kind of good values considered still become something difficult to be practice it in current Indonesian society. Furthermore, many of them also stated that they become customary of using computer or internet. Some of respondent in this study even expressed that they will never have a chance to practice how to operate computer if they were not coming to Japan. Here, it can be said as another different is apparent compare with others Indonesian migrant workers in other destination countries.

Indonesian trainees and technical interns in Japan also have wider opportunity to improve their ability on Japanese language. This is because they can practice directly and deepen their basic Japanese language while working and living in Japanese society. In addition, understanding Japanese is an important aspect for Indonesian trainees and technical interns in Japan, not only for communication but also from the perspective of avoiding accidents or injuries at work, to being directly connected to advancement in their career, as well as in order to be able to pass the test that the trainees are given to become technical interns that the test are given only in Japanese. This study found that there are Indonesian technical interns whose Japanese proficiency has been rated high that they have passed Japanese Language Proficiency Test (JLPT) level 3 and level 2. Further, although it seem quite difficult to manage their time, between working and studying Japanese, but for many Indonesian trainees and technical interns, to pass JLPT level 3 is very important, especially if they intent to work in Japanese after completing the training program.

4.3.2. Allowance and wages

An opportunity to get higher income in destination countries is of courses not a surprising reason why many Indonesians trying to work abroad, including in Japan. Meguro (2005) in his study about Indonesian Minahasa community who works at seafood processing in Oarai Ibaraki Prefecture, found that they received average monthly wage about Rp 19 million (192,000 Yen) for male and Rp 15 million (156,000 Yen) for female workers. This amount roughly can be said about 15 to 19 times higher than the same job if were done in Indonesia (see details data at Table 4). Research conducted by Firdausy (2005) found that the wage rate received by Indonesian workers in Malaysia working as a domestic worker is 4 times higher than the wage rate received by domestic helpers in Jakarta. Manning (1998) in his study reported that for the same of job, the wage rate in Singapore, for instance, is 20 times higher than in Indonesia, while in Malaysia and Korea, the wage rate is 10 times higher in Indonesia.

Under Japan's industrial training and technical internship program, trainees are allowed to stay in Japan under a "training" visa for 1 year and when they entered 2nd and 3rd year program as technical interns, their visa status changes to be "designated activities". When the trainees hold "designated activities visa", they enter employment relation with their company and so becomes subject to the relevant of Japanese labor law standard. During their stay in Japan, trainees and technical interns are also have a right to receive monthly stipend and wages. According to JITCO (2008), it should be note that training stipend are for the actual living expenses, such as food, daily commodities, and cloths of trainees during their stay in Japan. In addition, accepting organizations are normally pay the costs of round-trip transit to and from Japan, housing expenses, utilities expenses, health and accident insurance, etc.

This study found that, most of Indonesian workers who works in Japan as trainee in their first year received monthly stipend about Rp.8 million (80.000 Yen). This amount of training stipend actually base on fixed standard regulated by IMM Japan, as accepting organization for Indonesian trainees. Moreover, this amount of monthly stipend was informed to all Indonesian trainees during their preliminary training session in Indonesia. However, after becoming technical interns, the amount of monthly allowance received varies among of them and usually those who engaged overtime works receives wages

higher than those who worked at company, which doesn't offer overtime works. In addition, according to interviews, this amount of allowance received by Indonesian trainees is higher than those trainees from China. Trainees from China usually received monthly allowance form 60.000 Yen to 70.000 Yen (Gaijin Network, 2008).

Table 4.7. Level of monthly allowance or wages

Allowance or wages (Yen)	Number	Percentage (%)
80,000-99,999	49	40.8.
100,000 – 119,999	34	28.3
120,000 – 139,999	35	29.2
140,000 – 159,999	2	1.7
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

Table 4.7 presents about 50 percent of Indonesian technical interns questioned in this study received monthly salary ranging between Rp.11 million (110.000 Yen) to Rp.12 million (120.000 Yen) and only 6 percent answered that they received ranging between Rp 13 million (130.000 yen) to Rp.14 million (140.000 Yen). This fact can be said that the salary received is quite high by Indonesian standards. The different of received salary among Indonesian trainees are basically depending on how often they do overtime work offered by their company. The more they do overtime work the higher salary they receive. Another fact is, as Japanese currency (yen) is very strong to rupiah, further making amount of money received by Indonesian workers in rupiah becoming quit high. However, this amount of salary actually barely reaches the Japan's legal minimum wages and can be said that this amount is not equivalent to an average Japanese workers. According to Japan Statistical Yearbook (2002), Japanese workers, age 20-29, in the manufacturing sector, approximately received salary 240,000-280,000 yen for male and 190,000-210,000 for female.

Table 4.8. Examples of working condition of Indonesian migrant workers in Japan

Occupation		Length of contract	Average monthly wage (Y)	Other Allowances	Charge/tax by Gov, agency
Trainee	Manufacture	Max 3 years	1 first year: 70,000-80,000 2 nd & 3 rd year: 100,000-110,000	Guaranty of house and food + supply of cloth etc in some cases	Rp 30 million (G) + additional bribes in some cases
	Agriculture, fishery		1 first year: 40,000-55,000 2 nd & 3 rd year: 100,000-110,000		
Entertainer		3-6 month/ contract, nightshift, var.holiday	Female: 30,000 – 50,000 + tip	Subsidy 20,000Y/2 wks, guaranty of house	Rp 2,5 million (A)
Fishery seafarer		Variable contract (ap-1-18 month)	Base on rank: Male: 40,000 – 60,000	Var.holiday+food	Rp 4-5 million (A) + additional bribes in some cases
Unskilled workers	Seafood processing (Oarai)	12 m/contract shift/nightshift, var.contract	Male: 192,000 Female: 156,000	Guaranty of house in some cases	Nikkei: 300,000 – 400,000 Yen (A) I rregular: Rp 40-50 million (A) + charge for every outsourcing + charge for each guarantor in some cases
	Construction (Gunma)	Day labor, var.worktime	Male: ap=200,000		
	Cleaning (Nagoya)	Var. contract, nightshift	Male: ap=204,000		
	Manufacture (Suzuka)	Ap 3-6 m/ contract, shift/nightshift	Ap= 160,000		

Source: cited from M.Okushima (2005)

4.3.3. Monthly saving and remittances

It is also widely well known that many Indonesian workers working in abroad have given many positive contributions to the nation's economy. Apart from reducing the unemployment problem, it also contributes to foreign exchange earnings. In the local economic context, remittances from Indonesian migrant workers are also played very important role. A major part is usually remitted to the origin-based family for its basic support and to invest in productive activity to improve the well being of family member (Hugo, 2002). In general, money from remittance is used to build or renovates houses, to buy land or rice fields as capital to running family business, to pay for the children's education, and to fulfill the family's basic daily needs. Building and renovating the houses also helps creates employment for local people who work as construction workers (Aswatini, 2002).

This study found that although most of Indonesian trainees and technical interns in Japan received monthly allowance or wages very low compare with Japanese wages standard, surprisingly, most of them were be able to save some amount of money from their monthly salary. How can they cover living expenses is another interesting question as it is impossible for most of Japanese to live with such few amount of monthly salary. Result from survey shows that 66 percent of respondents stated that they can save their monthly salary ranging from 50.000 yen to 80, 000 yen a month. Only few respondents stated that they can save their income less than 20,000 a month.

Table 4.9. Level of monthly saving

Allowance or wages (Yen)	Number	Percentage (%)
Less than 19,999	3	2.5
20,000-29,999	5	4.2
30,000 – 39,999	4	3.3
40,000 – 49,999	12	10.0
50,000 – 59,999	36	30.0
60,000 – 69,999	42	35.0
70,000 – 79,999	12	10.0
More than 80,000	6	5.0
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

From interviews found that those who are in 3rd year training program seem to be able to save their salary higher than those who are in 1st and 2nd year program. From surveys also found that those who are in 3rd year training program are having more overtime work (*zangiyō*) so that they can save their salary higher. They also stated that they don't have to buy cloth, shoes, and electronics products (such as computer, phone, camera, game.etc) and visit some tourism spot, as most of them already bought it and visited many places when they were in 1st and 2nd year program. They also stated that they already get used with living strategy with how to buy cheap food and how to live with less of expenses. Further, as 3rd year is the last period of their training program, they

stated that what always in their mind is to save money as much as possible, so that they can bring something valuable when they return to Indonesia later.

In term of capability to remit their income, this study found that most Indonesian trainees and technical interns in Japan were able to remit some amount of money to their family at home. The amount of money remitted varies among of them depending on their ability to save their monthly salaries. However, base on interviews to some respondents, on average they remit between 3 to 5 times during 1 year. Table 4.10 below illustrated the different level of amount of remittances sent by Indonesian trainees and technical interns per period of remit. It is shows that 66 percent of the respondents stated that they were able to remit to their family at home ranging from Rp. 8 million (80.000 Yen) to Rp 12 million (120.000 Yen) per one period of sending remittance. This remittance, mostly used for the purpose of working capital of establishing small business, paying educational fees for their member of family, and paying daily family needs. This fact indicates that Indonesian workers in Japan were able to save their salary even though they receive monthly salary very less compare to an average Japanese worker as instructed in the Ministry of Justice guidelines.

Table 4.10. Levels of remittances send per one period of sending

Level of remittances (Yen)	Number	Percentage (%)
Less than 19,999	1	0.8
20,000-39,999	1	0.8
40,000 – 59,999	2	1.6
60,000 – 79,999	26	21.6
80,000 – 99,999	75	62.6
100,000 – 119,999	8	6.8
More than 120,000	7	5.8
Total	120	100

Source: Survey on Indonesian trainees and technical Interns, 2009

4.3.4. Planning after completing the training program

According to JITCO, the trainees shall return home as soon as possible after the training program completed. During 3 years programs, they supposed to be able to

complete their mission to acquire Japan's advanced skills, techniques and knowledge in specific field of industry, which will enable them to be of use to their home country, by contributing to the development of their society, economy, and the advance of industry, when they return home. However, when we looked at the reality, it is therefore very unfortunate that no new skill or techniques acquired by most Indonesian trainees during their training program (as discussed previously). As a result it is found that many Indonesian trainees felt that they don't have any clear direction for what will they do after completing the programs.

Table 4.11.Planning after completing the training programs

Planning	Number	Percentage
Try to work at Japanese company by attending interview test organize by IMM Japan	35	29.2
Develop own business related to skill or techniques that acquired in Japan	4	3.4
Develop own business with no relation to skill or techniques that learnt in Japan	48	40.0
Try to find another new job in Indonesia	8	6.7
Try to find another new job in abroad	3	2.5
Develop family business	2	1.6
Try to return to Japan with other cannels	4	3.3
Don't know	10	8.3
Others	6	5.0
Total	120	100

Source: Survey on Indonesian trainees and technical interns, 2009

Table 4.11 above illustrates planning after completing the training program among Indonesian trainees in Japan and indicating that majority of Indonesian trainees are planning to develop their own business after completing the training program in Japan. Those who plan to develop their own business constituted about 43 percent from total respondents. Although it is still not clear what kind of business that they intend to develop, but from the surveys it is clear that the business will probable not related to what

they learnt in Japan. Only 3.4 percent of respondents answered that they will continue to develop their own business related to what they have been learnt in Japan.

Moreover, almost 29.2 percent of respondent were also planed to try to take interviews test offered by IMM Japan at the end of the program, though most of them were still in the condition of not sure whether they will get the chance to work in Japanese company or not. This fact especially found to those who engaging in manual job, especially in food industries. Meanwhile, the remaining respondents have plan to find another new job in Indonesian (6.7 percent), looking a new job in other countries (2.5 percent) and the small percentage wish to return again to Japan with other cannels.

According to interviews, in term of type of business, many trainees interest to develop business related to services industries that nowadays are quite promising in Indonesia such as motorbike service (*bengkel*), internet cafe, mobile phone shop, restaurant, and rental business. Some of them also stated that they intend to try to open Japanese language course or Japanese restaurant as they have confident on it and nowadays are also booming in Indonesia. To start the business, many of the trainees basically relay on their saving and also bonus that they will receive when return home country later. As commonly known among Indonesian trainees and technical interns, they will receive a bonus from IMM Japan in the form of amount of money around Rp 50 – Rp 60 million (600.000 Yen) when they arrived in Jakarta after departing from Japan. Although it is actually taken from the trainees' salary every month, but to some extent, this kind of bonus system really useful as many trainees depend on this money to start their own business after completing the program.

4.4. Living condition and social relations

Although most of Indonesian trainees and technical interns stated that there were no new skills or techniques obtained during their training programs, in fact, they learnt other valuable experiences during their stay in Japan. In many cases it is found that, strong solidarity and kinship among Indonesian trainees in Japan are crucial determinant in their decision to keep stay in training program until the end of 3 years contract, though the number of absconding technical interns reported shows increasing trend year by year. Furthermore, feeling of the same fate and condition, created most of Indonesian trainees

succeeded in developing their survival strategies for their convenience on daily life in Japan.

4.4.1. Housing condition

As regulated by JITCO, every accepting company should provide accommodation (housing) to the trainees, and in many cases it is found that the living quarters are often adjacent to work site or near to the company sites. This study found that there were concentration of Indonesian trainees and technical interns in Mie Prefecture in some specific cities, but mostly they were scattered in some areas near to the industrial area, such as in Tsu and Matsusaka City. For example, as the industrial area usually located near to the mountain areas, most of Indonesian trainees and technical interns in Mie Prefecture were also commonly found living far out of the city. This study also observed some housing condition of Indonesian trainees and technical interns and in the next following part let's take a look at the housing situation of three groups of Indonesian trainees and technical interns in different cities and working area.

Case 1 : Tsu City- Takachaya

Their *apato* located near to Tsu City seaport and there are several marine food manufacture factories operated around the area. It takes about 30-40 minutes by bicycle from nearest train station or around 20 minutes from nearest shuttle bus or central city to the sites. The house is 4 floor concrete apartment buildings with two *tatami* rooms and separated small kitchen, toilet and shower room. Most of the residents are Japanese as the building is public apartment. Surround this area, there are also other groups of Indonesian trainees and technical interns, and some Indonesian *nikkeijin* families and former trainees, mostly they worked at the same factories but they came from different batch and location in Indonesia.

Although it has two rooms, the company divided the room into three rooms, separated by rolling door and each room consists of two persons. The size of each room then becomes too small to be lived by two people as its size around 3mx4m room. As they lived in the private apartment, they stated that they don't know who their neighbor is.

In addition, this condition of sharing a small space with several other people were found as a usual state of affairs for Indonesian trainees, as well as for other foreign trainees.

The rooms look a little bit messy as there are some shoes, clothes on the bed, futon, and some electronics stuff all in a small room. Also some stuffs in the kitchen, which looks like it has been not cleaning yet for a long time. Each room contained with 21 inches analog television, internet line, fan and a small shelf that is provided by the company. When summer comes, they usually used a fan to protect themselves from hot temperature. There is an air conditioner hanging on the wall, but they never used it to save the cost of electricity. Also, because the location of their room is not suitable for using provided air conditioner. In the kitchen there are gas stoves, big size of rice cooker, some plates and glasses, washing machine and refrigerator which is also provided by the company where they work. When they finished the programs, the company then will check the condition of provided stuffs as well as the room condition and when there is something broken then the cost will be deducted to the trainee's last salary.

In every room, every of them has a computer (mostly branded notebook) connected with internet, even found in one room connected with satellite TV facilities. According to the owner, he has to pay the rental cost of satellite TV monthly 3500 Yen and for the internet everyone is sharing for 1000 Yen per month. He used to watch Liga A series or other world class football series by using satellite TV facilities, as he likes football very much. Meanwhile, for internet, he likes to spend his spare time by chatting online with his friends in Japan, in Indonesia, and also some his friends (mostly women) who works in Hong Kong. He stated that he never got these kinds of facilities when he lived in Indonesia, as he said in the interviews *"while I am in Japan I will enjoy these facilities, because when I returned to Indonesia, all these facilities will only like a dream, it will be impossible"*. In addition, for the gas, water and electricity bills, they don't know how much exactly they pay it per month, as the company manages it all. However, they knew that the company deducted the cost from their monthly salary.

On the week days, they wake up at around 6:00 morning, take breakfast, and go to the factory by bus provided by the company. After coming home from work, they usually takes shower and dinner at 8:00 PM. Every two of them have regular schedule for cooking and buying the materials every week (such as rice, egg, vegetables, fish,

ingredients, etc). They usually shares each other by collecting 10.000 yen per month. After taking dinner, most of them spend their own time by watching TV or online in internet and go to sleep around 10:00. On the week end, especially on Sunday, they used to spent their holiday for relax or social activities. They usually spend their time by washing the cloths, watching TV or on line in internet, do sport (football or badminton), visit friends, shopping or just hanging around at shopping mall. Some of them stated that they were trying to build special relation with Japanese women, while some of them said that they also used to attend Japanese class at city hall on every Sunday afternoon. Sometimes, they also joined activities organized by local community or other friends in other cities.

Case II: Matsusaka City- Taki

This group of 16 people of Indonesian trainees and technical interns are living in the wooden long building, located at *Taki* area in Matsusaka city. It took around 1,5 hours by bicycle and can be reached by private car or taxi from nearest train station. As the house located in suburb area, there are no neighbors around the house and the nearest house is about 200 meter far. As a result, they had very little contact with the neighbors. The house looks quite old as it perhaps were built around 1960s. In Japan, in recent years, increasing number of these type of houses have been destroyed because of soaring land prices or to make way for city development projects and there has been a dramatic decrease in their number. As a result, these kinds of houses or buildings exist only in limited areas, and foreign workers in Japan have usually found themselves forced to live in these kinds of house (Komai, 1993).

There are 10 rooms for living room and huge room for kitchen, toilet and shower and also separated building for common room use. Trainees who lived in this house were coming from different batch, in other word; there were some *senpai* and *kohai* lived together among of them. As a result, there is a clear regulation implemented at this house base on hierarchy of *senpai* and *kohai*. Furthermore, because of privilege they have, some *senpai* lived alone in one room, while other *kohai* lived by sharing with 2 people in each room. Similar with other Indonesian trainees, the company they work for also provided some stuffs to support their daily lives, such as refrigerator, gas stove and rice

cooker for common use, futon and a shelf in each room. Inside the room, there were some personal stuff, like cloth, shoes and a pile of things, as well as electronic stuff such as notebook with head set that was usually on and connected to internet, music player, speaker, etc.

Because of their place located a little bit far from central city (suburb area), as a result, it's become quite difficult for them to attend some social activities at the city. Here, *daisenpai* is played important role in dealing with limited transportation access for them. A *daisenpai* usually have own private car and have been working and living in Japan for many years. They also sometimes invite Indonesian trainees and technical interns in their houses for party or other social activities. In addition, not only *daisenpai*, halal food seller (*pedagang keliling*) is also played important role in order to provide Indonesian food to most of Indonesian trainees and technical interns. Once a month, usually on the salary pay day, the *halal* food seller come to their house to sell some *halal* food (mostly Indonesian food) and it is also possible to order some stuff if they need it. Therefore, for most of Indonesian trainees and technical interns who live in suburb area, which is access of public transportation is quit difficult, the role of *daisenpai* and *halal* food seller can be said played important role to support their daily lives.

4.4.2. Social relations

Based on interviews, this study concluded that social relations between Indonesian trainees and their companies (employer) varied, but mostly they expressed that their company (*tantosya*) treated them well and often considered them as partner. Those who work in small company usually have closer relations with the employer (the owner) than those who work in middle size company. But the later stated that as they work together with many workers they got many chances to build social relationship among other workers, especially with Japanese workers.

The *tantosya* basically played important position as a *middleman* between the trainees and the company, as well as to the IMM Japan. Usually the trainees delivered their voices to the *tantosya* when they have something to discuss. Outside the company, the *tantosya* often treated the trainees like a friend such as in the party, sport activities, visit interesting place and so on, as it is found in this study in Matsusaka, Tsu and Iga city.

As an illustration, an informant interviewed in this study who worked at electronic factory in Matsusaka city expressed that he often eat the same food and talked with the owner of the company at the same table, something he expressed that he never experienced when working in Indonesia.

This study also found that majority of the Indonesian trainees interviewed were impressed with Japanese society as they never have been discriminated by Japanese people. Moreover, many of them stated that they like spending their social activities with Japanese society, such as getting involved at food party, local festival, cultural exchange, Japanese voluntary class, sport activities and so on. In addition, when there is a party or festival attended by many Indonesian trainees, usually it is also become common to see some Indonesian trainees come together with their Japanese (woman) friends. Based on interviews of this study, many of them stated that if there is possibility they plan to continue their relationships to a serious level (married). Thus, many Indonesian trainees in Japan expressed that they felt admitted as a real human better than in Indonesia. These conditions look contrary when we compare to other Indonesian migrant workers in other destination countries, particularly in Malaysia and Saudi Arabia, where many of them always become the victim of discrimination, sexual abuse, mistreatment (Hugo, 2002, Ford, 2000, Aswatini, 2002).

As mention previously, most of Indonesian trainees in Japan are familiar with internet technology. Although most of them expressed that they never use it before when they were living in Indonesia. Many respondents interviewed in this study mentioned that at least at the first six month since they arrived in Japan, a set of computer is often become list target of important thing to buy. Most of Indonesian trainees in Japan usually use computer to get online webcam and chatting with other friends, access to Indonesian TV and other things offered from internet. Therefore, basic knowledge and technique of how to use the internet, for instant, is an important subject that should be introduce during their 4 month preliminary education in Indonesia.

Most of Indonesian trainees in Japan are also used to participate in some activities that organized by Indonesian community in Japan; such as Indonesian music concert, festival of 17 August organized by Indonesian embassy, *Idul Fitri* festival, religious meeting “*pengajian akbar*” and so on. Many Indonesian trainees are also stated that they

would be completely proud if they already had experience climbing the top of Mount Fuji during 3 years training program. Usually, in summer holiday (mid August) many Indonesian trainees from all Japan used to visit Mount Fuji. Meanwhile, on the winter holiday, many of them used to spend their holiday in Nagano areas in order to get experienced with snow sports, such as skis and snowboard. Therefore, in spite of their disappointment about real condition on training program (less of transfer of skill or technique), opportunities to get these kinds of experiences could become one of important influence that they still keep enjoying living in Japan although with some limitations.

4.4.3. The role of the *senpai* and *daisenpai*

The word of *senpai* is a Japanese word and the meaning is the same as “senior” in English, while the meaning of *kohai* is the reverse that is “junior”. On the other hand, the word of *daisenpai* is an informal way or uncommon but also used to call someone older or have more experiences among other *senpai*. The word of *dai* in English means something “big or great”. In general, *senpai* and *kohai* in Japanese society usually describes social hierarchical status which is always related to the order and rank of each person within the group according to age and position. The attitude toward relationship of *senpai* and *kohai* is characterized by formality, obedience, and trust (Naomi, 2000). For example, in university, lower grade student called their upper grade student with *senpai* but not for their teacher or professor. It is also the same like in a company, co-worker with more experiences called as *senpai* but not for the manager or the boss. This is because, in Japanese society, there is also another special word to address someone who has different position or profession.

Although it is commonly practiced among Japanese people in their society, Indonesian trainees and technical interns in Japan are also use the word of *senpai* and *kohai* to refer to or to call their upper or lower grade co-worker Indonesian. The difference between *senpai* and *kohai* among Indonesian trainees is depending on their batch or their arrival in Japan. Meanwhile, those who called as *daisenpai* are refer to former *kenshusei* who re-enter Japan. In addition, it is also common among Indonesian trainees that when juniors talk with their seniors, they never called the seniors with real

name instead called them “*senpai*”, but they don’t have to bow like what Japanese people used to do.

The existence of relationship between *senpai* and *kohai* among Indonesian trainees are played crucial role, especially when the *kohai* have to manage their working and living condition at the first year of training program. Although it is never ordered or written formally, when new batch of Indonesian trainees arrived in Japan, the *senpai* at the same company usually wait for them and automatically have to take responsible to their juniors. The *senpai* are supposed to know better than the *kohai* as they have more experiences and they are reliable when one is in trouble. The *senpai* are also supposed to be able to give not only advise but also assistance when their juniors having problems with their work in company, in daily life or other miscellaneous worries of their *kohai*.

One of the important roles of the *senpai* to their juniors is to assist them in dealing with their work especially during their first week until one month period of training program at the company (factory). This condition usually can be found in a company, such as in machinery and electronics, which the type of job offered, are quite difficult or requires certain period of adjustment for a new worker. The person in charge with training program inside the factory usually placed the new trainee together with his *senpai* at the same job for a couple of days or weeks. Further, the *senpai* usually teach and explain to his junior related to his duty. This way usually used by the company as an effective way as most of new trainees usually still have difficulties to understand Japanese language.

Not only in company, had the *senpai* also supposed to be responsible to assist their juniors in dealing with daily life problems. When new batch spend their first three month, usually the *senpai* assists and share lot information about how to survive living in Japan. During this period, usually every time the seniors visit some places or attend some activities they also bring their juniors. This is can be said a kind of informal teaching among them in order to get used quickly for living in different society. For examples, the *daisenpai* usually teach their junior how to do shopping, where the cheap shop to buy something is, how to obey the traffic rules, where is the important place located and how to access it (for example city office, post office, bank, mosque, amusement park, etc). In many cases they also lend money or some stuffs, teach how to use computer and internet,

introduce to other Indonesians and Japanese friends, visit some tourism places, introduce to Japanese class at local volunteer group and teach about some specific local community regulations.

However, in reality not all what *the senpai* teach to their juniors is always something good. Base on interviews, some *senpai* also often used to teach their juniors attitude that against Japanese regulations, such as how to go by train without buying a ticket as regulated, how to ignore the traffic or local community regulation, how to ignore the company regulations, or even worse teaches their juniors how to run away from the training programs. Sometimes the junior forced by their seniors to do whatever the seniors say, no matter how unreasonable or stupid it may sound. In other words, a 'good' *senpai* is usually always create a good *kohai*, and in contrary, a "bad *senpai*" sometimes influences a good *kohai* to take *short way* that's usually against the rule. However, this reality in wider context is not erasing the important role played by the seniors to the juniors among Indonesian trainees and technical interns in Japan. These roles usually will regularly decrease when the junior entered second year training program.

Another aspect that also plays important contribution to the life of Indonesian trainees and technical interns in Japan is the role of *the daisenpai*. As mention previously, *the daisenpai* usually had more experiences than those categorized as *senpai* among Indonesian trainees. A *daisenpai* supposed to be more stable economically and know more how to deal with common Japanese culture, custom, formal regulations and more mobile with wider networking with other social institutions. For example, the *daisenpai* often become middleman when there is a conflict between the trainees, to be a host of a party like in Idul Fitri or some special festivals, and also used to play as middle counterpart between the trainees and local community. As found in Matsusaka, Tsu and Iga city, the trainees also found often staying and spent overnight on their week end at their *daisenpai* house. In other words, it can be said that the role of *the senpai* among Indonesian trainees and technical interns is play the same instructive and protective role as one's brother in one family, while *the daisenpai* can be said as a parents or teachers.

Chapter V

Conclusion

The Japan's Industrial Training and Technical Internship Program was launched in April 1993, after a government organization called Japan International Training Cooperation Organization (JITCO) was established in September 1991 and later become partly oversees and conduct unified supervision of training program in Japan. At the same period in 1990, the 1982 revision of the Immigration Law was also taken place, introducing the new regulation of Japan training program that allows unskilled foreign workers to enter Japan as trainees and technical interns. In general Japan's Industrial Training and Technical Internship Program has a main objective is to give opportunities to young people from mostly developing countries, to actively learned Japan's technologies, technical knowledge and skills base to developing countries. This program is also a form of Japan contribution to fostering of human resource and socio-economic development at international level.

Indonesia is one of the countries that have been sending its labor to Japan under the training program. Since started in 1993, the number has been modest but increasing in some certain years. In average, every year around 4000 to 5000 young Indonesian entered Japan as trainees. Most of them are male, age between 21 to 29 years old, dispatched to Japan under sponsored the Association for International Manpower Development of Medium and Small Enterprises Japan - IMM Japan. In addition, as a sending organization, IMM Japan is not only plays important role for dispatching Indonesian trainees to Japan, also supports trainees and technical interns in a variety of ways when they where in Japan and after they return home, including making arrangement with Japanese company based in Indonesia to ensure that the return trainees will be employed.

Furthermore, in order to be able to come to Japan under the training programs, Indonesian trainees should succeed very competitive selection process and have to undergone fourth months preliminary education in Indonesia and one month preparation training at training center in Chiba-Japan. In addition, a fourth-months preliminary education in Indonesia tested both their physical and mental strength. Many of

Indonesian trainees and technical interns interviewed in this study stated that during preliminary education in Indonesia, they were like attending semi-military training as it was very discipline, a lot of exercise and very hard as physical punishments were common. Thus, it is widely believed that those Indonesian trainees who have been sending to Japan under the training program basically were young talented and selected person.

This study conclude that sending Indonesian migrant workers to Japan is an important policy as Indonesian still faces high unemployment, poverty, underemployment and low wages. It is also important for Indonesian government to promote and support sending semi-skilled workers instead of unskilled workers for working abroad. On the other hand, for many Indonesian trainees and technical interns interviewed in this study, working in Japan is a choice for better alternative to unemployment in their home village. At individual level, working in Japan is also a strategy to improve quality of life and broad knowledge and experiences, especially as most of the Indonesian trainees are young talented person age around 20s.

Working in Japan is also a great chance to obtain higher income compare with other destination countries. Further, this study found that although most of Indonesian trainees and technical interns in the study area received monthly allowance or wages very low compare with Japanese wages standard, but most of them were be able to save some amount of money from their monthly salary and remit to their family at home village. From the survey found that averagely they can save amount of money Rp 6.6 million (66.000 Yen) per month and remit money to their family at home averagely Rp 8.5 million (85.000 Yen) per period of sending remittances.

However, as it apparent to foreign trainees in general, unfortunately several problems were still occurred to Indonesian trainees and technical interns in Japan, especially in the areas of their working and living condition. Many of young Indonesian trainees and technical interns questioned in this study found that in reality they just treated to fulfill Japan's labor shortage and source of cheap labor as most of young Japanese seem not intend to engage in blue color job at small company. Further, many of them found also be forced to take unproductive jobs under condition where no new skills or technology techniques transfer really takes place. Most of them were engaged in

marginal works or assigned to a small part of the operation, such as cutting, packaging, lifting, sorting, and etc. The condition continues the same event after they become technical interns from their second to third year.

The reality mentioned above then caused an unpleasant condition among most of Indonesian trainees and technical interns, where in many cases found that no useful application that they will bring when return to home country. Further, some of them felt there will be no future if returned to their home village. As a result, every year around 100 to 200 Indonesian trainees have reportedly disappeared from their workplaces. The majority of them are believed to have stayed and working in Japan without proper visa for better pay, working and living condition.

Apart from the problems mentioned above, learning from this study and small survey findings, therefore, there is an urgent need for both governments to review and put serious attention to this program, to make further concrete supervision for proper program implementation. On the Japan side, it should be there is a comprehensive monitoring mechanism, particularly at the level of accepting companies in areas such as improvement of working treatment of the trainees, payment of allowances, wages and overtime job, and accommodation. The program should be clearly designed to ensure that the trainees and technical interns acquires appropriate technical skills effectively that will be use to both themselves and their countries. Further, the transfer needed skills and technique should be focused on Indonesia, where most of the trainees, after completing the program, will be lived and worked throughout the rest of their lives.

The Japanese government also has to start re-evaluate its immigration policy to allowing the entrance of unskilled foreign workers as the reality the industry need it as well all critics on current training program is also growing significantly. This idea actually is not a new one, as the voices of support the wider open door policy for unskilled foreign workers had been begun to emerge since beginning of 1990s. Some major business organizations in Japan had been issued proposal that the acceptance foreign workers should not be limited to people with specialist skills or knowledge, but unskilled foreign workers also should be accepted in a positive way, with certain conditions, limited occupations, localities and period of stay. The major reason given for this proposal were both the necessity to respond to the growing requests, especially

among Asian countries for Japan to open its door for unskilled foreign workers, as well as that Japan in current situation are facing problems on labor shortage, aging population, and growing number of illegal foreign workers.

On the other hand, on Indonesia side, there is a need for the government to facilitate young Indonesian which will be sent to Japan by giving appropriate information, not only information related to the dynamics of Japanese society, culture, and custom but also their rights and duties regarding the training program. This include, the Japan ministry of Justice guidelines as well as labor laws dealing with wages, overtime job, working hours, holiday, and workers' compensation. In addition, the 4 months preliminary education in Indonesia should be practiced as a basic education by giving constructive instruction covering the fields of Japan technology, instead of physical training. In particular, as a countermeasure against abscondence case, stricter on selection procedure before coming to Japan is also necessary, especially to the applicants who come from regions that a large number of absconding trainees case reportedly increased.

Furthermore, there is also a necessity for the Indonesian government to provide follow-up program after the trainees completed the training program in Japan. Not only by providing chance for working at Japanese enterprises in Indonesia but also supports their idea to become an entrepreneur. This study found that many Indonesian trainees intent to start their own business when return to home country but most of them feel no clear guidance on it. If this opportunity can be follow-up by policy maker, it will create an opportunity through creating new young entrepreneurs to contribute to solve unemployment problem in Indonesia. Benefit can be optimized, and finally, only can be realized when there is serious concern and mutual understanding between both governments, Japan and Indonesia.

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QUESTIONNAIRE

STUDY ON WORKING CONDITION AND LIVING STRATEGY OF INDONESIAN TRINEES AND TECHNICAL INTERNS IN JAPAN 2009-2010

I. Respondeen Identity

- 1.1. Name :
- 1.2. Age : year
- 1.3. Education level attained : ☐ SMA/STM ☐ D1/D2/D3 ☐ S1/ university.....
- 1.4. Area of Origin in Indonesia (City) :
- 1.5. Period spent in Japan :years..... month

II. Background

2.1 What is your most main reason to migrate in abroad (*Only one answer*)

- ☐ Looking for more experiences
- ☐ Difficult economic condition in Indonesia
- ☐ Looking for job with higher salary
- ☐ To collect some amount of money for investment of capital when return to Indonesia
- ☐ Others:.....

2.2. Before departing to Japan, what is your main activity in Indonesia?

- ☐ Unemployment/ looking for job
- ☐ Just graduate/school/course
- ☐ Developing own business
- ☐ Working
- ☐ Developing family business
- ☐ Other:

2.3. If your answer is 'working' what is your previous field of work you have done?:

.....

2.4. Your main reason why you choose Japan?

- ☐ Kenshusei program
- ☐ Higher salary
- ☐ Good image of working in Japan
- ☐ Family advice
- ☐ Wider opportunity for working in Japan

☐ To Deepen my Japanese Language skill

☐ Other:.....

III. Living Condition in Japan

3.1.From some items below, which one is still becoming problem and not a problem during your stay in Japan

	Problem	No Problem
1.Comunication in Japanese	<input type="checkbox"/>	<input type="checkbox"/>
2.Working condition	<input type="checkbox"/>	<input type="checkbox"/>
3. Daily need	<input type="checkbox"/>	<input type="checkbox"/>
4. Type of food	<input type="checkbox"/>	<input type="checkbox"/>
5.Wheater/climate different	<input type="checkbox"/>	<input type="checkbox"/>
6. Attending social/religious Activities	<input type="checkbox"/>	<input type="checkbox"/>
7..Understanding Japanese culture and custom	<input type="checkbox"/>	<input type="checkbox"/>

3.2.From list below, which one is becoming your most problems during living in Japan?

1.Comunication in Japanese	<input type="checkbox"/>
2.Working condition	<input type="checkbox"/>
3. Daily need	<input type="checkbox"/>
4. Type of food	<input type="checkbox"/>
5.Wheater/climate different	<input type="checkbox"/>
6. Attending social/religious Activities	<input type="checkbox"/>
7.Understanding Japanese culture and custom	<input type="checkbox"/>
8. Others:	

3.3. Usually how much you spent for these items below monthly?

1. Basic food and drinks (sembako).....¥
 2. Personal things ¥
 2. Communication (mobile phone)¥
 3. Transportation (train/bus)¥
 4. House rent (if not paid by company.....¥
 5. Gas, electricity and water (if not paid by company) ¥
 6. Money for saving¥
 7. Other:..... ¥

3.4. Have you ever sent money to your family in Indonesia?

- ☐ No-never (Go to Q No.3.7)
☐ Yes

3.5 If your answer is Yes, How much you sent previously?
 ¥

3.6 What is the main reason for sending the money?

- ☐ To help family to fulfill daily basic needs
☐ To help education fee for family member
☐ To help emergency need for family member
☐ Investment
☐ Buying assets for investment
☐ Others:.....

IV. Social community activity

4.1. Within previous year, have you ever attend Japanese community activity program?

- ☐ Not yet (Go to question 4.3)
☐ Yes

4.2. If your answer is YES what kind of activities that you ever attended?

.....

4.3. Within previous year, have you ever attend Indonesian community activity program?

- ☐ Not yet
☐ Yes

4.4. If your answer is YES what kind of activities that you ever attended?

.....

4.5. Do you feel enjoy working and living in Japan?

- ☐ Yes
☐ No, reason:.....
☐ Don't know

V. Working Condition

5.1. What kind of job you are dealing now?

.....

5.2. Is it your job or field of work appropriate with what you apply before?

- ☐ Yes (in large scale) go to P:5.4
☐ Yes (in small scale) go to : 5.4
☐ No go to P: 5.3
☐ No answer. go to P :5.4

5.3. If your answer is no, what kind of job or type of work did you apply before?

.....

5.3. Do you feel you got a new skill while you are doing your job now?

- ☐ Yes (generally)
☐ Yes (in some cases)
☐ No go to P: 4.3
☐ No answer

<p>5.5. If your answer is 'No', what is your main reason?</p> <p><input type="checkbox"/> Manual Job.</p> <p><input type="checkbox"/> No need special skill</p> <p><input type="checkbox"/> Everyone can do the job</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Others:.....</p> <p><i>Questions No: 5.6 and 5.7. is only for those who already passed term 1. Those who still in term 1 go to question 6.2.</i></p> <p>5.6. Do you feel that you got a new skill or challenge compare to your job in term 1 ?</p> <p><input type="checkbox"/> yes, there are some changes in my job</p> <p><input type="checkbox"/> Yes, only in some certain condition</p> <p><input type="checkbox"/> Not to different whit previous job</p> <p><input type="checkbox"/> No answer</p> <p>5.7. What is your planning after finishing 3 years working in Japan?</p> <p><input type="checkbox"/> Trying to apply for interview test for working at Japanese company in Indonesia</p> <p><input type="checkbox"/> Developing own business</p> <p><input type="checkbox"/> Finding other type of jobs in Indonesia</p> <p><input type="checkbox"/> Trying to come back again to Japan</p> <p><input type="checkbox"/> No exact plan yet</p> <p><input type="checkbox"/> No answer</p> <p><input type="checkbox"/> Other.....</p> <p>5.8. Do you think that your job you are doing now is having risk work accident that maybe happen to you?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No <i>go to P. 6.2.</i></p> <p>5.9. If your answer is Yes, what kind of work risk accident that maybe happened to you?</p> <p>.....</p> <p>.....</p>	<p>6.0. Have you ever got that work accident while doing your job until now?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No—<i>go to P. No.6.2</i></p> <p>6.2. In normal condition (without overtime work) from and until when you do your job?</p> <p>Start working from :.....</p> <p>Finish working at :.....</p> <p>6.1. If there is overtime work, usually how many hours a day?</p> <p>.....hour/day</p> <p>6.2. In previous month, how much you got your total salary?</p> <p>.....円</p> <p>6.3 Until now how much is your lowest and highest salary that you ever got?</p> <p>Lowest salary : 円</p> <p>Highest salary : 円</p> <p>6.4. If there is opportunity, do you think you want to come and work again in Japan?</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> I will think about it</p> <p><input type="checkbox"/> Not</p> <p><input type="checkbox"/> No answer</p> <p>6.5. If your answer is Yes or Not, what is the main reason</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
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IV. Impression and Opinion

4.1 How is your impression about living in Japan?

4.2.How is your impression about your job during working in Japan?

4.3. What is your message for future improvement of trainee program in Japan?

THANK YOU FOR YOUR KIND COOPERATION

Chart 1. Respondents educational background

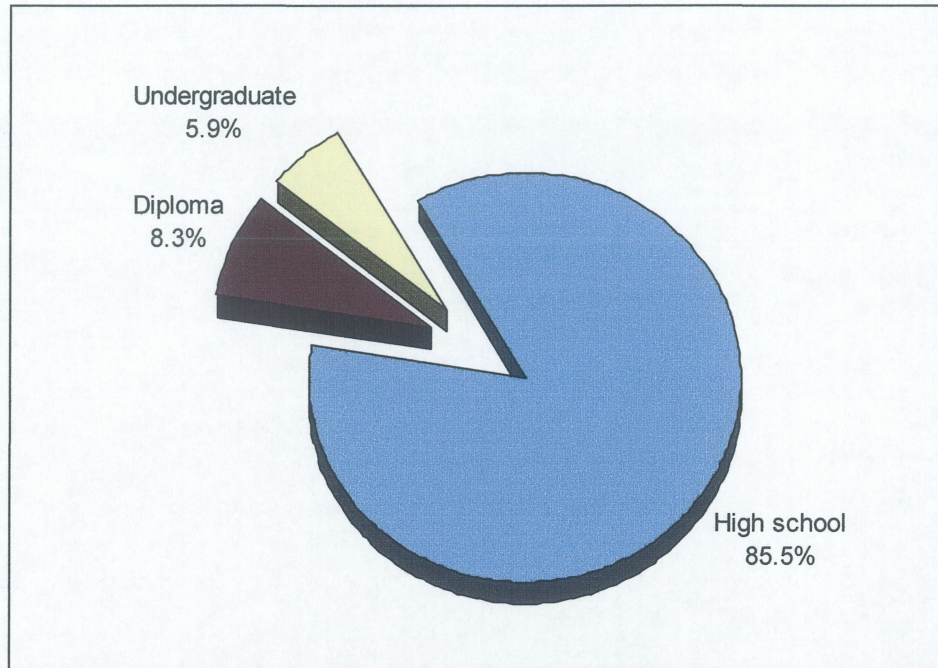


Chart 2. Reason of Migration

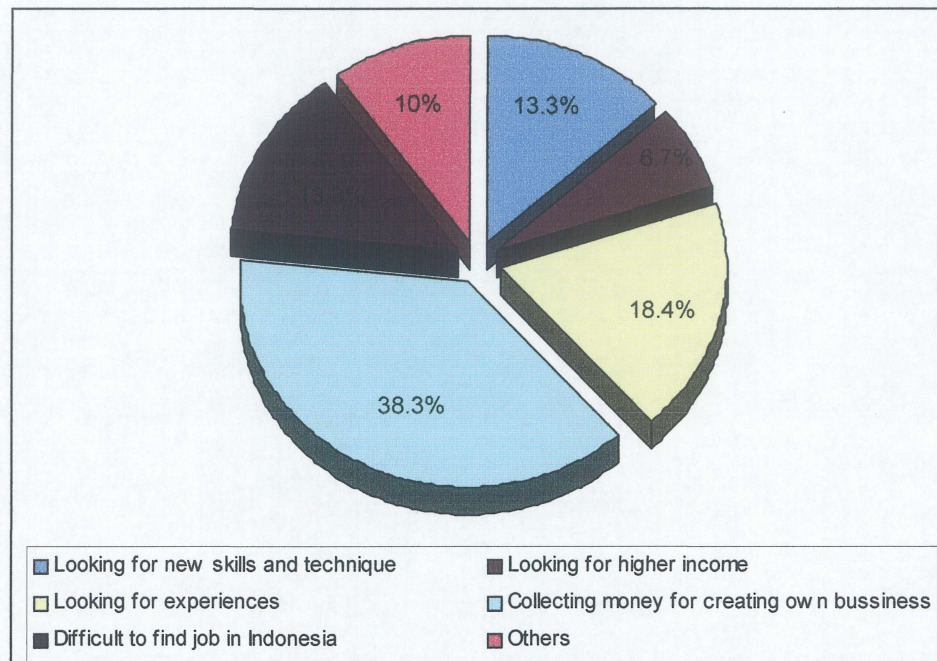


Chart.3. Question related to type of working area and preferences:
Do you think your assigned area is the same like your preferences?

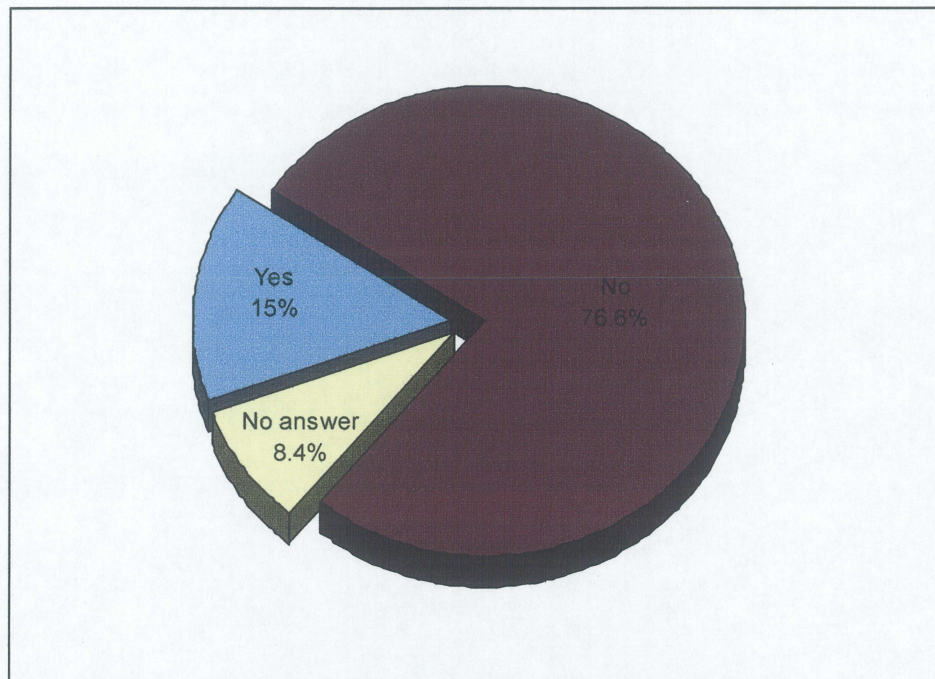


Chart. 4. What kind of your preferences area?

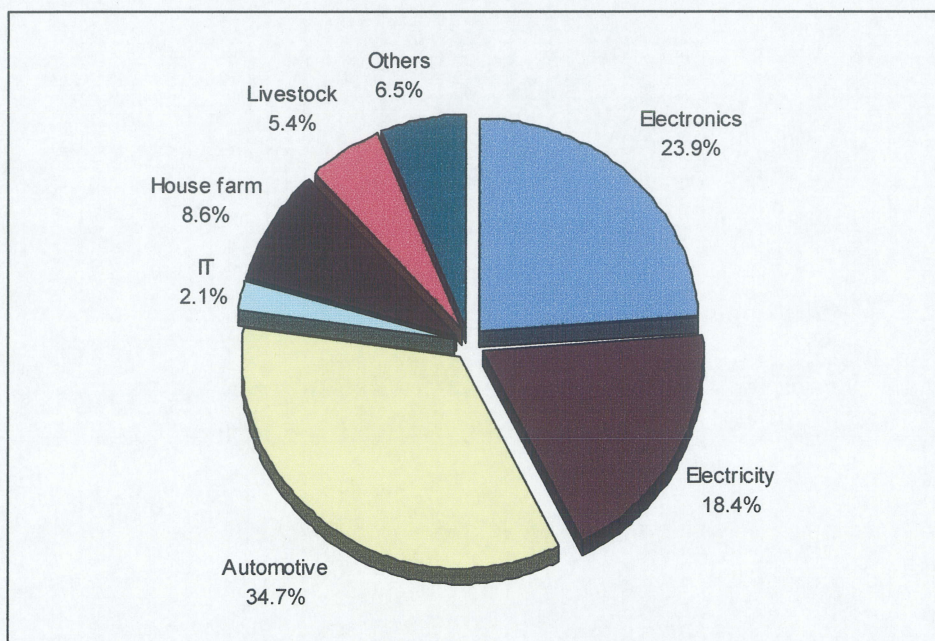


Chart 5. Question related to transfer technology, skills and technique:
Do you think your current assigned area is giving you new technique or skills?

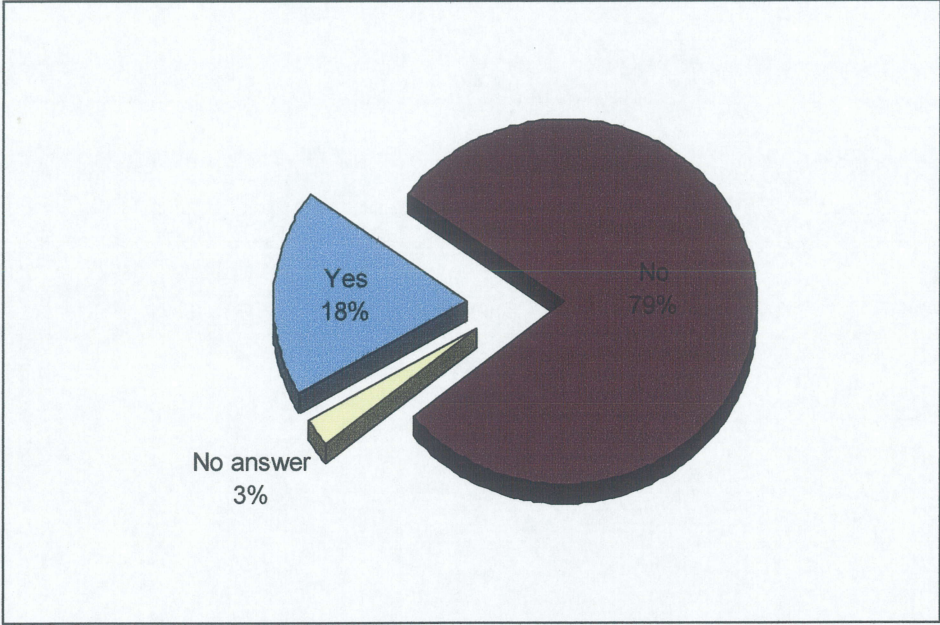


Chart.6. Question related to transfer technology, skills and technique:
What is the reasons (for those answered “No”)

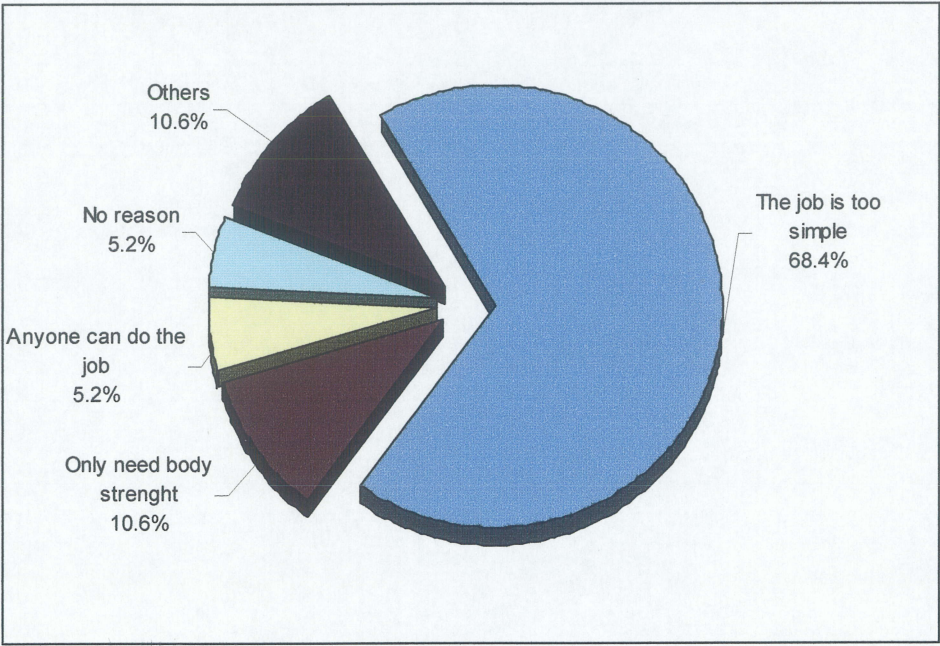


Chart.7. Planning after completing the training programs

