

# Making Mobility Possible

## 移動を実現させるには

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# Before Aspiration, (Abundant) Information

## アスピレーションの前に、まずは（十分な）情報

### ●Where does aspiration come from?

アスピレーションはどこから？

- A general lack of awareness of Japan as a viable work destination  
日本は出稼ぎ可能な目的地として認識されていない
- Different types of attractions: cultural attraction vs a viable destination for migrant worker  
異なる種類の魅力：文化的魅力と移民労働の目的地としての魅力
- The randomness of information and linkages  
情報と繋がりランダム性

### ●The possibility of cumulative causation: the build-up of network resources

累積的な因果関係の可能性：ネットワークリソースの蓄積

# Looking into the infrastructure

## インフラをさぐる

### ● Is the migration industry unavoidable?

移民産業が避けられないか？

- The different possibilities: recruiting through SMK, SMA, language programs at high school levels

異なる可能性：高等専門学校、普通高等学校、高校レベルの語学プログラムを経由した募集

### ● What makes it necessary to separate Japan-bound migration routes from other labor migration routes?

なぜ日本への移民経路が分離しているか？その必要があるか？

### ● The blackbox of sending organizations/training center

送出機関/訓練センターのブラックボックス

- Why are there so many failures?

なぜこんなにも多くの失敗（不合格）がうまれるのか？

### ● Who is responsible for training? Who should bear the costs?

訓練の責任所在はどこか？費用は誰が負担すべきか？



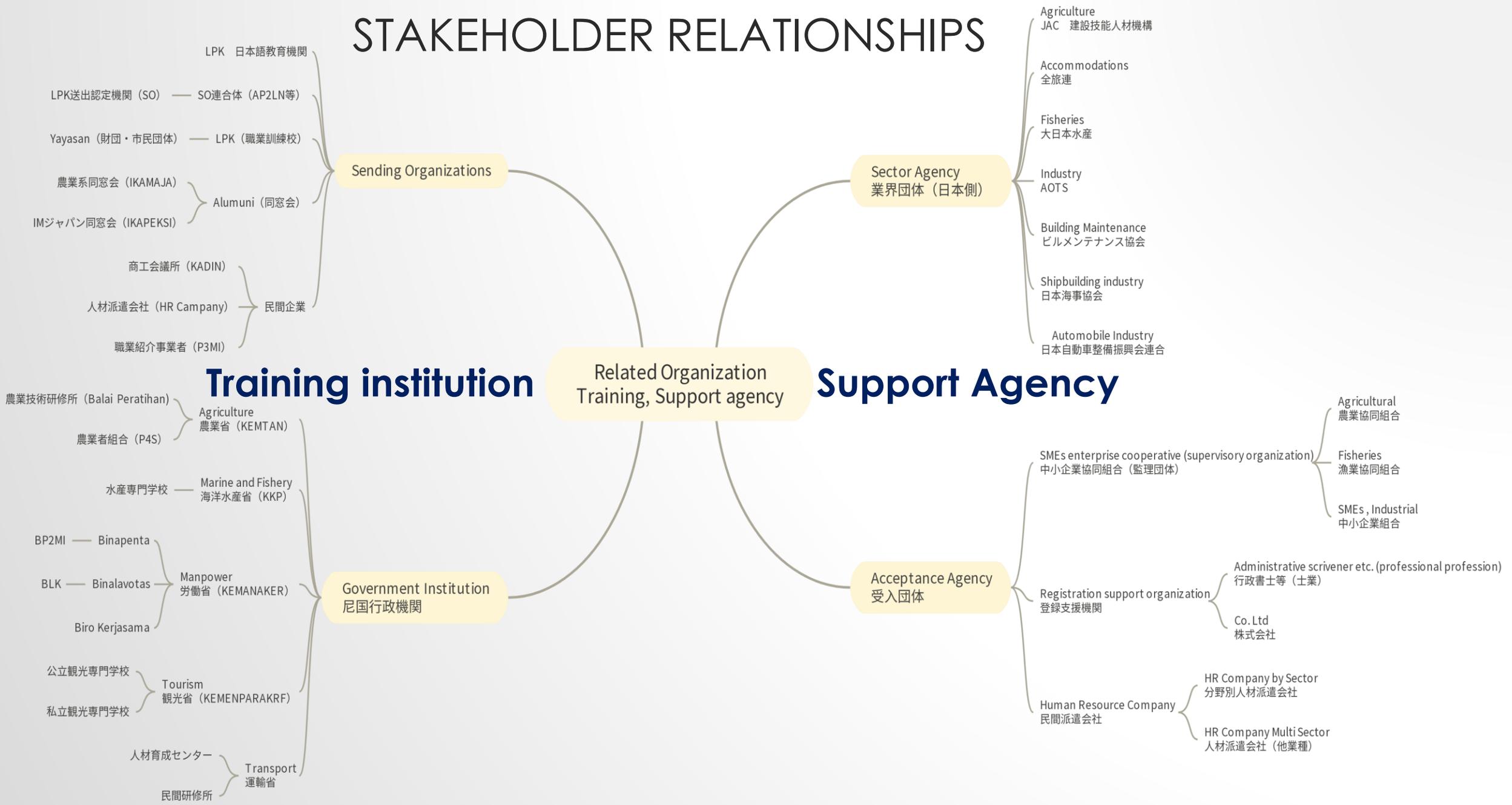
# JOURNEY TO JAPAN

Routes for Indonesian overseas workers to come to Japan and their challenges

Motoyuki NISHIDA

JICA Expert, Advisor for Promotion of Accepting and sending Foreign Human Resource,  
Ministry of Manpower (KEMNAKER)

# STAKEHOLDER RELATIONSHIPS



## Sending Organizations

- LPK 日本語教育機関
- LPK送出認定機関 (SO) — SO連合体 (AP2LN等)
- Yayasan (財団・市民団体) — LPK (職業訓練校)
- Alumuni (同窓会)
  - 農業系同窓会 (IKAMAJA)
  - IMジャパン同窓会 (IKAPEKSI)
- 民間企業
  - 商工会議所 (KADIN)
  - 人材派遣会社 (HR Campany)
  - 職業紹介事業者 (P3MI)

## Sector Agency 業界団体 (日本側)

- Agriculture
  - JAC 建設技能人材機構
- Accommodations
  - 全旅連
- Fisheries
  - 大日本水産
- Industry
  - AOTS
- Building Maintenance
  - ビルメンテナンス協会
- Shipbuilding industry
  - 日本海事協会
- Automobile Industry
  - 日本自動車整備振興会連合

## Related Organization Training, Support agency

## Training institution

- Agriculture 農業省 (KEMTAN)
  - 農業技術研修所 (Balai Peratihan)
  - 農業者組合 (P4S)
- Marine and Fishery 海洋水産省 (KKP)
  - 水産専門学校
- Manpower 労働省 (KEMANAKER)
  - BP2MI — Binapenta
  - BLK — Binalavotas
  - Biro Kerjasama
- Tourism 観光省 (KEMENPARAKRF)
  - 公立観光専門学校
  - 私立観光専門学校
- Transport 運輸省
  - 人材育成センター
  - 民間研修所

## Support Agency

## Acceptance Agency 受入団体

- SMEs enterprise cooperative (supervisory organization) 中小企業協同組合 (監理団体)
  - Agricultural 農業協同組合
  - Fisheries 漁業協同組合
  - SMEs, Industrial 中小企業組合
- Registration support organization 登録支援機関
  - Administrative scrivener etc. (professional profession) 行政書士等 (士業)
  - Co. Ltd 株式会社
- Human Resource Company 民間派遣会社
  - HR Company by Sector 分野別人材派遣会社
  - HR Company Multi Sector 人材派遣会社 (他業種)

# EXPENSES RELATED TO COMING TO JAPAN:

Stage	LPK-A (Jakarta)	LPK-B (Semarang)	LPK-C (Bandung)	specific skills BP2MI Law No.
Japanese language course fee <small>Material Fee</small>	\$ 119.23 Rp. 1,850,000	\$ 225.178 Rp. 3,500,000	\$ 353.851 Rp. 5,500,000	
Japanese language course fee <small>Facility fee</small>	\$ 225.178 Rp. 3,500,000	Nil	Nil	
Japanese language course fee <small>Training institution 6 months</small>	\$ 450.355 Rp. 7,000,000	\$ 193.01 Rp. 3,000,000		
Application/Selection Committee/Procedures			\$ 418.187 Rp. 6,500,000	
Pre-dispatch medical examination fee	\$ 115.806 Rp. 1,800,000 ( Twice )	\$ 77.2038 Rp. 1,200,000	\$ 57.9028 Rp. 900,000	\$ 58.0315 (Rp. 902,000) \$ 35.3851 (Rp. 550,000) (psychological test)
Passport acquisition fee <small>Visa application fee</small>	\$ 96.5048 Rp. 1,500,000	\$ 199.443 Rp. 3,100,000	\$ 25.7346 Rp. 400,000	Rp. 0 (Claim prohibited)
Passport acquisition fee <small>Passport issuance</small>	\$ 160.841 Rp. 2,500,000	\$ 160.841 Rp. 2,500,000	\$ 109.372 Rp. 1,700,000	Rp. 0 (Claim prohibited)
Accommodation expenses during the training period <small>Housing expenses, utility expenses, food expenses, administrative fees</small>	\$ 1,084.07 Rp. 16,850,000			
Labor human resources social insurance	👉 Training costs incurred when employment is not yet determined (e.g., when the place of employment is undetermined)			\$ 2.41262 / Rp. 37,500 (10% burden) \$ 21.3919 / Rp. 332,500 (after entering the country)
Domestic transportation expenses				\$ 32.1683 / Rp. 500,000 ( within Java Island) \$ 128.673 / Rp. 2,000,000 (other than Java Island)
Airfare, introduction fee, management fee				Company burden
total	\$ 2,251.78 Rp. 35,000,000	\$ 836.374 Rp. 13,300,000	\$ 965.047 Rp. 15,000,000	

# SECURING THE THREE ELEMENTS NECESSARY FOR COMING TO JAPAN, AND THE CHALLENGES THAT MAY BE INVOLVED:



# CAUSES AND PROBLEMS OF ADDITIONAL EXPENSES:

- **Limited access to information about overseas work:**

You will not be able to obtain the above information from friends, the government, temporary agencies, etc., so you will be at the mercy of recruiters and intermediaries without knowing the "market price".

- **Lacking the skills and knowledge necessary for overseas work:**

If you do not have the educational background or technical qualifications, complete a graduation certificate using the Ministry of Education's support system for non-students. Purchase a qualification via employment agency Request.

- **Unable to bear the necessary expenses for the time being**

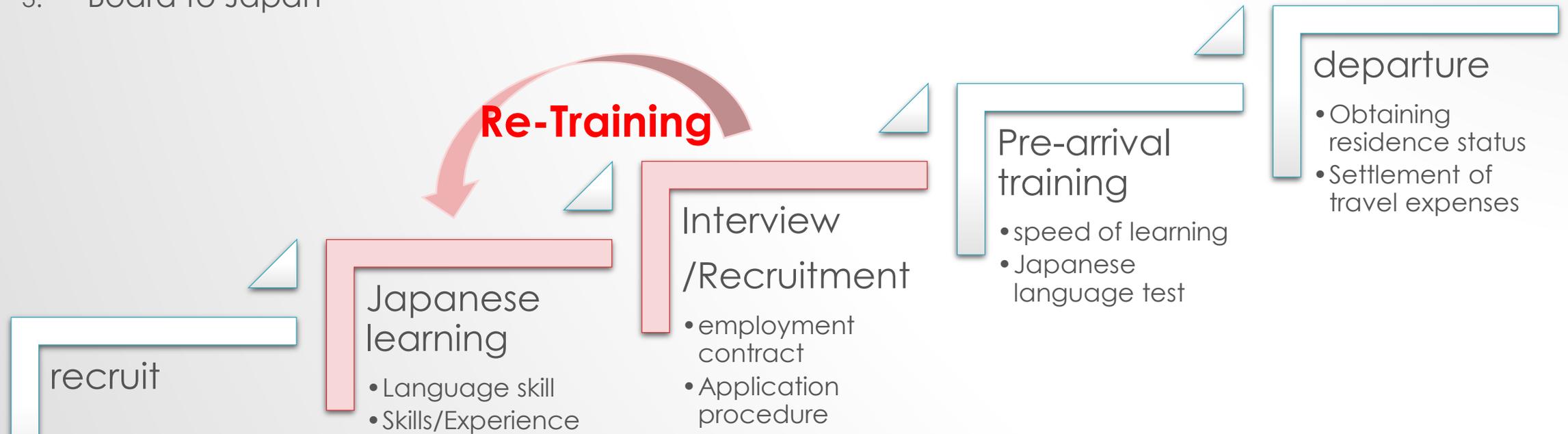
If you are financially unable to bear the expenses (actual expenses) related to the issuance of various certificates and administrative procedures, you will not be able to borrow (finance) from public financial institutions. Raise funds from loan sharks (annual interest rate of 21% or more)

**<Concerns> Even if damage occurs due to incorrect information from a temporary recruiter or intermediary, it is difficult to report the damage because the process is illegal in the first place and there are concerns about whether the person in question will be satisfied with it.**

# MULTIPLE METHODS

## Basic Step

1. Recruitment and employment contract
2. Pre-Dispatch Training while apply for Certificate of Eligibility (COE)
3. Board to Japan



## Repeating the course

- If the training institution is not a certification body,  
→ Transfer to another training institution and add fees
- If you take a course at a sending institution that does not have job openings,  
→ transfer and retake the course again
- If other candidates are not selected,  
→ Training facility costs will be added.

<Cause source>

Recruiter

sending organization

employer

# CHALLENGES IN UTILIZING FOREIGN HUMAN RESOURCES

- Opportunities to understand employment information, various schemes, laws, systems, operations, and procedures related to overseas work are limited
  - **Strengthening information provision** -
- The actors supporting overseas worker dispatch are diverse, making it difficult to foster information sharing and collaboration among related organizations
  - **Promoting collaboration** -
- Japanese language education in preparation for coming to Japan for overseas work relies on self-help efforts for workers due to the lack of Japanese language teachers and teaching materials
  - **Japanese language education** -
- Specific skills require considerable knowledge and experience. There is no mechanism in place to connect “individual career advancement” through overseas work to “Indonesia’s economic development”
  - **Skills training** -

A large group of people, including men and women in various attire (some in traditional Indonesian batik, others in suits), are gathered in a large, well-lit conference room. They are standing around several round tables covered with white cloths. The room has wood-paneled walls and large windows. The text "TERIMA KASIH" is overlaid in the center in a bold, yellow, sans-serif font.

**TERIMA KASIH**

Human Resources Forum in Jakarta, on 28 November by Ministry of Manpower and JICA